

# Director of College Counseling

Leadership Opportunity  
July 2012

## Western Reserve Academy



Carney, Sandoe  Associates

800-225-7986 ▼ [www.carneysandoe.com](http://www.carneysandoe.com)

Hudson, Ohio  
Grades 9-12  
402 students  
[www.wra.net](http://www.wra.net)

## THE POSITION

Western Reserve Academy in Hudson, Ohio, the premier school of its kind in the Midwest, seeks an experienced and dynamic individual to lead its College Counseling Office. The ninth oldest boarding school in the country, Reserve offers superb educational opportunities, a hands-on faculty, outstanding facilities and extracurricular activities. Western Reserve's boarding and day program draws students from across the globe and is a center of intellectual vigor and excitement.

Reserve has a long tradition of placing its graduates at the most selective colleges and universities in the country. The College Counseling Office maintains a strong rapport with admission offices, annually placing nearly 90 students from 20 states and 16 countries. The next Director of College Counseling will uphold and build upon this tradition of excellence within a context that recognizes and values individual student contributions and accomplishments. He or she will ensure that colleges know the strengths of Western Reserve and the high caliber of its students. The Director of College Counseling reports to the Head of School and is a member of the Head of School Committee. This is a remarkable opportunity in a vibrant, supportive working environment set in a beautiful location.

Christopher D. Burner, class of 1980, has served as Head of School since 2008, following the 26-year tenure of Henry "Skip" Flanagan. Mr. Burner joined the faculty in 1992 as a Latin teacher and coach and then served as Director of Admissions and Financial Aid. He was Dean of Faculty and Administration from 2001 to 2008. Embodying the school's



mission of excellence, integrity and compassion, Mr. Burner believes Western Reserve shaped his character and developed his self-confidence. In his first years as Head of School Mr. Burner initiated the process to create a new mission statement and strategic plan.

## THE SCHOOL

In 1803, David Hudson and other pioneers of the Western Reserve of Connecticut settled the town of Hudson, Ohio, and were empowered by the General

## Mission Statement

A Western Reserve Academy education offers a transformational experience where students strive for *excellence*, live with *integrity* and act with *compassion*.

Our faculty cultivates intellectual curiosity through a challenging college preparatory program; our students pursue a rigorous liberal arts curriculum and engage in opportunities beyond the classroom in arts, athletics and service, ensuring growth in mind, body and spirit. Reserve's close-knit community instills individual and social responsibility, while preparing students as citizens and leaders in an increasingly interconnected world.

June 2009



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Assembly to establish a college and preparatory academy. Western Reserve College and its Academy were incorporated on February 7, 1826. The College moved to Cleveland in the late 19<sup>th</sup> century and eventually became Case Western Reserve University while the Academy remained in Hudson. Today the campus is very much the same in outward appearance as it was more than one hundred years ago. One of the earliest examples of campus planning in the Midwest, Western Reserve Academy has been named a Historic District by the National Register of Historic Places.

Today, Western Reserve Academy is a non-sectarian, independent college preparatory boarding and day school for grades 9-12. Beyond educational excellence, Reserve remains focused on fostering and nurturing its students' high personal standards of conduct, a commitment to community, and an appreciation for lifelong learning. Reserve is committed to a set of fundamental values: excellence, integrity, and compassion. Certain traditions and standards such as the dress code, regular sit-down meals and an emphasis on values are part of the fabric of school life.



Both traditional and innovative, the academic program affords students the opportunity to pursue areas of interest in depth while gaining solid grounding in English, mathematics, sciences, history, foreign languages and fine arts. In addition, Reserve offers independent study options, numerous elective courses, master classes with visiting guest lecturers and artists, study abroad programs, and state-of-the-art learning facilities. The language department offers courses in five languages: French, German, Latin, Mandarin Chinese, and Spanish. Reserve's fine and performing arts faculty help foster a lifelong engagement in music, drama, fine arts and stagecraft, and student performances are held throughout the year. A post-graduate year is also offered.



The School's finances are healthy and well-managed and its resources include a large endowment, outstanding facilities and a balanced budget. Admission is competitive and enrollment remains strong with the number of students accepting the offer of admission rising each year. Annual Fund giving is higher than ever.

