



CHADWICK SCHOOL
Palos Verdes Peninsula, CA

**DIRECTOR OF DIVERSITY, EQUITY,
AND INCLUSION**

Start Date: July 2022

chadwickschool.org



**Carney
Sandoe**
& ASSOCIATES



CHADWICK

S C H O O L

Mission

The mission of Chadwick school is to develop global citizens with keen minds, exemplary character, self-knowledge and the ability to lead.

OVERVIEW

Located on a beautiful, 45-acre hilltop campus on the scenic Palos Verdes Peninsula in Los Angeles County, Chadwick School is an independent, K-12, co-educational day school that enrolls over 830 students drawn from more than 45 Southern California communities.

Chadwick School's Core Values of respect, responsibility, honesty, fairness, and compassion are widely shared and fostered daily in classrooms, during co-curricular activities, and through the camaraderie of this close-knit community. A highly educated faculty and staff bring out the best in the talented student body through active learning, challenging academics, one-on-one mentoring, unparalleled global opportunities, nationally distinguished outdoor education and community service programs, outstanding athletic opportunities, and award-winning visual and performing arts.

Chadwick School seeks a Director of Diversity, Equity, and Inclusion. This full-time position, to begin July 2022, is a senior administrative position. The Director of Diversity, Equity and Inclusion will be a trusted advisor, collaborating and working closely with Chadwick's Senior Leadership Team to enhance the student experience at Chadwick. The Director of Diversity, Equity and Inclusion will be responsible for developing and leading programs and strategies that foster a diverse, equitable, and inclusive school community as described in the Chadwick School's Diversity Statement.

At a Glance

Founded: 1935

Total students: 853 students (K-12)

Students of color: 41% White, 22% Asian,
14% Multiracial, 6% Latinx, 6% Black,
1+% Pacific Islander, 10% Not reported

Total faculty: 120

Faculty with advanced degrees: 80%

Student/teacher ratio: 8:1

Financial aid budget: \$5.9 million

Students receiving aid 21%

Endowment: \$55 million



THE SCHOOL

Founded in 1935 by visionary educator Margaret Lee Chadwick, Chadwick School is one of three schools operated by the Roessler-Chadwick Foundation. In 2010, Chadwick International (CI) was formed in Songdo, South Korea, which expanded opportunities for students around the globe to benefit from a world-class Chadwick education. In 2023, Chadwick will open its third campus in Hanoi, Vietnam.

Chadwick students are given every opportunity to grow both inside and outside the classroom so they're prepared to navigate life's challenges with confidence. A campus culture steeped in core values empowers students to make good decisions, respect diverse perspectives, and engage thoughtfully and productively in their community. With an 8:1 student-teacher ratio and one-on-one mentoring, faculty get to know their students well and guide them to reach their full potential. A diverse staff and student body fosters a compassionate and progressive learning environment. In addition to rigorous academics, Chadwick offers rich experiences outside the classroom, including all-star athletics, award-winning performing and visual arts opportunities, affinity groups, outdoor education, and global leadership programs. Students have time to explore all the things they love — from community service to soccer to theatre.

Chadwick School is accredited by the Western Association of Schools and Colleges, California Association of Independent Schools, and the Association for Experiential Education.

