

# CRANBROOK

Bloomfield Hills, Michigan  
**DEAN OF COLLEGE COUNSELING**

July 2019

[www.schools.cranbrook.edu](http://www.schools.cranbrook.edu)

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## **The Position**

Effective July 2019, Cranbrook seeks a new Dean of College Counseling who can effectively lead this vital component of the Cranbrook student experience. The new Dean should bring a vision for a carefully-crafted college counseling strategy and a department that meets the NACAC guidelines for “ideal scenario for college counseling offices.” The successful candidate will maintain Cranbrook’s reputation for college success and grow the department, so it continues to facilitate the best possible matches among students and universities.

The Dean of College Counseling will provide leadership to the College Counseling Department, leading a team of four experienced and professional college counselors and two administrative assistants. The Dean oversees the development and implementation of a strong, innovative, and student-centered, four-year college planning process.



The college counseling experience at Cranbrook Kingswood is an organic part of the schools’ larger educational mission, and the new Dean will embrace a commitment to collaboration with students and parents and promote a positive tone among all who contribute to the college counseling process. The Dean must nurture trusting and supportive relationships with families as they encounter an increasingly selective and competitive college admission process. Similarly, it is important that s/he has a strong understanding of the developmental needs of adolescents and is attuned to issues of access and financial aid. The Dean will continually update, develop, and deliver timely and meaningful programming to students, families, and colleagues in order to support this educational mission.

The College Counseling department’s process is student-centered and prepares students to move to higher education with competence, confidence, and a sense of purpose. In this environment of support, students acquire the ability to identify personal goals, explore post-secondary educational options, and manage the complex process of applying to college. With advocacy for students in mind, the Dean builds and fosters relationships with college admissions officers, families, and colleagues while supervising, encouraging, and supporting the work of the department. Cranbrook’s common purpose is college selection and self-actualization for the student.



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## Students

1,682 students—517 in the Lower School, 352 in the Middle School, and 813 in the Upper School—comprise Cranbrook Schools' student body, and 257 of these students are upper school boarders. The Cranbrook community is diverse; students hail from 16 states and 21 countries and represent myriad racial, ethnic, and religious backgrounds.

The students who live and learn on the sprawling 319-acre campus of Cranbrook Schools gain access to a college-preparatory education rarely matched in the United States. For over a century, Cranbrook has carefully cultivated a national reputation for academic excellence, which perennially yields student enrollment in the nation's most selective colleges and universities. Cranbrook creates a welcoming, challenging, and engaging learning environment for students in grades PK-12. An inclusive and welcoming community, Cranbrook strives to nurture the individual personalities, perspectives, and dreams of each of its students and helps set them on the path to their best possible futures. As the school grows and develops in the 21st century, its faculty continually seeks new tools and ideas to promote rich academic growth and prepares its students for success in college and beyond.



## Faculty

A talented, committed group of teachers forms Cranbrook's faculty, and their efforts have contributed to the schools' recognition as one of the leading independent schools in the US. Teachers instruct students in ratios of 1:8. Many faculty live on campus and the Dean of College Counseling will have campus housing options and, if needed, also the generous tuition remission options enjoyed by faculty. With several new senior administrators in place this year, including a new Director of Schools (Aime Claire Roche from The Bishop's School and Groton before that), it's an exciting time to come to Cranbrook.

## School History

Cranbrook Schools' history begins with the union of Ellen Scripps and George Booth. In 1904, the couple purchased lands in Bloomfield Hills, Michigan, as a recreational retreat for their growing family. In 1908, the Booths moved to a new home—Cranbrook House—and began looking toward the future, hoping the property could one day assume a higher level of public service.



In 1922, the Booths joined a group of local parents in organizing a school for neighborhood children located at the Meeting House. Bloomfield Hills School developed from this initial neighborhood school, and additions were soon made to accommodate more pupils. In 1929, the Booths' son Henry substantially enlarged the school



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and changed its name to Brookside School in 1930. From 1925-1931, George Booth collaborated with esteemed Finnish architect, Eliel Saarinen, to develop plans for other educational institutions on the Cranbrook campus; the Cranbrook School building was completed in 1928, and Kingswood School Cranbrook, a girls' school, opened in 1931. The three schools were governed as separate bodies until 1970, when a single board united to govern Brookside, Kingswood, and Cranbrook Schools.

