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**Vice President and Dean of the School**

Jackson, Mississippi

## POSITION PROFILE

Jackson Academy, an independent K3-12 school located in Jackson, Mississippi, is seeking a qualified candidate with administrative experience, academic leadership, and a broad background in independent school education for the position of vice president and dean of the school beginning June 1, 2017. The candidate must be a proven educational leader who can lead a large faculty in a quickly changing educational environment and possess strong motivational and communication skills. Vision, leadership team management, and program development are essential to the job responsibilities.

## Duties and Responsibilities

### Responsibility to the President

- Accountable to the president of the school
- Member of the President's Council
- Attends Board of Trustees meetings
- Responsible for advising and providing information to the Board of Trustees, as directed by the president
- Advises president on operations, programs, personnel, professional initiatives, and provides other information as requested

### Responsibility to the School

- Functions as administrative head and chief operating officer of the school
- Is the academic leader of Jackson Academy
- Chairs the Administrative Leadership Team
- Manages personnel budget and contracts all employees in the academic professional and academic support staff
- Works closely with all members of the Advancement Team including Development Office, Business Operations, Marketing Office, and Admissions Office
- Responsible for setting an example of positive leadership
- Responsible for hiring, evaluation, and termination of academic staff
- Oversees curriculum evaluation, innovation, and change

### Leadership Priorities and Expectations

- Responsible for developing a positive community image to connect with all constituencies
- Ensures that academic challenge is valued and high standards of achievement are met
- Involved in local educational activities, civic clubs, organizations, and social activities of the school
- Represents the school at appropriate professional conferences, workshops, and similar events
- Oversees and coordinates all accreditation efforts
- Keeps up with the latest educational ideas through participation in state, regional, and national educational organizations
- Responsible for the development of leadership of the Academic Team
- Responsible for coordination of all professional development activities

### Attributes of a VP and Dean of the School

- Experienced educator: The academic leader of the school should have some classroom experience as well as experience leading a school or division
- Listener: A leader that spends time listening to others and being a sounding board for new ideas and can appreciate the views of others
- Visible: The academic leader of the school should be visible around campus and interact on a regular basis with teachers, students, and administrators
- Approachable: A leader that is open minded, inviting, and willing to listen and appreciate the opinions of others
- Supportive: A leader that backs those that they lead. This can extend to being a mentor for those that are underneath them
- Trustworthy: A leader that holds dear to the confidentiality of conversations with others
- Additional Attributes: mentor, communicator, wise, open-minded, practical, humble, encouraging, and honest

### Qualifications

The vice president and dean of the school candidate will have earned an advanced degree and have in-depth experience in independent education as a senior administrative leader, preferably as head of school, associate head, or division director. The successful candidate will be a visionary leader, and one who understands and can clearly articulate the principles of an independent school education. As chief operating officer of the school, he or she will be responsible for the advancement of the Jackson Academy mission and the stewardship of the traditions and founding values exemplifying a spiritual community and culture. The candidate will lead the school in continual improvement through embracing change, innovation, creativity, and cooperation. He or she will exhibit and model the four tenets of the JA Way: positive, collaborative, progressive, and student-centered.

### JACKSON ACADEMY...AT A GLANCE

- Founded: 1959 for the purpose of teaching phonics
- Grades: K3-12
- Total Enrollment: 1284
- Total Enrollment Last Four Years: 1279-1285
- Preschool Enrollment: 179
- Lower School Enrollment: 322
- Middle School Enrollment: 373
- Upper School Enrollment: 410
- Boys: 52%
- Girls: 48%
- Diversity: 14%
- Students Receiving Aid: 23%
- Total Aid Given: \$1,368,000
- Total Faculty & Administration: 239
- Student/Faculty Ratio: 11:1
- Female Faculty: 77%
- Male Faculty: 23%
- Average Faculty Experience: 18 years
- Annual Budget: \$15,400,000
- Highest Tuition: \$13,380
- Endowment: \$4,000,000
- 14-15 Annual Fund: \$330,000
- Teacher Participation in Annual Fund: 100%
- Trustee Participation in Annual Fund: 100%
- Duke TIP Qualifiers: 50% of class
- SAT Average: Critical Reading, 650; Math, 620; Writing, 640
- ACT: Honors track class: 30; Entire class: 25.3; Students who attended JA since Lower School: 26.2
- Apple Distinguished School 2013-2015, 2015-2017
- First Apple K-12 one-to-one school in Southeast
- Board of Trustees: 12
- Accreditation: AdvancEd, MSASC, SAIS, MAIS
- Member of NAIS
- Five heads of school in 56-year school history
- Cum Laude Society



## ABOUT JACKSON ACADEMY

*The nature of a progressive school is to keep pushing forward, to never be at rest.*

Jackson Academy's original mission in 1959 was considered innovative: to teach reading by phonics. Counter to academic trends at the time, our founders believed—and evidence showed—that phonics, in-depth reading, time for play, and exploration of the arts all contributed to stronger student success.