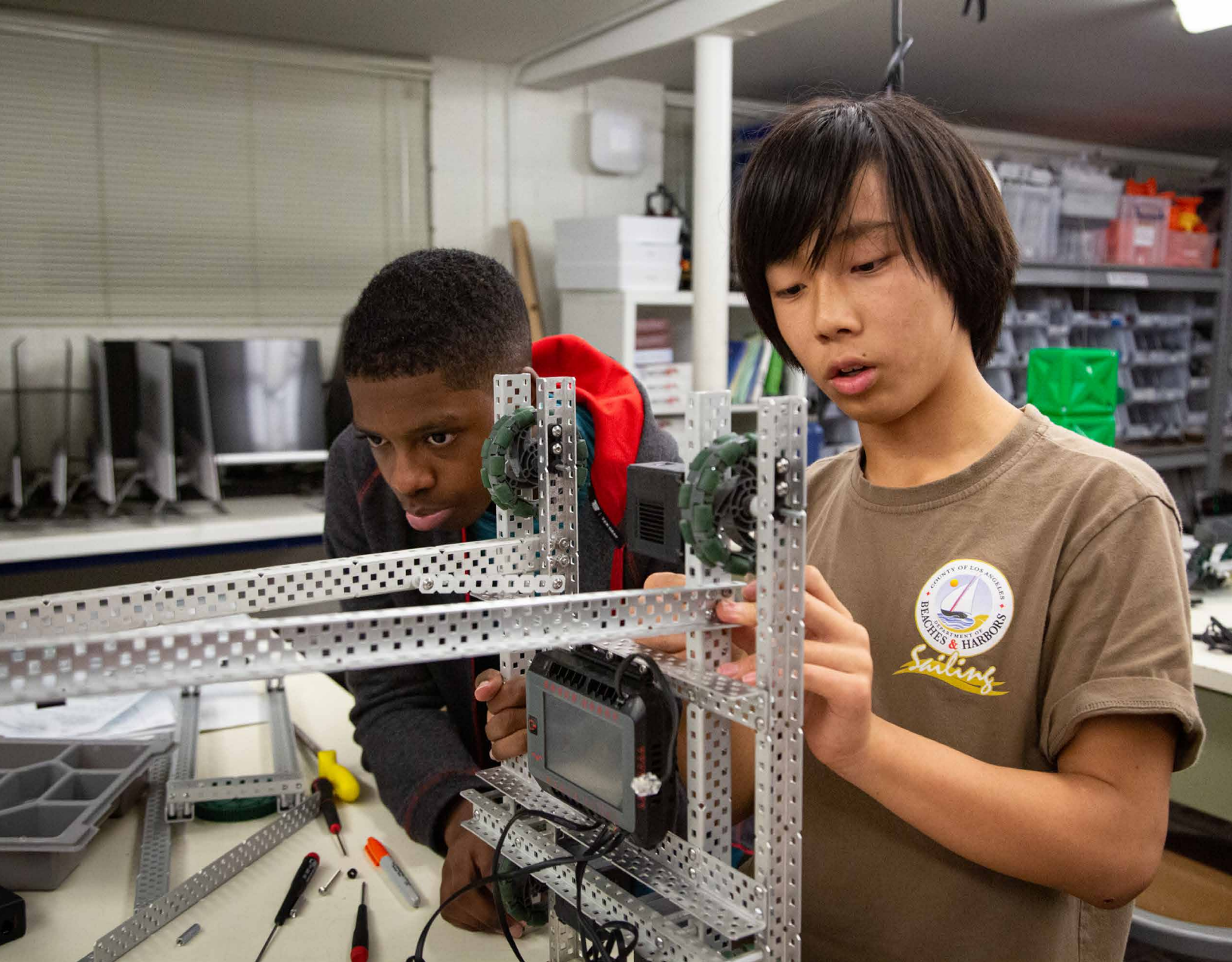


DIVERSITY, EQUITY, AND INCLUSION

Diversity, Equity, and Inclusion are integral to Chadwick’s world-class educational experience as they enhance students’ knowledge, skills, and the empathic orientation required to serve and lead in an interconnected world. Chadwick’s founder, Margaret Chadwick, believed in a school community that reflects a “dipperful of humanity” in which “the winds that blow so vigorously across our beautiful acres will one day sweep away all prejudices.”

Chadwick continues to aspire for this idealized vision, while recognizing the essential work to be done and actions still to be taken to create a more equitable and inclusive Chadwick for the entire community. At Chadwick, the Core Values of compassion, fairness, honesty, respect and responsibility are more than mere words. Students and faculty live and breathe them every day. Chadwick School’s non-discrimination statement states that the school “does not discriminate on the basis of race, color, religion, sexual orientation, gender identity or expression, or national or ethnic origin or ancestry in the administration of its educational policies, admissions policies, scholarship and loan programs, athletics and other after-school programs.”

During the long-awaited moment in the U.S. where all are confronting injustice and racism with a heightened urgency and renewed commitment to equity for all, Chadwick believes their participation in this movement is paramount. DEI is a central lens in all that they do. The school believes the commitment to DEI is a collaboration and a partnership among administration, faculty, staff, students, parents, the board, and alumni. Chadwick believes equity work must be prioritized and personal to everyone. As the school confronts opportunities for growth and aspire to progress further, all must participate in blowing those winds of change across our campus toward a more equitable community. [Watch a recording of a recent DEI presentation to Chadwick parents.](#)



ACADEMICS

Academics at Chadwick are rigorous, engaging, and reflective. With the guidance and mentorship of dedicated teachers, students embark on an academic journey rooted in inquiry, classroom discussion and problem-solving. The core competencies of creative thinking, character, courage, communication, collaboration, and cultural competence ensure students not only excel academically, but become well-rounded, confident human beings. As students progress from the Village School (K-6) to the Middle School (7-8) and the Upper School (9-12), their learning is expanded through exploration, collaboration, and student-initiated projects.

