

MIDDLE SCHOOL DIRECTOR SEARCH

THE BUSH SCHOOL

Seattle, Washington

bush.edu

Start Date: July 2024



The Bush School
EXPERIENCE EDUCATION



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

To spark in students of diverse backgrounds and talents a passion for learning, accomplishment, and contribution to their communities.

Vision

The Bush School is committed to preparing students to lead purposeful lives, setting them on a path to change the world. Founded on the principles of progressive education, our experiential program inspires students to drive inquiry, actively engaging their teachers, curricula, and environment.

At a Glance



Established
1924



Middle School Enrollment
190



Faculty in the Middle School
26



Campus size
9 acres



Students of color in the
Middle School
49%



Financial aid awarded
\$4.9M



Faculty with advanced degrees
73%

Total enrollment: 715
Total faculty: 87
Faculty of color in the Middle School: 19%
Students receiving aid: 22%

Endowment: \$26M
Annual operating budget: \$28M
Middle School electives: 35+



Overview

The Bush School is celebrating its centennial this year! Located in Seattle's charming Madison Valley neighborhood, Bush is the only independent school in the Seattle area offering a K-12 education on a single campus. In a dynamic, inclusive, and joyful learning community, students at Bush not only love to learn, but learn to lead. Acknowledging that students live in a diverse and multidimensional world that requires them to be problem solvers, clear thinkers, ethical actors, and global stewards. These critical skills are taught intentionally from Kindergarten through Twelfth Grade in all areas of the school program. Education based on these foundations prepares students and graduates to make a meaningful difference in the world.

The Bush School has a history of educating students to use ethical judgment and to lead through action. As such, the school is encouraging community members to work to shift their framework from inclusive to anti-racist, recognizing that we must all understand our privilege and how it can perpetuate bias, both explicit and implicit. Bush is committed to promoting equity, justice, and peace.

The school's educational philosophy centers on the belief that students learn most effectively through active engagement with ideas. Bush offers unique, stimulating educational experiences, characterized by involved, active learning, and the Middle School is the division that provides the educational bridge in the school's multifaceted K-12 program. Students learn how to learn, and are eager to continue learning—confidence, curiosity, and a thirst for challenge become a part of who they are. The school prepares students for college, and, more importantly, for life.

The Bush School seeks a Middle School Director to begin next summer who will advance the philosophy and mission of the school's Middle School for students in grades six through eight. Strong candidates will be progressive, student-centered educators who understand and celebrate students in early adolescence, seek to partner with families, have experience supporting and guiding faculty and staff, know how to create and develop systems, and embrace experiential learning.



Opportunities and Challenges

The Middle School Director reports to the Head of School, serves on the Senior Leadership Team (SLT), and partners closely with the Assistant Head of Academics and the other division directors. By all accounts, these teams have a culture of collaboration, openness, curiosity, and humor. The Director leads and supports the work of 28 dynamic faculty members (described as hard working and passionate about the middle school age and stage), including the Middle School Dean of Students, and the Middle School Dean of Academics. Alongside all community members, the Director's work will be informed by the School's current [Strategic Framework](#). Looking ahead, the priorities, opportunities and challenges for the next Middle School Director include:

Supporting transition and change. In the past years, the Middle School has had some leadership change, and several of the teaching faculty are in their first or second year at Bush. Seeking to understand, taking the time and making the effort to get to know community members, and building relationships will be critical in order for the next Director to support and guide the middle school community. Longevity and stability are important for the Middle School faculty.

Attending to structure, clarity, and communication. The current Upper School Director is serving as the Interim Middle School Director this year. As he surveyed the faculty, the hope for structure, clarity, and communication were recurring themes, and he, alongside the Middle School Dean of Academics and Dean of Students, are using these themes to guide and inform their work this year. Their efforts thus far have been warmly received and appreciated, and the next Director has the opportunity to support, continue, and lead the work in this spirit.

Continuing to align and refine the academic program. The next Middle School Director has the opportunity to partner closely with the Assistant Head of Academics and the other division directors to align the K-12 program especially in efforts around DEI, experiential education, and interdisciplinary learning. Within the division, the Director will work closely to support the Dean of Academic's efforts to strengthen student assessment and feedback.



Leading, supporting, and operationalizing the work of community, equity, and inclusion. The Bush School community has long been engaged in the work of equity and belonging and strives to ensure every community member is seen, heard, and valued. The next Director will consider, examine, and assess practices, processes, and decisions through the lens of community, equity, inclusion and belonging.

Developing a new middle school campus. Plans for a reimagined campus center and new middle school building are underway. Click [HERE](#) for more information. The next Director will have the opportunity to support the division through exciting transformations and transitions.

Qualifications and Personal Attributes

- Thorough and demonstrated understanding of and love for working with Middle School students with great energy, playfulness, and humor.
- Adept at creating and developing processes and systems that support efficiency, provide clarity and consistency, and help sustain the work of others.
- Clear communication skills that include careful listening and understanding of how and when to share information.
- Effective, efficient, and thoughtful communicator and listener with the willingness to engage in difficult conversations with candor and tact.
- Well-versed in and committed to community, equity, and inclusion practices.
- Curricular leader and innovator with an understanding of progressive, differentiated, inquiry-based, and developmentally-aligned models of teaching and learning.
- Strength in building and maintaining connections and community between colleagues, divisions, parents, and students.
- Enthusiastic community-builder and connector—highly visible and engaged around school and within the local community.
- A collaborative and humble leadership style built on approachability, responsiveness, and transparency.

Learn More

Click on the links below to learn more about The Bush School.

[School Website](#)

[School History](#)

[Community, Equity, and Inclusion](#)

[Experience Education](#)

[Middle School Education](#)

[Strategic Framework](#)

[Education Master Plan](#)

[Wilderness Program](#)

[Virtual Campus Tour](#)

[About Seattle, Washington](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- Two recent writing samples you authored—you may include speeches, blog posts, articles, or letters to community to:

Jennifer Wong Christensen

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The full-time equivalent salary range for this position is \$140,000-165,00. Important context: The State of Washington does not collect income tax. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.