An independent college preparatory day school in the heart of Jackson, Mississippi, JA continues to embrace innovation today.

In 2013, JA joined a small group of schools and colleges worldwide recognized as an Apple Distinguished School for innovative use of technology in teaching and learning. JA is Mississippi's first K3-12 school to receive the designation. The Apple Distinguished School mark is reserved for programs that meet criteria for innovation, leadership, educational excellence, and demonstrate a clear vision of exemplary learning environments. JA has assisted schools in Mississippi and other states in developing similar programs. In 2015, Apple renewed JA's designation as an Apple Distinguished School through 2017.

*Preparing students for their best future remains at the core of the school's purpose.*

At Jackson Academy, we express our educational philosophy in four words:

- **Positive:** A child's first, most important lesson: You can.
- **Collaborative:** What we do together is always greater.
- **Progressive:** If we're not ahead of the curve, our children will be behind.
- **Student-Centered:** After all, children are our raison d'être.

**Mission:** Within our nurturing and spiritual community, Jackson Academy inspires and equips each student to lead a life of purpose and significance.

### Academic Divisions and Highlights

Preschool is K3 through kindergarten, Lower School is first through fourth grades, Middle School is fifth through eighth grades, and Upper School is ninth through twelfth grades.

All students in first through eighth grades study science completely in a STEM environment, while students K3 through kindergarten receive STEM lab experience in a portion of their classes each week. In Lower School STEM, girls and boys work in teams of four, with each student rotating through team responsibilities. Middle School girls and boys experience STEM and robotics in teams of two.

All students, K3 through twelfth, are provided an Apple computing device. Students in grades K3 through fourth receive iPad Minis, and students in grades fifth through twelfth receive Macbook Air devices.

Preschool and Lower School utilize Rowland Superkids Reading and Singapore Math®. K3 students learn in a S.M.A.R.T. Kids lab with curriculum developed by JA teachers modeled on prevailing STEM curriculum.

Restructuring of divisions in 2013 created a fifth through eighth grade Middle School, which has proved attractive to prospective families. Faculty attend to the developmental stages of all ages, but are attentive to the particular developmental needs of students in the middle grades.

Seniors enrolled in calculus or AP calculus, and who are enrolled in or have taken physics, are given the opportunity to take a college-level introduction to engineering class taught by college faculty. Introduction to Engineering provides college credit transferrable to the college of their choice. This class has been offered since 2014-15, and both girls and boys register for the class each year.



Jackson Academy experiences high participation in Advanced Placement and honors curriculum in ninth through twelfth grades. Roughly one third of students take AP courses (English 32%; Math 38%; Science 32%; History 18%).

#### JA offers 10 Advanced Placement courses:

- AP English Language
- AP English Literature
- AP Calculus
- AP Biology
- AP Chemistry
- AP Physics
- AP Physics 2
- AP US History
- AP Government
- AP Art

## Athletics and Arts

Jackson Academy offers nine girls sports and nine boys sports, two co-ed sports, and cheer and dance teams. Girls participate in basketball, volleyball, swimming, tennis, golf, cross country, track, fast pitch softball, and soccer. Boys participate in basketball, football, baseball, tennis, golf, cross country, swimming, track, and soccer. Co-ed equestrian and archery teams were developed in 2014.

Growth of performing arts also offers an opportunity for students to participate in classroom and extracurricular activities. In 2015, JA added two teachers to the performing arts faculty: one for Middle School choral music and another whose focus is drama and forensics. The school offers show choirs, concert choir, musicals, theatre/drama, marching band, concert band, jazz band, and other performance, technical, and crew opportunities. School wide, there are more than 20 productions, concerts, and programs each year. Bands, show choirs, and choirs have been recognized within the state, regionally, and nationally. Fine arts are well-loved at JA with AP Art, Scholastic Art Competition success, and community service projects by art students. Art students were asked in 2015 to paint canvases for a pediatric unit at a local hospital.