The interdisciplinary curriculum is designed to encourage curiosity. By design, Chadwick students don't just absorb information, they interact with course material, their teachers, and each other. They become lifelong learners and leaders who make well-informed, ethical decisions, take action, and contribute meaningfully to their communities.



Village School

With the dedicated guidance of our faculty, children in grades K-6 will develop a strong foundation of academic excellence, exemplary character, and self-discovery through experience. These skills encourage the creative and critical thinking they'll use to excel throughout their formal education — and the rest of their lives. Village School students cultivate a distinct openness to new and varying ideas, experiences, and viewpoints that fuel their curiosity and passion for knowledge. In addition to traditional skills like reading, writing, mathematics, language arts, science, global languages, social studies and physical education, holistic learning at Chadwick includes outdoor education, global citizenship, community service, athletics, and the arts.

STEM starts in kindergarten with students learning hands-on science, math, coding basics, keyboarding and robotics. This foundational knowledge solidifies as their mathematical, scientific and logical thinking progresses. STEM students in the Village are encouraged to think creatively and cross-curricularly, with special emphasis on applying their academic skills in real-world settings.

Middle School

Middle School is a time of transition when students begin to discover themselves and their potential to take on the world. Chadwick staff and programs leverage students' enthusiasm at every turn, introducing students to exciting new ideas, experiences, and perspectives. The three main facets of the Chadwick mission — academic excellence, the development of exemplary character, and self-discovery through experience — have served as the foundation of the Middle School program.

With courses designed to promote independence, students engage in hands-on integrative learning that fosters curiosity, perseverance, open-mindedness, empathy, and the ability to communicate with accuracy and precision. Middle School students take core classes in English, math, science, history, languages, performing arts, and visual arts. Life Skills coursework helps Middle School students cultivate key health, wellness, and social-emotional life skills, including stress management, resilience and coping strategies, healthy relationships, cyber-life management, self-esteem, and peer pressure.



Upper School

Chadwick students boast the highest AP & SAT averages in the South Bay, with 100 percent of students attending 4-year colleges. Graduates are confident in their readiness for the next phase of life. They're eager to engage in their college communities, to immerse themselves in expanded academic and extracurricular opportunities, and to make significant contributions to the world.

Chadwick's academic approach frequently blends subjects (for example, incorporating science and math into a social studies assignment or culture and history into science) and promotes the kind of engagement that prepares students collaborate and communicate effectively. Upper School students are required to complete four years of English, three years of history, three years of science, through Algebra 2 in math, through level 3 in a global language, and one and a half years of visual and/or performing arts. They must also participate each year in physical education or an athletic team and outdoor education. Chadwick is also the only Southern California member of the Malone Schools Online Network (MSON), offering electives like Arabic, meteorology, philosophy and post-AP calculus, chemistry, and computer science.

College Acceptances

Graduates from the classes of 2016-2021 were accepted to the following institutions, among others:

American University
Berklee College of Music
Boston College
Boston University
Cal Poly State University, San Luis Obispo
Carnegie Mellon University
Columbia University
Cornell University
Dartmouth College
Duke University
Emory University
George Washington University
Georgetown University
Harvard University
Howard University
Johns Hopkins University
Massachusetts Institute of Technology
New York University
Northwestern University
Oberlin College
Pratt Institute
Princeton University
Purdue University
Rhode Island School of Design
Savannah College of Art & Design
Stanford University
Syracuse University
Tulane University
University of California- Berkeley, Davis, Irvine, Los Angeles, Merced, Riverside, San Diego, Santa Barbara, Santa Cruz
University of Chicago
University of Massachusetts
University of Michigan
University of Notre Dame
University of Pennsylvania
University of Washington
Vanderbilt University
Vassar College
Washington University in St. Louis
Yale University

See the full list [here](#).



ATHLETICS

Chadwick has a long and proud history of growing successful teams that compete at high levels. Since 1975, Chadwick athletes have won 149 Prep League championships and 26 CIF Southern Section titles. The girls' cross-country team has won three state championships. Chadwick alumni have gone on to play sports for universities like USC, Stanford, Dartmouth, Columbia, and the U.S. Naval Academy, as well as top-rated NCAA Division III colleges, such as Williams, Amherst and Hamilton.

Fueled by the Core Values, Chadwick's student-athletes band together in practice and in play. Communication, leadership, accountability, and healthy competition are all learned experientially. By supporting their teammates, student athletes discover themselves and cultivate priceless life skills.