The institution in its current iteration developed in 1985, when Cranbrook and Kingswood Upper Schools merged. The Middle Schools were reorganized as Cranbrook Kingswood Middle School, two single-sex campuses joined in name. In 1996, the Vlasic Early Childhood Center opened. Today, the multi-faceted Cranbrook Campus, which includes a respected scientific institute, a successful artistic community, beautiful grounds, and exceptional architecture, provides an ideal learning environment for students.

### **The School Today**

Today, Cranbrook offers a rigorous, supportive education to students from early childhood through grade 12. College preparation is at the heart of the Cranbrook experience, with individualized counseling beginning early on in each student's journey it whatever grade it begins.

In the Lower School, students learn the basics of reading, writing, math, science, geography, and spelling. They are encouraged to investigate "life beyond the blackboard" and explore the creative outlets of painting and printmaking, weaving, and pottery, poetry and language. Frequent field trips add context to the lessons students learn in class. Cranbrook's Middle School program is unique;



boys and girls separate and enroll in single-gender education on separate campuses. These distinct environments provide support that helps build self-confidence, cultivate positivity, and generate better overall academic performance during this critical time in students' lives. Upper School students at Cranbrook are encouraged to pursue academic challenges in the classroom, and each individual designs his or her schedule through a process that includes parents, students, advisors, and the academic dean. Before graduating, students are required to complete coursework in English, Math, World Languages (Latin, French, Spanish, or Chinese), Science, History, Religion and Philosophy, Arts, and Health.

Though they meet basic requirements in these courses, students can also choose from a variety of college-level electives that help them identify and pursue their own intellectual passions. Electives include Humor in Literature, Startup Entrepreneurship, and Current Middle East Conflicts, among many others. Uniquely, Cranbrook offers students the opportunity to conduct a Senior May Project, which allows them to gain experience outside the school community. Students must be in good academic and social standing to participate in the Senior May Project, and examples of past



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experiences include internships in fashion design, sports marketing, business management, and education. This year the Upper School also launched Department X to house innovative courses that aren't neatly categorized.

Outside the classroom, students may engage in a host of artistic and athletic offerings. Cranbrook believes that everyone has the capacity to make art, and the school aims to foster artistic ability in each student. Students can gain instruction in unique disciplines, including printmaking, drawing, metalsmithing, weaving, symphony and jazz bands, choral groups, stagecraft, acting, dance, sculpture, and ceramics. Students take advantage of the Cranbrook Academy of Art, the only institution in the nation dedicated exclusively to studio-based graduate education in art, design, and architecture; and the Cranbrook Art Museum, which features the work of local, national, and international artists. Students may also participate on a number of sports teams, including baseball, basketball, crew, cross country, field hockey, figure skating, football, golf, ice hockey, lacrosse, skiing, soccer, tennis, track & field, and volleyball. The goal of Cranbrook's athletics department is to encourage students to explore and appreciate their own physical potential and recognize their responsibility to a team through interscholastic competition. Whether in or outside the classroom, Cranbrook students are supported in their learning and in pursuit of their passions.

### **Diversity & Inclusion**

The school's mission statement also clearly affirms its commitment to educating children from diverse backgrounds. The Cranbrook community includes students and families from many racial, ethnic, religious, social, economic, and geographic contexts. At each school level, the objective is to strive for a level of civility and respect that will promote cohesiveness and generosity of spirit throughout the community. Students and faculty are expected to create an environment that acknowledges the worth of each individual and everyone's background. The school sees this as an essential component of preparing students, as well as strengthening its own educational community. Since diverse segments of the world are becoming more closely interrelated, the school aims to have



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students learn about differences and come to know and understand people's differences, so they can help construct a positive future.

