

# MIDDLE SCHOOL PRINCIPAL SEARCH

## COLORADO ACADEMY

Denver, Colorado

[coloradoacademy.org](http://coloradoacademy.org)

Start Date: July 2023

COLORADO ACADEMY



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

Creating curious, kind, courageous, and adventurous learners and leaders.

## Values

1. We foster courage: exploring new challenges in academics, athletics, the arts, and experiential learning.
2. We nurture curiosity: the foundation of lifelong, creative discovery.
3. We choose kindness: engaging graciously in an inclusive, joyful community.
4. We encourage understanding: listening to others and acting ethically, with integrity and respect.
5. We embrace inclusivity: working through education to create empathy and compassion.
6. We promote habits of health, both physically and mentally, strengthening resilience and confidence.
7. We believe in a dynamic response to the needs of an ever-changing world.
8. We inspire thoughtful individuals who are ready to transform the future.

## At a Glance



Established  
**1906**



Enrollment  
**1,035**



Middle School enrollment  
**230**



Student-faculty ratio  
**9:1**



Students of color in  
the Middle School:  
**36%**



Financial aid awarded  
**\$4.5 million**



Faculty in the Middle School  
**30**



Campus size  
**94 acres**

Total faculty: 125  
Faculty of color: 19%  
Faculty with advanced degrees: 74%  
Average class size: 15  
Students receiving aid: 18.4%

Endowment: \$30.6 million  
Annual operating budget: \$34.5 million  
Innovation labs/maker spaces: 3  
Interscholastic sports: 19





## Overview

Situated on a stunning campus at the foot of the Rockies, Colorado Academy (CA) is an independent day school in southwest Denver serving over 1,030 students from across the Denver metropolitan area. CA is one of only a few independent schools in the Denver metro area with a Pre-Kindergarten through Grade 12 configuration, a key element of the school's identity and ethos.

Bringing students and families from as many as 82 zip codes across the city together on a single campus, the school teems with excitement, activity, and a love for learning. Rich in both tradition and the spirit of innovation, CA offers a college preparatory curriculum with an emphasis on skills such as critical thinking and problem solving, communication, collaboration, creativity, cultural competence, and character development, along with artistic and athletic training that rivals specialty schools. Colorado Academy's mission statement and values speak to commitments to nurturing young people who are both kind and courageous, and these qualities are readily apparent across campus. CA is also known as the birthplace of Outward Bound in the U.S., evidence of which is found in CA's signature Outdoor Program, its Travel and Exchange program, and annual Interim adventures which provide experiences for students of all ages.

A comprehensive Strategic Plan was shared with the community at the close of the 2021-22 school year and focuses on four priorities: 1) enhancing the student experience; 2) supporting instructional excellence; 3) making strategic investments in campus facilities; and 4) improving financial stability. In practice, the work ahead will include making even more room for curiosity-driven, immersive learning experiences, advancing signature programs, incrementally moving beyond the Advanced Placement (AP) program in the Upper School, and examining the daily schedule and calendar to make space for deeper learning and exploration. The plan also calls for even more comprehensive support of CA's excellent faculty, through robust professional development including opportunities for enhanced mentoring and coaching.



Current Middle School Principal Bill Wolf-Tinsman has led the Middle School with distinction for 15 years and is much beloved by faculty, parents, and students alike. Under Bill’s leadership, each student is known and cared for as an individual, parents are supported as they navigate the Middle School years, and students learn from passionate teachers who delight in teaching Middle Schoolers. As Bill prepares for a “second act” beyond schools, Colorado Academy seeks a dynamic, student-centered Middle School Principal to begin July 2023.

The Middle School Principal is responsible for all aspects of the program and personnel of the Middle School and oversees every facet of the division’s daily operations, working in tandem with the experienced and dynamic Lower and Upper School Principals. The Middle School Principal will hold comprehensive responsibility for all curricular and co-curricular activities involving students and faculty in Grades 6-8, in support of the School’s mission and philosophy.

## Opportunities and Challenges

The next Middle School Principal will provide the educational knowledge and the vision, organization, and management skills to lead and effectively manage a talented group of faculty and students and will play a pivotal role in moving the division to the next level. The Principal will be welcomed into the Colorado Academy community at an energetic stage in its history. Under the innovative and strategic leadership provided by Head of School Dr. Mike Davis, CA is well poised for continued excellence in the academic programming and holistic development of its students. The new Middle School Principal will partner with an experienced and collaborative administrative team and will lead a committed and engaged Middle School faculty. The Principal will have an important voice in implementing new curricular and co-curricular initiatives, strengthening the professional development and support of faculty, and furthering CA’s ongoing commitment to diversity, equity, and inclusion, consistent with the strategic plan.





The priorities, challenges, and opportunities ahead include:

- Developing additional curricular and co-curricular programs that will allow for even more immersive and curiosity-driven experiences;
- Recruiting, hiring, supporting, and retaining an exceptional faculty, further enriching a remarkably stable, experienced, and diverse team of Middle School educators;
- Supporting the continuous growth of faculty through professional development, mentoring, and coaching;
- Evaluating the administrative structure of the Middle School office and discerning the roles, responsibilities, and structures that will enhance the smooth functioning of the division and support CA's commitment to fully see and know each member of the community;
- Furthering ongoing work around diversity, equity, and inclusion, including welcoming an even more diverse student body and faculty and fostering a culture of belonging;
- Evaluating the use of time, both in the daily schedule and calendar, in order to make space for deeper learning and exploration; and
- Partnering with the Lower School Principal and Upper School Principal to help strengthen the transitions between divisions, in support of an excellent and cohesive PK-12 student experience.





## Qualifications and Personal Attributes

The ideal candidate(s) will offer most or all of the following qualifications and qualities:

- Deep expertise, appreciation, and affection for Middle School students and their teachers;
- The skills and knowledge to advocate for the specific needs of the Middle School and the flexibility and collaborative spirit necessary to partner with and compromise with the other division heads (Upper School Principal, Lower School Principal, Director of Arts, Director of Athletics) for the smooth functioning of a cohesive multi-division school;
- Personal and professional commitment to diversity, equity, and inclusion and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, and programs;
- Strong interpersonal skills and the ability to communicate orally and in writing with inspiration and clarity to both internal and external audiences;
- A relational leadership style built on approachability, transparency, and responsiveness;
- The ability to articulate vision and strategy and the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty;
- The confidence and humility to advocate for and embrace new ideas, invite disagreement, and welcome feedback; and
- Genuine enthusiasm to engage actively and visibly with students, faculty, and the broader CA community.

# Learn More

Click on the links below to learn more about Colorado Academy.

[School Website](#)

[Culture and Inclusivity](#)

[Middle School Campus](#)

[Signature Programs](#)

[About Denver, Colorado](#)



## To Apply

Review of candidate materials will begin immediately. Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current resumé.

Selected candidates may also be asked to provide the following:

- Responses to writing prompts, in lieu of a traditional statement of educational philosophy;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission).

Candidates are invited to contact the consultants in confidence and to submit a resume and cover letter to:

**Burke Zalosh**  
Search Consultant  
burke.zalosh@carneysandoe.com

**Marsha Little**  
Search Consultant  
marsha.little@carneysandoe.com