

WOODWARD ACADEMY

ESTABLISHED 1900

Vice President and Dean
for Academic Affairs
Leadership Opportunity
July 2012

WOODWARD ACADEMY

EXCELLENCE – CHARACTER – OPPORTUNITY ®



Carney, Sandoe  Associates

800-225-7986 ▼ www.carneysandoe.com

Atlanta, Georgia
2735 students
Prekindergarten – 12th grade
www.woodward.edu

THE POSITION

Woodward Academy in College Park, Georgia, seeks a Vice President and Dean for Academic Affairs to lead and inspire a community of over 2700 students, 263 classroom teachers, and 117 instructional support staff. The largest independent day school in the continental United States, Woodward enrolls students in prekindergarten through 12th grade from across the metropolitan Atlanta area. Founded in 1900 as Georgia Military Academy, Woodward is the oldest independent day school in Atlanta. The Academy is divided into five schools on two campuses and provides a challenging yet nurturing educational environment where a student's individual talents are appreciated and encouraged. As a respected member of the educational community for more than a century, Woodward combines a strong sense of tradition with a view toward the needs of tomorrow. In the April 17, 2011 edition of the *Atlanta Journal-Constitution*, it was announced that Woodward Academy was the top large workplace in Atlanta, based on responses from employee surveys.

Mission

Woodward Academy combines the proud traditions of Atlanta's oldest college-preparatory school with an innovative, challenging, and well-rounded educational experience. In a broadly diverse and caring community, Woodward embraces the uniqueness of each individual. Guided by our core values of Excellence, Character, and Opportunity, we champion student success.

During his first year in office (2009-2010), President F. Stuart Gulley, with input from all constituencies and recommendations from four blue ribbon task forces, created the 2011-2016 Strategic Plan, "Gateway to Excellence, Character, and Opportunity." In the next five years, Woodward Academy will be nationally regarded as a standard bearer in college-preparatory education. The new Vice President and Dean for Academic Affairs will lead motivated and committed colleagues to embrace this challenge and chart the future academic direction of the

school. This is an exciting time in the school's history and an outstanding opportunity to lead in a school poised for continued success.

THE SCHOOL

Since its founding, Woodward Academy has guided its students to discover their inner strengths and develop their abilities in all areas. Offering a full-range of college-preparatory instructional tracks to boys and girls at every grade level, the school also provides an extraordinarily diverse range of extracurricular opportunities. Residing in 23 metro Atlanta counties, the students represent a wide range of talents, interests, and backgrounds. There is a long tradition of programs designed for students with learning disabilities which culminates with mainstreaming by 9th grade. Each year, Woodward graduates attend many of the



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finest colleges and universities around the United States and some abroad. The class of 2011 received scholarship offers totaling over \$14.7 million.

The school encompasses the following divisions:

- Upper School, College Park (1045 students in grades 9-12)
- Middle School, College Park (510 students in grades 7 and 8)
- Lower School, College Park (490 students in grades 4-6)
- Primary School, College Park (330 students in kindergarten through 3rd grade)
- Woodward North, Johns Creek (350 student in prekindergarten through grade 6)
- The Transition Program for Learning Disabilities, College Park (Grades 3-8)

Vision Statement

Woodward Academy will be a national model in college-preparatory education, developing critical thinkers and ethical problem solvers, in an inclusive community, rich in opportunities for student success.

Formerly Georgia Military Academy, Woodward Academy was founded in 1900 as a military boarding school for boys by Colonel John Charles Woodward. In 1964, the school became co-educational. The military program was dropped from the curriculum in 1966, and the school's name was changed to Woodward Academy. The boarding program was discontinued in 1993. Woodward still adheres to the values that motivated Colonel Woodward in 1900. Every human being is important; every human being has unique value; every human being deserves the opportunity to succeed. The school community believes the purpose of education is the development and

realization of the individual human being. The nurturing of the potential, the integrity and the uniqueness of the individual is central to a Woodward education.