## Service

Focus outside the school is an area of emphasis, with 100 percent of JA students giving back to the community through service projects. Recent examples include Lower School students raising funds for Heifer International; Middle School students spending a night at Heifer Village to better understand the conditions of individuals living in countries where Heifer International sends humanitarian aid; and a student-initiated book drive to make sure a neighboring school had enough books to conduct an accelerated reading program. The drive yielded 3,000 books.

## Experiential Learning

JA's *Soar* program focuses on ethics, faith, service, and leadership. *Soar* outdoor and off-campus opportunities help fifth through twelfth grade students grow through experiential learning, leadership, and involvement in the community. *Soar* service opportunities begin as early as first grade. Examples of *Soar* activities include rafting trips on the Chattooga and Mississippi Rivers; an overnight trip to Heifer Village (a program of Heifer International) in Arkansas; and a ropes challenge course at C.J. Stewart Ranch.

## Community

JA is recognized in the community for its family feel and benefits from an active and supportive community of parents, grandparents, faculty/staff, and alumni. Enrollment for the last four school years has ranged from 1,279 to 1,285, with current enrollment at 1,284. Student retention, at 93.1 percent, is above average for National Association of Independent Schools members. JA's student to teacher ratio is 11:1. For the 2015-16 school year, JA welcomed 156 new students from 52 different independent, parochial, and public schools, including 45 schools in the metro-Jackson area, three other Mississippi schools, and four out-of-state schools.



## STAYING AHEAD OF THE CURVE

### Strategic Plan

JA's strategic plan 2015-2020 ([jacksonacademy.org/strategicplan](http://jacksonacademy.org/strategicplan)) identifies three core ways to provide students and families the best education possible—one that seeks to inspire and equip every student to live a life of purpose and significance:

- **Take a Stand:** Initiatives targeting character, ethical, spiritual, and leadership development will support student growth and confidence.
- **Uplift Each Student:** Personalized learning, augmented counseling, and college/career exploration initiatives will help our students achieve their greatest potential.
- **Evolve to Lead:** Continuing to both innovate and adopt evidence-based practices in education.

## Take a Stand

## Uplift Each Student

## Evolve to Lead

### The Jernberg Scholarship

The Jernberg Scholarship is a competitive scholarship that provides full tuition and fees to exceptionally gifted students who have some demonstrated financial need. Visit [jacksonacademy.org/jernbergscholars](http://jacksonacademy.org/jernbergscholars) for more information.

### Leadership Team, Mission, Branding

JA enjoyed the 26-year tenure of Peter Jernberg as headmaster, then president. JA's Board of Trustees established a leadership transition plan as Jernberg made plans to retire. After a thorough process, the board named Cliff Kling president elect, and he and Jernberg, together with the board, carried out the transition process.

In 2014, Kling and the leadership team, made up of deans, directors, and staff leading key areas began the study of Patrick Lencioni's *The Advantage: Why Organizational Health Trumps Everything Else In Business*. Lencioni's consulting firm, The Table Group, held a series of retreats with the leadership team to optimize organizational health.

Kling also formed a Mission Statement Task Force in 2014 to review the mission statement and make recommendations for revisions to the board. The board approved an updated mission statement later that year. Concurrently, JA conducted a rebranding process with the assistance of Mindpower, Inc. of Atlanta. After a thorough process involving constituents from all stakeholder groups, JA launched a new brand identity in January 2015.

**LEADERSHIP TEAM****Cliff Kling***President***Pat Taylor***Headmaster***Peter Jernberg***President Emeritus***Angie Antici***Vice President for**Finance and Operations***Bill Bunch***Associate Headmaster***Tara McDaniel***Preschool Dean***Sarah Love***Lower School Dean***Matt Morgan***Middle School Dean***Steve McCartney***Upper School Dean***Eddie Wettach***Technology Dean***Patti Wade***Marketing and Commu-  
nications Director***DeLeslie Porch***Admission Director***Tim McWilliams***Development Director***David Sykes***Athletic Director***Paula Pratt***Upper School Counselor/  
Coordinator of Student  
Services***Beth Murray-Wilson***Coordinator of Studies***John Hugh Tate***Chaplain***Patrice Worley***Assistant to the  
Headmaster***KEY LEADERSHIP TEAM BIOS****Cliff Kling, President**

Cliff Kling joined the JA staff in 2000 and held the role of CFO and general counsel for 13 years. After an extensive process, the JA Board of Trustees named him president elect in 2013, and he began the role of president on June 1, 2014. Kling earned his bachelor's degree from Georgetown University and a Juris Doctor from the University of Mississippi School of Law. He is also a certified public accountant. President Kling serves on the board of directors of MISBO, a regional association supporting the operations of over 300 independent schools. He was elected in October of 2015 to serve a three year term on the SAIS board of directors. He is active in accreditation work regularly serving as a team member and visiting team chair for SAIS/AdvancED.