### College Preparation

The Cranbrook community takes the task of preparing students for enrollment and success in college quite seriously. Its strategy is simple: offer the best academic program at the best private school in Michigan. The department's five counselors—who represent the only school in Michigan with five full-time college counselors—work with students individually to develop tailored academic and college preparatory programs. By working together, the Cranbrook community provides support in academics, standardized test preparation, and the college application and enrollment process.



Students at Cranbrook are well-educated, celebrated, and nurtured; each has an advisor. Groups of approximately 45 students work with one college counselor to navigate the uncertainties of the college selection and application process. In ninth grade, students participate in a program called *Navigating Ninth Grade*, which focuses on helping students integrate into the school academically and socially.

Students learn to strike a balance between academic excellence and extracurricular involvement. In this year, students are introduced to standardized testing through the PSAT 8/9. In 10th grade, students continue to develop writing, critical thinking, and test-taking skills, and also complete the PSAT as an introduction to college admission testing.

In 11th grade, students take the PSAT and begin formulating a standardized testing plan. They attend a workshop about the college application process and complete the college counseling autobiographical questionnaire, which serves as one of the foundational documents for initial one-on-one meetings with college counselors the following spring. By getting to know each student individually, college counselors are better situated to help students identify the schools that would best fit their skills, interests, and personalities. In 12th grade, college counselors help students finalize their college lists. Students complete college applications in early September, complete any remaining standardized tests, and work with academic advisors, college counselors, and teachers to prepare and submit their college applications. While this strategy has yielded remarkable success in college placement, the school is anxious for the new Dean to provide additional thought leadership and direction going forward.



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## **Athletics**

The Upper School strives to develop exceptional intellectual and athletic skill along with fostering the highest standards of character. Honesty, integrity, safety, self-respect, and respect for others form the foundation of student-athletes at the school. Student growth and development are enhanced through involvement in activities which promote teamwork, self-discipline, and commitment as well as physical fitness. The program is also competitive, last year winning 3 state championships, 2 state runners-up, 5 top ten teams, 4 regional championships, 7 league championships, and 9 academic all-state honors. Individuals athletes earned 4 All-American honors, 3 Academic All-American honors, 70 All-State honors with 26 honorable mentions, and 41 academic all-state recipients. Athletes from the class of 2018 headed to a number of schools including: Air Force, Amherst, Anna Marie College, Findlay, Franklin & Marshall, Grand Valley, Harvard, Kenyon, Middlebury, Northwestern, Ohio Northern, Savannah College of Art and Design, Tulane, Rochester, Vanderbilt, and Wellesley. The school also has a diverse and robust intramural sports program that includes but is not limited to Archery, Rock Climbing, and Ultimate Frisbee.

## **Physical Campus**

The stunning Cranbrook Schools campus was designated as a National Historic Landmark in 1989, one of only three independent schools in the US to enjoy this distinction. The beautiful grounds give way to a campus that is a masterpiece of American architecture; grand brick and stone buildings provide a rich environment for an equally rich education. School buildings include the Cranbrook Kingswood Upper School, the Cranbrook Kingswood Middle School for Girls, the Cranbrook Kingswood Middle School for Boys, the Cranbrook Lower School Brookside, and the Vlasic Early Childhood Center. These academic buildings are anchored by facilities that provide a designated environment for arts and athletics. Lerchen Hall is the home of the schools' performing arts center, and the Wallace Ice Arena and Williams Natatorium provide unique, beautiful arenas for athletic development. Three other facilities share grounds with the Schools: the Cranbrook Academy of Art and Museum, the Cranbrook Institute of Science, and the Cranbrook House.



## **Bloomfield Hills, Michigan**

Located just 20 miles from downtown Detroit, Bloomfield Hills is an upscale suburb in Michigan's Oakland County. The city's culture centers largely upon Cranbrook Schools; members of the community frequent the Cranbrook Academy of Art and Museum, the Cranbrook Institute of Science, and the historic Cranbrook House. Though predominantly residential in nature, Bloomfield Hills' varied terrain provides recreational outdoor opportunities for its residents and includes a golf club, country club, YMCA, and Performing Arts Center in nearby Community House, Birmingham.