Woodward Academy is accredited by the Southern Association of Colleges and Schools (SACS) and is a member of the National Association of Independent Schools (NAIS), the Georgia Independent Schools Association (GISA), the Southern Association of Independent Schools (SAIS), the Southern Association for College Admission Counseling (SACAC), the National Association for College Admission Counseling (NACAC) and the College Board (CEEB).



CAMPUS, SETTING AND LOCATION

The Academy has two campuses that in total occupy approximately 120 acres. The 90-acre Main Campus in the neighborhood of College Park is 10 miles from downtown Atlanta, just minutes from the Hartsfield-Jackson International Airport and convenient to all major expressways. This



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campus serves as the heart of the Academy's program and is home to the Primary, Lower, Middle and Upper Schools.

The Main Campus combines the traditions of the Academy with state-of-the-art facilities to provide a rich environment for learning and growing. The exceptional facilities on the Main campus include the 15,000-square-foot George C. Carlos Library, with over 20,000 volumes, 150 periodicals, numerous electronics databases and Internet access. The library seats over 200 students and has three conference rooms. Math and science classes are housed in the Thalia Carlos Science Center and the new 43,000-square-foot facility which opened in the fall of 2008. The buildings include classrooms and labs for chemistry, biology, and the physical sciences. The new facility also includes a lab dedicated to independent research, a planetarium, a lecture hall, and an electron microscope. Richardson Fine Arts Center houses classrooms, studios, an exhibition gallery, a closed circuit television studio, technologically current music labs, a black box theater, and a 400-seat performing arts auditorium. The Primary School and the Lower School are each housed in self-contained facilities which include their own cafeterias, gymnasiums, and libraries.

The new Upper School Humanities Building will fulfill the final component of the current campus master plan developed in 2000. This building will be the largest single building on campus and will house the English, History, and Foreign Language programs. The 103,000-square-foot building will include a 160-seat lecture hall, offices for administration, Transition Program spaces, indoor lockers, a robotics lab, Upper School counseling offices and a student



cyber café. The current capital campaign, *Campaign Woodward*, has a goal of \$21 million for the building and has raised \$8.3 million as of June 2011. Construction will begin only after reaching the \$21 million goal in cash and pledges and receiving 75 percent in cash.

Established in 1990, the Woodward North campus is located 42 miles north of the main campus in Johns Creek, Georgia. This 33-acre wooded campus, with attractive brick buildings, enrolls about 350 students in prekindergarten through sixth grade. The campus borders the Chattahoochee Nature Reserve in north Fulton County. Woodward North offers a computer laboratory, extensive media center, and a wooded nature trail and classrooms which allow for interactive learning experiences. An arts center includes a theater, art studios, music classrooms, and practice areas. Eighty-five percent of the school's students matriculate to grade seven in College Park. A daily express bus service to and from Main Campus is available from Woodward North.



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The Athletic Complex in College Park includes three gymnasiums, an eight-lane Olympic pool as well as baseball, softball, and tennis complexes and an eight-lane Olympic size track. The newly completed gymnasium facility also includes locker rooms, a fitness center, classrooms and offices, a new student center, and the campus store. The 5,000-seat lighted Colquitt Stadium includes new home stands, a video scoreboard, and an artificial turf field.



While the school draws students from 23 counties, the campus' proximity to interstate highways makes the campus easily accessible. An extensive student transportation system provides bus service for over 500 students daily and many other students take advantage of the MARTA transit system.

FACULTY

The Woodward Academy faculty, which consists of approximately 400 staff, faculty and support personnel members, teach with great skill and devotion to ensure student success. With 67 percent of the full-time faculty holding advanced degrees, they have impressive credentials. The faculty to student ratio is 1:10 and some classes are as small as five or six students while others may have 18 to 20 pupils in a class. With small classroom settings, teachers find plenty of opportunity for working one on one with their students. The average faculty tenure is 14 years and approximately 40 alumni are current employees. More than 100 academic staff members are employed in the Upper School.