Village School students have daily athletics or P.E. instruction, with additional instruction in swimming, rock climbing, dance, and sports teams. When students reach Middle School, they're introduced to the world of sports in an environment that encourages them to engage in friendly competition, contribute positively to team dynamics and stretch beyond their comfort zone. Team practices take place during their regular P.E. time, and games are scheduled once or twice a week, with six to 10 games per season. In the Upper School, students discover the character-building nuances of competition and master a progression of new skills and strategies that provide the foundation for competing at a higher level. Almost 90 percent of our Upper School students play on at least one interscholastic team, including baseball, basketball, cross-country, golf, soccer, water polo, track, equestrian, lacrosse, tennis, softball, swimming, cheer, football, and volleyball.



THE ARTS

Chadwick is home to robust visual and performing arts programs across all grade levels. Starting in kindergarten, Village School students begin experimenting with and studying the world of visual arts. In grade 6, options expand significantly with the “Creative Explorations” program. Students get to choose one class to focus on per quarter, including Mixed Media/Graphic Design, Ceramics, Drawing and Painting, and Korean Art and Culture. In Middle School, students expand their artistic horizons and are encouraged to think creatively as they build upon foundational skills in the areas of drawing, painting, film and photography, ceramics, media, and design. The Upper School provides fertile ground for serious visual arts students to refine and elevate their commitment to craftsmanship with courses in Studio Art, Ceramics, and Media Arts. Advanced Placement Studio Art is available for drawing, two-dimensional, and three-dimensional design.

With the belief that the performing arts are key to educating and inspiring beyond the classroom, Chadwick students are given remarkable opportunities to create together in the theatre arts, dance, vocal music, and instrumental music. The acclaimed theater arts program features winter and spring musicals where students perform under expert direction with professional-quality costumes and set designs in a state-of-the-art facility. The Chadwick Dance program aims to cultivate strong, thoughtful, and articulate dancers in an inclusive environment with a curriculum.

Chadwick also offers vocal and instrumental music programs. From learning the fundamentals of music to performing alongside their peers in front of large audiences, vocal and instrumental music students gain the skills to be both technically refined and artistically self-expressed at the highest levels.



SCHOOL LIFE

At Chadwick, students are provided a range of experiences. Students have the freedom to carve their own path and engage in a world of enriching activities that shape them into versatile, well-rounded individuals. They learn that they are never limited or defined by one trait or skill. Chadwick clubs and activities play a large part of student life that give students an outlet for exploration, creativity, contribution and self-discovery. With a multitude of activities, including athletic teams, theater performances, the arts, affinity groups, community outreach efforts, and more — there is always something for students to do and learn.

Affinity Groups

Chadwick is home to a range of affinity groups for Upper School students. An Affinity Group is a group of people who share a similar identity. Although members of the group may have a common identity, it does not mean that everyone in the group has had the same experiences. Rather, the group is a place for reflection, dialogue and support, and it ultimately strengthens ties within the community. Facilitating positive identity exploration is central to creating an inclusive and thriving community.

There are the following affinity groups for Upper School students: Asian American Affinity Group, Ability Affinity Group, Black Girl Magic, Black Student Union, Chadwick Christian Affinity Group, Chadwick Jewish Affinity Group, Latino Unidos, Multiracial Affinity Group, Muslim Student Association, Buddhist Affinity Group, First Gen American Affinity Group and Safe Space for LGBTQ+ and questioning students.



Outdoor Education

Chadwick's Outdoor Education program is one of only nine secondary school programs to be certified by the Association of Experiential Education. The focus of the Outdoor Education program is on encouraging personal development of the students by placing them in new and challenging outdoor situations. Chadwick students participate in one wilderness course per year, culminating in a three-week senior year trip, which includes a three-day solo experience.

Community Service

Chadwick's community service program has been recognized as one of the most outstanding student community service programs in America by U.S. News and World Report. Students are given the opportunity to serve at one of thirteen off-campus sites during the school day. Although there are no requirements for service at Chadwick, over 75% of Upper School students choose to add this weekly commitment as an elective.

CAMPUS

Chadwick's 45-acre campus is perfectly situated on a hilltop on the scenic Palos Verdes Peninsula. With 22 educational buildings, state-of-the-art athletic, science and performing arts facilities, sprawling lawns and amazing views of downtown Los Angeles, it's a young learner's paradise.



The 400-seat Geoffrey Alan Laverty Center for the Performing Arts includes indoor theaters, classroom space and dedicated dance and music studios for students to perfect their craft. The Leavenworth Library Learning Center features 28,000 volumes and online catalogs with access to all books and major periodicals worldwide and three full-time librarians. The newly built Innovation Building helps students engage in cross-disciplinary, cross-divisional and real-world opportunities in innovation, research, and STEM fields. Eight fully-equipped computer labs, network and internet access in all classrooms and the library, and wireless access throughout the campus, indoors, and outdoors keep the campus connected.