The Academy maintains active affiliations with the National Association of Independent Schools (NAIS), The Association of Boarding Schools (TABS), the National Association of Secondary School Principals (NASSP), The National Association for College Admissions Counseling (NACAC), the Ohio Association for College Admissions Counseling (OACAC), the College



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Board, the College Scholarship Service (CSS), the English-Speaking Union (ESU), the Council for the Advancement and Support of Education (CASE), and the Secondary School Admissions Test Board (SSAT).

The long-held principle of “Athletics for all” recognizes athletics as an integral part of a total educational experience. All students are expected to participate in a diverse, well-rounded athletic program. Reserve offers 24 different interscholastic sports for boys and girls at both varsity and junior varsity levels. Numerous recreational, fitness and alternative selections are also provided to ensure that students of varying backgrounds and talents have the opportunities best suited to their abilities.

### STUDENTS

Enrollment for 2011-2012 is 402 with a culturally rich student body including 265 boarding students and 137 day students. Fifty-two percent of students are boys. Twelve percent of students are from outside the United States and 20% of domestic students are of color. A substantial financial aid budget enables students from a range of economic backgrounds come to Reserve on an equal footing. Recent enrollment has fluctuated from 429 students in 2006-2007 to 390 students in 2010-2011. Last year, 429 students applied for 130 available openings and 69% of students who were offered admission enrolled.



### FACULTY

The 61 remarkable faculty members are many things: excellent teachers, mentors, scholars, athletes, artists and, often lifelong friends. They are passionate about teaching, learning, and living in a boarding school environment. Small class sizes and a student-teacher ratio of 6:1 allow faculty members to know students and understand their individual strengths and weaknesses. Passionate about their academic disciplines, Reserve’s gifted teachers inspire students to engage seriously with their subject matter. They are also known for their infectious enthusiasm, their genuine concern for students, and their ability to promote true intellectual curiosity. Considerable resources exist for professional development. Opportunities for professional growth include independent study, graduate programs, workshops, and summer travel. Fourteen percent of the faculty are of color.

### THE 2009 STRATEGIC PLAN

The 2009 Strategic Plan sets forth five goals:

- Position academic matters as the preeminent aspect of student and family life at Western



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Reserve Academy.

- Create a campus community for the 21<sup>st</sup> century.
- Recruit, retain and develop exceptional faculty and staff dedicated to the values of Western Reserve Academy.
- Strengthen Admissions and College Guidance.
- Create a campus and the financial resources for the 21<sup>st</sup> century.

Western Reserve recognizes the dynamic relationship admissions and college guidance share and understands both the opportunities and challenges in the ever-shifting landscapes of school admissions and college enrollment. Part of the plan involves determining marketing needs to enhance the school's visibility with colleges and universities.

### **FACILITIES, SETTING AND LOCATION**

The 190-acre campus is expansive and spectacular. From the central quad and sculptured landscaping to the unique architecture of the cornerstone Chapel, the welcoming surroundings exceed expectations of a classic academic environment. Brick Row is one of the most well preserved brick rows in the nation, earning the Reserve campus a listing on the National Register of Historic Places. In many ways the campus resembles a college more than a secondary school, with its traditional brick



Greek Revival buildings, picturesque courtyards and acres of rolling land. Today, while preserving Reserve's historic sense of place, the modern campus offers the finest facilities, from state-of-the-art technology to spacious, comfortable dormitories. Reserve has twelve academic buildings and nine dormitories. The Knight Fine Arts Center houses a comprehensive, high quality fine arts program including facilities for two- and three-dimensional art, photography, video editing, dance, architectural design, and engineering drawing. In 2004, renovated dormitories and a new administrative and classroom building opened. A number of faculty live in campus housing.

The 80,000 square-foot Murdough Athletic Center opened in 2004 and includes a competition gymnasium, field house, medical trainer's facilities, indoor track, precision shooting range, aerobic exercise room, and 4,600 square-foot fitness center. Other athletic facilities include twelve athletic fields, a 3.1mile cross country course, and an Olympic size swimming pool with diving well. An AstroPlay turf playing field, a new outdoor track, and ten tennis courts are recent additions.