ACADEMIC AND EXTRACURRICULAR PROGRAMS

For students in grades 9 through 12, the Upper School offers a curriculum that is college preparatory in nature and challenging in style. Honors sections and Advanced Placement courses provide accelerated work for students of exceptional ability and motivation. A broad range of electives allows students to begin exploration of areas in which they have interest while extracurricular offerings help develop abilities and interests in such areas as journalism, the arts, service, and leadership. A typical graduating class sends 100 percent of its members to 100 different colleges and universities, devotes 5,000 hours to community service projects, and earns upwards of \$14 million in scholarship awards. The acclaimed Transition Program offers students with diagnosable learning disabilities special instruction at a less demanding pace and all Transition students are mainstreamed by their freshman year.



The Middle School provides an environment which encourages the academic and social growth of students in grades seven and eight. By coordinating the Middle School curriculum with both the elementary and secondary grades, the Middle School incorporates work at the academic,



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college-preparatory, and honors levels in English, mathematics, science, social studies, foreign language, computer science, study skills, life skills, physical education, and the performing and visual arts. Assemblies, field trips, student organizations, and athletic offerings work together to enhance the overall academic experience.

Through a spiraling curriculum, the Primary and Lower Schools give each student the opportunity to progress according to his or her own abilities. The Lower School, for students in grades four through six, places a particular emphasis upon reading and math skills and provides a strong foundation in English, science, social studies, math, foreign language, computer science, art, music, and physical education. Students follow a daily schedule which allows for instruction from specialists in each academic field. Tutorials, interim grades, and frequent parent-teacher conferences contribute to the constant analysis of a pupil's needs and progress. A 10,000-volume library, computer science lab, and gymnasium complete the Lower School campus.

In a new 60,000-square-foot facility, the Primary School is a self-contained campus for students in kindergarten through third grade. In addition to an accelerated curriculum which includes language arts, reading, math, science, social studies, and foreign languages, students also enjoy regular instruction in music, art, computer, and physical education. A 7,000-volume library and computer lab help to build upon each student's enthusiasm and inquisitive nature, seeking to develop a love of learning. Every classroom and education space throughout the Primary and Lower Schools is equipped with Smartboards and Internet access. An extensive intramural athletic program for grades four through six helps to round out the student's educational experience.



Woodward North, prekindergarten through sixth grade, offers a parallel curriculum created to prepare students for the college preparatory program of Woodward's Middle and Upper Schools.

Visit Woodward's comprehensive website, www.woodward.edu, to read the [curriculum overview](#) and detailed descriptions of divisions, departments and classes.

THE ARTS

Woodward emphasizes a strong and diverse arts education for students of all ages. Housed in the Richardson Fine Arts Center, performing and visual arts programs are offered beginning at the earliest grades. Students learn about history and techniques involved in various art forms as they develop an appreciation for the arts.

Performing arts offered at various levels include: chorus, band, orchestra, dance, theater, guitar and video production. Visual arts offered to older students include: drawing, painting, photography, jewelry design, ceramics, and sculpture.

ATHLETICS

The Academy's athletic program combines physical education classes and intramural and interscholastic teams to foster opportunities for socialization, leadership, sportsmanship, discipline, and competition. The Athletic Department works to instill in students an understanding of the importance of a regular exercise and recreation program in relation to an individual's overall well-being. At the primary level, the physical education program emphasizes creative movement, physical fitness, basic skills, and fast action games. In the elementary grades intramural sports are added to provide students with an opportunity to work together as a team and to improve their athletic skills. While team performance is important, sportsmanship lessons play a far more important role in the program. In the Upper School, there are nearly 40 interscholastic teams in 17 sports for both boys and girls. Woodward competes in the Georgia AAA Athletic Region. The War Eagles field strong teams throughout the athletic program.