Learn more about President Kling at:

[jacksonacademy.org/about-us/office-of-the-president](http://jacksonacademy.org/about-us/office-of-the-president).

**Pat Taylor, Headmaster**

With a career in education spanning more than 40 years, Pat Taylor brings a wealth of experience to Jackson Academy. His eight years at JA have proved visionary, leading the academic team as it advanced into STEM education, an Apple K-12 one-to-one environment, divisional restructuring that created a Middle School, and personalized learning influenced by new brain research. Taylor is a graduate of the University of South Alabama, where he holds bachelor's and master's degrees in secondary education, history, and political science. Prior to being appointed headmaster at JA, Taylor held roles as dean of students, principal, and assistant headmaster at St. Paul's Episcopal School in Mobile and headmaster at Houston Academy in Dothan, Alabama.

**Tara McDaniel, Preschool Dean**

Tara McDaniel, who has been with Jackson Academy for 10 years, is entering her seventh year as head of the Preschool and director of After School programs. Prior to her current role, she served for three years as a faculty member in second and third grades at JA. McDaniel holds master's and bachelor's degrees in education from Mississippi College.

#### Sarah Love, Lower School Dean

Sarah Love has been with JA 13 years and has served as the Lower School dean since 2005. After moving to Jackson from north Mississippi, she served as an administrative assistant and assistant elementary dean before taking the helm as dean. Love earned a bachelor's degree in English from Blue Mountain College and a master's in education from Delta State University.

#### Matt Morgan, Middle School Dean

Matt Morgan joined JA in 2004, serving as a secondary Spanish teacher for eight years before moving into an administrative support role in the Lower School. He was asked to take the role of Middle School dean when JA restructured its divisions in 2013. Morgan graduated from Millsaps College with a bachelor's degree in Spanish and completed a master's of business administration from Delta State University. He completed a master's in educational leadership from Delta State University in 2013.

#### Steve McCartney, Upper School Dean

Steve McCartney taught biology and AP Biology for 12 years at JA before becoming the Upper School dean in 2013. McCartney holds a bachelor's degree in biology and a master's degree in educational leadership from Mississippi College.

#### Eddie Wettach, Technology Dean

Eddie Wettach, a JA graduate, joined the staff of the school in 2007 as an information systems administrator. He served in that role until being named technology director in 2010 and then dean of technology in 2012. Wettach holds a bachelor's degree in computing and information systems from Mississippi College.

#### Peter Jernberg, President Emeritus

Peter Jernberg retired as president of Jackson Academy in June 2014 and currently serves as president emeritus. His 48-year career in independent school education began in 1967 at Indianola Academy. In 1988, he was appointed head of school at Jackson Academy, and later president, when the current governance model was adopted. He served JA as head of school for 26 years. In his current part-time role as president emeritus, he supports development efforts and provides counsel to the President's Council, serving on the council with the president, headmaster, and vice president for finance and operations.

#### QUESTIONS

Questions about the vice president and dean of the school position may be directed to either of the following:

- Cliff Kling: [ckling@jacksonacademy.org](mailto:ckling@jacksonacademy.org)
- Pat Taylor: [ptaylor@jacksonacademy.org](mailto:ptaylor@jacksonacademy.org)

## ABOUT THE CITY OF JACKSON

Discover Jackson, Mississippi, the “City with Soul” that’s just the right size. It boasts big city amenities, yet still has small town appeal.

Jackson, the state capital, is the heart of Mississippi. Life in this city pulses with music—gospel, blues, rock, jazz, classical, and everything in between. Scores of unique museums and outdoor attractions, hundreds of events and festivals, three historic cultural districts, innumerable visual and performing arts, sports action, shopping, and nightlife await in Jackson.