The city's proximity to Detroit allows its residents the nearby convenience of a major city as well as the smaller charms of a suburban community. Detroit is the most populous city in Michigan and is the primary business, cultural, financial, and transportation hub in the state. The home of the American automobile industry, Detroit was nicknamed "The Motor City," which gave rise to the



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name “Motown,” a style of music that defined the city in the 1960s and 1970s. The famed Motown Records company rose to renown with acts that included Stevie Wonder, the Temptations, Diana Ross & The Supremes, and the Jackson 5, among others. The city’s collective commitment to music production continues today; since the 1990s, Detroit has cultivated a number of popular hip hop and rock artists, including Eminem, J Dilla, and the White Stripes. Detroit fans cheer on teams in four major sports: the NBA’s Pistons, MLB’s Tigers, NFL’s Lions, and NHL’s Red Wings. In Bloomfield Hills and Detroit, there truly is an outlet for every type of interest.



### College Enrollment

The following is a partial list of colleges and universities to which Cranbrook students have gained recent admission:

- Amherst College
- Barnard College
- Bates College
- Baylor University
- Boston College
- Boston University
- Bowdoin College
- Brown University
- Bucknell University
- Cal Berkeley
- UCLA
- Cambridge University
- Carnegie Mellon
- University of Chicago
- Colby College
- Columbia University
- Cornell University
- Duke University
- Emory University
- George Washington
- Harvard University
- Johns Hopkins University
- MIT
- McGill University
- Michigan State University
- University of Michigan
- New York University
- Northwestern University
- Oberlin College
- Penn
- Pomona College
- Princeton University
- Stanford University
- Swarthmore University
- Tufts University
- Williams College
- Yale University



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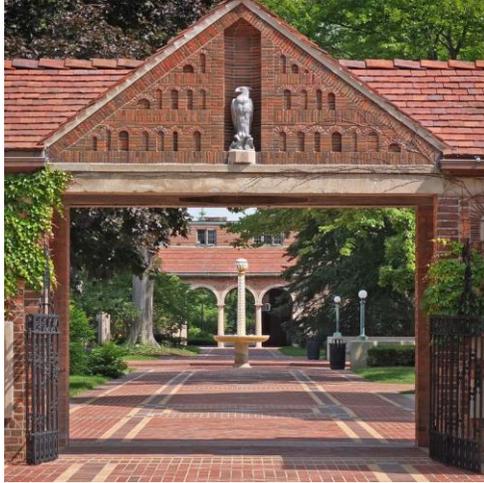
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## Qualifications and Qualities of the Next Dean of College Counseling

The successful candidate will possess superior communication and presentation skills, proven leadership experience, and deep relationships in the college admission community; most important, the successful candidate will prize the meaningful relationships with students that buttress the college counseling program. Cranbrook will appreciate a leader in the College Counseling office who has:



- Passion for his/her career and will bring that passion to the current program;
- Excellent communication and listening skills;
- The ability to articulate a clear vision;
- Experience in college counseling or college Admissions – or both;
- Positive, optimistic energy - and calm;
- Strong problem-solving skills;
- Confidence as a decision maker;
- Affection for working with adolescents
- A Bachelor's Degree (required) and advanced degree (preferred).

## Opportunities & Challenges

Nationally recognized as one of the leading college preparatory schools in the country, Cranbrook Schools has an excellent college matriculation track record, with acceptances to the best colleges and universities in the US. The Dean of College Counseling will be a key member of the Upper School's leadership team, taking over the reins in the already well-established College Counseling office and will provide vision and leadership to the College Counseling Department. S/he will be responsible for articulating the schools' four-year Comprehensive College Counseling Program. Additionally, the schools' leadership wishes to increase the counseling aspects of the office, deepening knowledge of and connection with students, and the appropriate engagement of families in the process. Some other areas of focus and opportunity will include reimagining the work cycle and procedures of the office in order to facilitate more and earlier student contact, managing the NCAA athletic recruitment