STRATEGIC PLAN

The 2011-2016 Woodward Academy Strategic Plan, "Gateway to Excellence, Character, and Opportunity," does not call for a radical departure from past practices but rather provides key direction to strengthen and focus the school. The plan outlines the following goals:

- **Academic Excellence:** Woodward Academy is committed to offering a challenging and relevant curriculum viewed as a standard bearer in college-preparatory education, developing critical thinkers and ethical problem solvers.
- **Community:** Woodward Academy will foster an inclusive environment where all persons – regardless of role, age, race, religion, nationality, gender, sexual orientation, physical and learning differences, and economic background – feel valued and appreciated.
- **Leadership Development:** Woodward Academy will continue to develop leaders of character through its Governing Board, alumni, faculty, staff, and students.
- **Sustainability:** Woodward Academy will model a commitment to sustainability in its operational and curricular undertakings with the goal of preserving the environment, broadening global and social understanding, and, ultimately, encouraging Woodward students to be champions of sustainability.
- **Facilities:** Woodward Academy will provide state-of-the-art facilities that foster teaching and learning commensurate with the strength of the academic program.
- **Resources:** Woodward Academy will provide the infrastructure and develop the revenues to support the Academy's ambition to be a national model in college-preparatory education.



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Supporting Strategies for the Academic Excellence goal:

- Conduct a review of each school division every five years using external experts to evaluate the division's effectiveness as a national model in college-preparatory education.
- Identify in each academic division curricular initiatives to develop critical thinkers and ethical problem solvers.
- Incorporate instructional materials throughout the curriculum which focus on the global environment and sustainability and which reflect a diversity of backgrounds and perspectives.
- Assess the need and create programs that reflect the technology requirements and competencies students will bring to the classroom in years to come.
- Revise professional development continuously to ensure that members of the instructional staff possess the knowledge and skills to engage effectively the 21st Century learner.

ATLANTA

Atlanta, the capital and largest city in Georgia, is the ninth most populous metropolitan area in the United States. At the foothills of the southern Appalachian Mountains, Atlanta is distinguished by rolling hills and broad uplands with the Chattahoochee River forming the northwestern boundary of the city. The City of Atlanta covers 130 square miles and the metropolitan area has an estimated population of 5.1 million. Atlanta is one of the fastest growing cities in the country. The climate offers hot, humid summers and mild winters with an average annual snowfall of two inches.

Atlanta is a major business center and has more Fortune 500 companies headquartered within the city than any other American city except New York and Houston. Delta Air Lines is the city's largest employer and operates one of the world's largest airline hubs at Atlanta's Hartsfield-Jackson International Airport. Several media powerhouse are based in Atlanta. Ted Turner's broadcasting company began in Atlanta, and the city remains the home of CNN, Cable News Network. Cox Communications is also based in Atlanta, and is the nation's third-largest cable



television service provider and publishes more than a dozen daily newspapers, including *The Atlanta Journal-Constitution*. Atlanta is also home to the Centers for Disease Control and Prevention with 15,000 employees. A number of notable colleges and universities including Emory, Spelman, Morehouse, Morris Brown, Clark Atlanta University, Georgia Tech, and Georgia State are located in Atlanta.



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The High Museum of Art, a division of the Woodruff Arts Center in Midtown Atlanta, includes a permanent international collection of 19th and 20th century art with a concentration on collecting and supporting works by Southern artists. History museums chronicle the city's rich history and include the nearby Atlanta History Center and Kenan Research Center with exhibits of the Civil War, the Civil Rights Movement, and the 1996 summer Olympic Games in Atlanta. Situated downtown is the Martin Luther King, Jr. National Historic Site and the new Georgia Aquarium, which opened in 2005, the largest in the world. Children's museums include The Fernbank Museum of Natural History and Imagine It! Children's Museum of Atlanta. Atlanta is home to The Carter Center, founded by former President Jimmy Carter and Rosalynn Carter to advance human rights worldwide and alleviate human suffering. Atlanta's classical music scene includes the Atlanta Symphony Orchestra, Atlanta Opera, Atlanta Ballet, New Trinity Baroque, the Metropolitan Symphony Orchestra, and the Atlanta Boy Choir.