### Catching Attention

Named CNNMoney.com’s “11<sup>th</sup> Best City in America to Launch a Small Business,” Jackson is also recognized as “One of the Nation’s 100 Best Communities for Young People” by America’s Promise Alliance and ING Foundation (2011 and 2012); *Forbes* “3<sup>rd</sup> Best Bang-for-the-Buck City in America”; and *Men’s Health* “One of the Most Socially Networked Cities in America.” *Convention South* magazine editors chose Jackson among the South’s Top 10 “Ministry-Minded Cities.” Jackson was named in the 2014 AAA *Southern Traveler’s* “Best of the South” feature as the best city in Mississippi.

### Location, Location, Location

The five-county Jackson metropolitan area has a population of more than 500,000. Jackson, sometimes referred to as the “Crossroads of the South,” is conveniently located three hours from Memphis, New Orleans, and Mississippi Gulf Coast beaches, and four to six hours from the beaches of Alabama and Florida. Outdoor enthusiasts, historians, and cyclists find the historic and lush Natchez Trace Parkway an inviting retreat. The 444-mile trace offers a scenic drive as well as hiking, biking, horseback riding, and camping possibilities—as well as an abundance of North American history. The metro area offers the 33,000-acre Barnett Reservoir with 17,000 surrounding acres for recreational opportunities and residential communities. For cyclists, the Longleaf Trace is a 41-mile designated National Recreation Trail beginning about an hour from Jackson.

Centrally located in the five-county area and close to downtown Jackson, Jackson Academy is situated in the LeFleur East District along with upscale and stable neighborhoods and noted museums. The Mississippi Sports Hall of Fame and Museum was named one of the Top 10 “Most Amazing Baseball Museums in America” by ESPN. The Southeast Tourism Society named the Mississippi Museum of Natural Science the Southeast’s Travel Attraction of the Year in 2014. The new Mississippi Children’s Museum has over 50,000 square feet of fun and 30,000 square feet of exhibit space portraying science and technology; cultural arts; literacy; health and nutrition; and Mississippi heritage. Along with the Mississippi Agriculture and Forestry Museum, LeFleur East museums host joint themed activities as part of the LeFleur Museum District.

### Mississippi, the Birthplace of America's Music

Jackson contributes to Mississippi's designation as the birthplace of America's music. In fact, The Arts are alive and well in Jackson. Experience the blueprint for blues music with 13 Blues Trail Markers, the Mississippi Blues Marathon in January, and the Rhythm & Blues Festival held the third weekend in August. The Mississippi Symphony Orchestra offers programs for varied musical tastes through its Bravo Series, Pops Series, Chamber Series, and special events. Additionally, Jackson is one of the world's four host cities for the International Ballet Competition. The *New York Times* calls the Jackson IBC "the most important competition in North America" while dance competitors have said Jackson is the place where "the great dancers" come to compete.

Going hand-in-hand with great entertainment is wonderful dining. Mississippi is famous for its delicious cuisine—drawn from tables around the world and interpreted by culinary masters with a Southern flair. For down-home, mouthwatering Southern cooking, metro area chefs can tantalize any taste buds. Indulge in a variety of eateries from Northern Italian pasta dishes to spicy Mexican food. Jackson area dining also offers an array of soul food options such as fried chicken or catfish, sliced tomatoes, turnip greens, black-eyed peas, and cornbread. For a more gourmet palate, chefs are infusing Southern classics with a sophisticated flair and farm to table ingredients, creating a bold, new Southern fusion.

### A Literary Heritage

Eudora Welty's home in the nearby Belhaven community is one signal of the literary heritage of the area. Welty wrote her novels in the Tudor-Revival style home, which is now open for tour, along with restored gardens, which are a stop on the Gulf Coast Camellia Trail. Other authors associated with the Jackson area include Margaret Alexander, Ellen Douglas, Barry Hannah, Beth Henley, and Richard Wright. Within the metro area and across Mississippi, the list of those contributing to Mississippi's literary heritage is quite impressive.

### Health, Education, and Religious Life

The area boasts 11 hospitals, including the nationally known University of Mississippi Medical Center, the state's academic health science center with more than 10,000 employees, a Level 1 trauma center, and a Level 4 neonatal intensive care unit, which are both the highest levels attainable. Higher education options include the medical center's teaching hospital, a public university, four private colleges, an extensive community college system, and branches of other college campuses, which together attract more than 35,000 college students and hundreds of educators to the metro area. Every major religious denomination is represented with more than 400 houses of worship available.

Convention & Visitors Bureau  
visitjackson.com

City of Jackson  
jacksonms.gov

EatJackson  
eatjackson.com/