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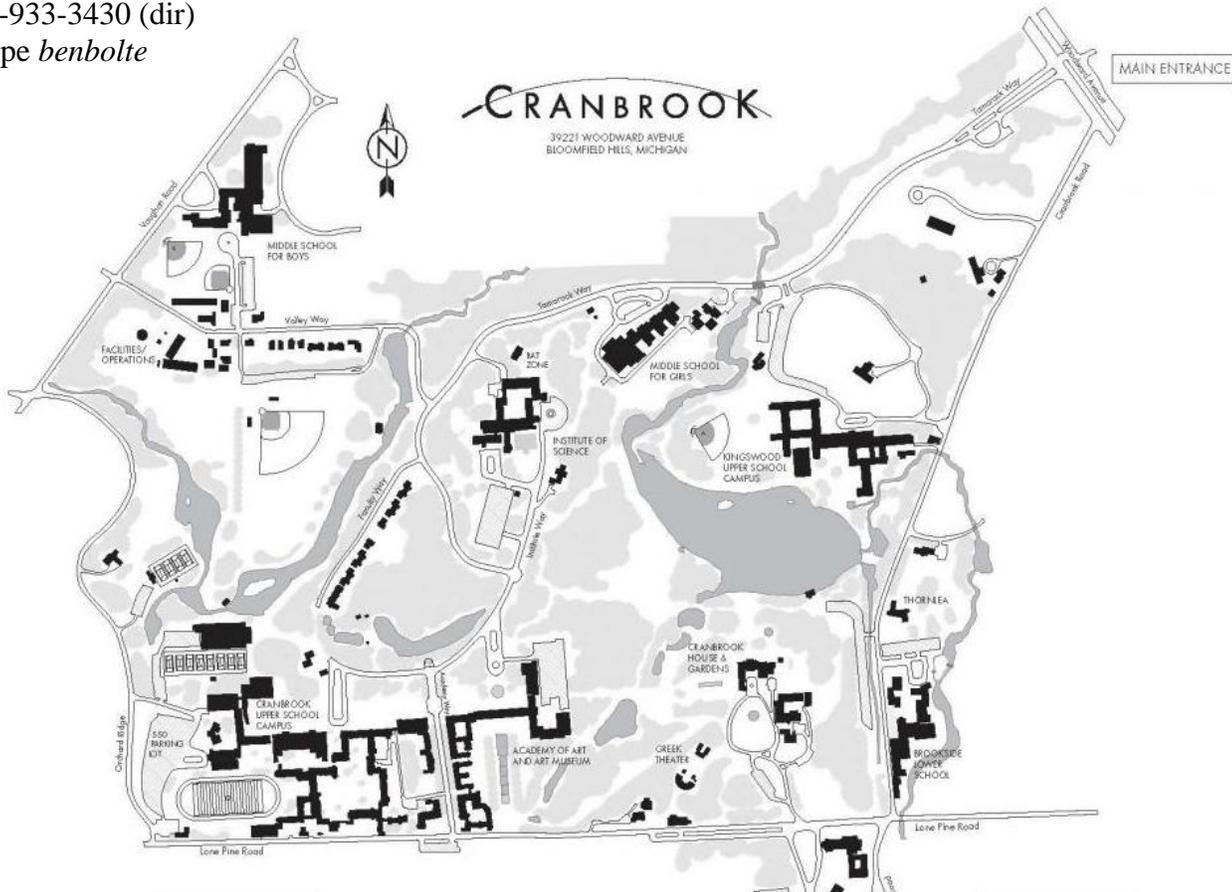
cycle (20 or so students annually continue to compete in college athletics) and shaping and adjusting the college counseling program to meet both the evolving needs of students and families as well as the shifts in the college admissions market.

### To Apply

Interested candidates should submit the following materials confidentially as *separate* PDF attachments in one email to Ben Bolte:

- Cover letter expressing interest in the Cranbrook Schools position
- Current resume
- Statement of educational philosophy and leadership practice
- List of five references with name, phone number, and email address of each (references will be contacted only with the candidate's permission).

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