Professional sports franchises include the Atlanta Braves, one of the oldest continually operating professional baseball teams in Major League Baseball. The Atlanta Falcons play in the Georgia Dome, host to two Super Bowls. Basketball is popular and the Atlanta Hawks and the newest professional team, the WNBA Atlanta Dream, both play at the Philips Arena. For more information about Atlanta, visit these websites: www.accessatlanta.com and www.atlanta.net.

KEY STRENGTHS OF THE SCHOOL

We believe the following key strengths already give us claim to national model status:

- **Diversity:** We are proud of our diverse student body representing a variety of learning styles, socioeconomic levels, cultural, ethnic, and religious backgrounds, all drawn from a 23-county area of Atlanta.
- **College Preparedness:** We are committed to the success of the students we admit, assuring their unique gifts and abilities are developed to their fullest potential taught by a dynamic faculty offering a superior range of opportunities in academics, arts and athletics. Each year Woodward graduates approximately 250 students, all of whom are accepted to 4-year colleges and universities around the United States and some abroad. Repeatedly Woodward graduates report how well prepared they are for collegiate study.
- **Tradition:** As Atlanta's oldest college-preparatory school, we respect and honor our rich history and provide a traditional structure within which innovation is embraced and encouraged. Our traditions are reflected in the commitment to academic integrity through an honor code, the wearing of uniforms, and high standards for integrity, character, and civility.
- **Caring Community:** We embrace students, parents, faculty, and staff by striving to create a warm, welcoming environment for all members of the Woodward family.



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THE VICE-PRESIDENT AND DEAN FOR ACADEMIC AFFAIRS

The Vice-President and Dean for Academic Affairs (VPAA) is a member of the Senior Administrative Staff and reports directly to the President. As the chief academic officer of the school, the VPAA is responsible for the Academy's total academic program beginning at prekindergarten and continuing through 12th grade, including all five academic divisions: Primary School, Lower School, Middle School, Upper School, and Woodward North as well as the Transition Program. The VPAA is expected to assure curriculum coherence and consistency within and among the divisions, inspiring administrative leaders and faculty to engage in 21st century educational best practices, with knowledge of and experience with the use of current technology.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The Board and the President seek an inspiring leader who will enthusiastically embrace the mission and vision of the school. This person must offer significant expertise in K-12 curriculum as well as exceptional skills in supporting and inspiring a faculty of more than 300 people. The candidate must be able to connect naturally with a wide variety of constituents, both within and outside of the Woodward family. Leaders with a passion for progressive pedagogy and 21st century education are strongly encouraged to apply. The ability to delegate and inspire large groups will be critical for this position since the faculty is larger than the faculty of many colleges.

Woodward's history of working with students who operate at a wide range of abilities and talents is one of its most defining characteristics, and the incoming VPAA must share this commitment in both practice and passion. Additionally, with the most diverse student body of any independent school in the South, the VPAA must enjoy working closely with a wide variety of families and communities and be able to promote this critical aspect of the school.



The following characteristics and attributes have been identified as particularly important for this position:

- A genuine commitment to academic leadership.
- A deep and forward-thinking knowledge regarding diverse pedagogical practices.
- A warm and engaging personality that manages to promote the traditions and vision of Atlanta's oldest and largest independent school while also promulgating a progressive and forward-thinking 21st curriculum for more than 2,700 students.
- A demonstrated record of implementing academic initiatives and developing curriculum across multiple divisions.



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- Substantial administrative and leadership experience in an academic setting, ideally in K-12 schools.
- Demonstrable experience in identifying, recruiting, hiring, and nurturing talented educators.

COMPENSATION

Compensation package will be very competitive and commensurate with experience and the national independent school market.

TO APPLY

Interested and qualified candidates should submit electronically in one e-mail and as separate documents the following materials:

- cover letter expressing interest in the Woodward Academy VPAA position
- current résumé
- statement of educational philosophy and practice
- list of five references with name, phone number, and email address of each to:

Lawrence (Larry) W. Becker and Devereaux F. McClatchey

Senior Search Consultants

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