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## HUDSON, OHIO

Reserve's campus is within walking distance of the historic Hudson village green. The city and school enjoy a friendly, respectful relationship. While some things have changed since it was settled in 1803, the safe, small city of Hudson retains the flavor of a pleasant 19<sup>th</sup> century New England village. It is the perfect setting for a boarding school. Modeled on a traditional New England square, Hudson's town center is a welcoming area with Colonial New England, Federal, Greek Revival, and Victorian style architecture. Down the road from campus is the Blossom Music Center, an outdoor performing arts center that is home to both classical and popular music concerts. The First & Main area blends the charisma of specialty shops and restaurants with some of the nation's most recognized retailers. The school community enjoys free concerts, family festivals and a gourmet market within walking distance from campus.



With a population of 22,000, Hudson is an affluent community with a median household income of \$112,000 and a median home value of \$297,000. In this well-educated population, over a quarter of residents over 25 years of age hold graduate or professional degrees.

Hudson lies in Summit County in Northeast Ohio, fifteen miles north of Akron and thirty miles southeast of Cleveland. A number of exciting and interesting cultural attractions are located in Cleveland, including the Rock and Roll Hall of Fame and Museum, the Great Lakes Science Center and the open-air West Side Market. Cleveland's University Circle contains the greatest concentration of museums, cultural resources and educational institutions in the country. Among them are the Cleveland Museum of Art, the Museum of Natural History, and the Cleveland Orchestra.

With over 1,000 acres of parkland within Hudson, recreational opportunities abound. The Cuyahoga Valley Recreational Area is just west of Hudson and includes over 33,000 acres of rural land and open space along 22 miles of the Cuyahoga River. Miles of biking and hiking trails, the Cuyahoga Valley Scenic Railroad and Brandywine Ski Resort are all popular. Another attraction is the Cedar Point amusement park, home to the largest collection of roller coasters and rides in the world.

### *Western Reserve Academy*

*Grades: 9-12*

*Current enrollment: 402*

*Faculty: 61*

*Faculty with advanced degrees: 83%*

*Student-Teacher ratio: 6:1*

*Students of color: 20% domestic*

*Faculty of color: 14%*

*Operating budget: \$23.4 million*

*Indebtedness: \$19.3 million*

*Endowment: \$107 million*

*Annual giving 2010-2011: \$1.9 million*

*Most recent capital campaign: \$54 million*

*Day tuition: \$30,500*

*Boarding tuition: \$43,000*

*Financial Aid: \$4.1 million*

*41% of students receive financial aid*



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## QUALIFICATIONS

### Professional Qualifications

- A Master's degree, while not required, is highly desired
- Substantial experience in either college counseling or admissions
- A deep understanding of the increasingly competitive and complex world of college and university admissions
- An established, or the potential to establish a presence in the world of college counseling through such means as committee membership, conference presentations, and published articles in professional journals
- Excellent writing and presentation skills
- Strong leadership, management, and organizational skills
- The knowledge and credibility to engage the faculty, senior administration, parents, and Trustees on such institutional topics as marketing and admission to Western Reserve, curriculum development, the role of the arts and athletics, the school's grading policies, promoting Reserve as a premier institution, the ever-evolving climate of college admission, and building a comprehensive college counseling program
- Boarding experience a plus

### Skills and Personal Qualities

- Willingness to understand, participate in and enjoy a residential community
- Transparent, communicative and supportive relations with all constituents
- Dynamic personality with strong interpersonal skills; energetic and approachable
- Dedicated to creating an atmosphere of high expectation, teamwork, and continuous improvement in the college counseling office
- Eager to work cooperatively and persuasively with parents
- Comfortable with gathering and analyzing data but holistic in vision and counseling
- Passionate about Reserve students and dedicated to matching their talents and aspirations with their desired colleges
- Integrity and professionalism; ethical in all ways
- A good sense of humor



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## COMPENSATION

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

## HOW TO APPLY

Interested candidates submit these materials confidentially as separate word attachments:

- *cover letter expressing interest in the position of Director of College Counseling at Western Reserve Academy*
- *current résumé*
- *statement of educational philosophy and practice*
- *list of 5 references with name, phone number, and email address of each (references will be contacted only with the candidate's permission)*

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