PALOS VERDES PENINSULA, LOS ANGELES COUNTY

The Palos Verdes Peninsula, located within southwestern Los Angeles County in the South Bay region, has a population of 65,008. The peninsula is home to a group of cities in the Palos Verdes Hills, including Palos Verdes Estates, Rancho Palos Verdes, Rolling Hills and Rolling Hills Estates, as well as the unincorporated community of Westfield/Academy Hill. The South Bay city of Torrance borders the peninsula on the north, the Pacific Ocean is on the west and south, and the Port of Los Angeles is east.

The hill cities on the peninsula are known for dramatic ocean and city views, extensive trails, and high value homes. Runners, hikers, horseback riders, bird watchers, surfers, scuba divers, fishermen, and bicyclists frequent the area, which is also home to several golf courses and country clubs. There are numerous nature reserves in Palos Verdes: Palos Verdes Estates Shoreline Preserve, Agua Amarga Reserve, and Portuguese Bend Reserve.

Palos Verdes Peninsula is within 40 minutes of both LAX and Long Beach Airport. The Palos Verdes Peninsula Transit Authority provides bus service within and to the Palos Verdes Peninsula.



OPPORTUNITIES AND CHALLENGES

Opportunities

- Serving as a senior-level leader responsible for strategic planning and oversight of DEI work
- Leading a K-12 school serving a dynamic and diverse student population
- Guiding the work of an existing equity team
- Molding a leadership role within a supportive school community with the full support of the board and senior leadership

Challenges

- Leading DEI work in a challenging national and political climate
- Providing training and guidance for a newly formed equity team
- Meeting the needs of a diverse thought community regarding DEI work
- Responding to the nuanced needs of a multi-division, multi-campus school

DESIRED QUALITIES AND QUALIFICATIONS

Chadwick School has a continuing commitment to building cultural competence for all of our members and ensuring racial equity and meaningful inclusion in our classrooms, co curricular programs, experiential programs and school community. This commitment is reflected in our mission, core values, non-discrimination statement and strategic plans. The successful candidate for this position will have experiences, knowledge and skill to build inclusive curricula, pedagogy and classroom environments in ways that reflect and enhance this commitment.

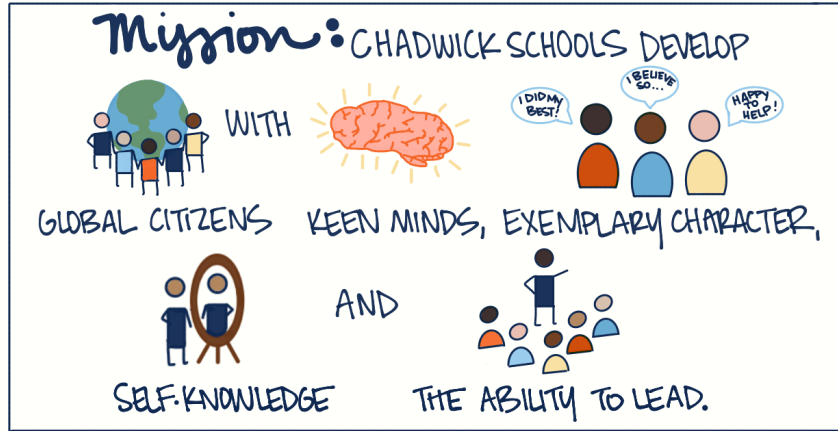
The Director of Diversity, Equity, and Inclusion should also be someone whose decisions and interactions reflect Chadwick's six core competencies: critical and creative thinking, collaboration, communication, courage, character, and cultural competence.



CHADWICK SCHOOL

GLOBAL CITIZENS • KEEN MINDS • EXEMPLARY CHARACTER • SELF-KNOWLEDGE • ABILITY TO LEAD

THE CHADWICK WAY: PRINCIPLES THAT **Guide** AND **Unify** CHADWICK SCHOOLS





The Director of DEI should possess these additional qualifications:

- Deep experience in diversity, equity, inclusion and belonging work. We recognize that this experience can be gained both inside and outside of independent schools.
- Demonstrated experience supervising a team or managing a long-term, multi-step process of organizational change
- A skilled and experienced teacher
- An intentional collaborator
- An effective oral and written communicator
- Strong emotional intelligence

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 thoughtful cover letter expressing interest in this particular position;
- A current résumé with all appropriate employment dates;
- A one-page statement of educational philosophy and practice;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the candidate's permission) to:

Lawrence Alexander

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