



DURHAM ACADEMY
Durham, North Carolina

**DIRECTOR OF DIVERSITY,
EQUITY, AND ENGAGEMENT**

Start Date: July 2022

da.org



**Carney
Sandoe**
& ASSOCIATES

DURHAM ACADEMY

Mission

The purpose of a Durham Academy education is to prepare each student to live a moral, happy, and productive life.

OVERVIEW

Durham Academy, a highly regarded coeducational day school serving students in grades Pre-K through 12, strives to prepare students for moral, happy, and productive lives. Located in thriving Durham, North Carolina and founded in 1933, DA serves students from all backgrounds and offers an environment in which each student is affirmed, supported, and challenged as they grow toward their best self. Throughout its history, Durham Academy has also recognized that diversity enriches learning. The school is one of the first to integrate in the region. Today, it is committed at every level — from the boardroom to the classroom — to the dual pursuit of excellence and diversity.

Durham Academy seeks a Director of Diversity, Equity, and Engagement to begin employment on July 1, 2022. The DEE Director, a full-time academic administrative position, is a member of the school-wide Administrative Team, reporting directly to the Head of School. Primary responsibilities include creating, implementing, and managing programs designed to foster a culture of inclusion and a sense of belonging among students, faculty, and staff; partnering with the Administrative Team to develop a culturally relevant curriculum; identifying strategies for the recruitment, hiring, and retention of faculty and staff; and developing and implementing faculty and staff training to enhance cultural understanding and competency.

Fast Facts

Founded: 1933

Total students: 1,233

Student/teacher ratio: 6:1

Students of color: 44%

Total faculty: 200

Faculty with advanced degrees: 72%

Average DA tenure: 12 years

Faculty of color: 16%

Total staff: 73

Staff of color: 30%

Total Trustees and Administrators: 40

Trustees and Administrators of color: 27%

Financial aid budget: \$4.7M in 2020-2021

Students receiving aid: 22%



SCHOOL HISTORY

Durham Academy was founded in 1933 as the Calvert Method School. The founders, George Watts Hill and his wife Ann McCulloch Hill, established the school as a private, independent school to educate their children and others in Durham. The school's initial teaching philosophy (and its name) was based on the Calvert School in Baltimore, Maryland, which Ann McCulloch Hill attended as a child. In 1959, the school ended its affiliation with the Calvert School, changed its name to Durham Academy, and began an expansion that led to the first high school graduating class in 1975. The school has continued to grow over the years, evolving into one of the top independent schools in the state and nation.

THE SCHOOL

In preparing students exceptionally well for college and life beyond, DA focuses on the acquisition of knowledge paired with the development of skills, critical judgment, and intellectual curiosity. Small classes, excellent and inspiring teachers, top-notch facilities, and a vigorous and engaging academic program support the mission of preparing students for moral, happy, and productive lives. In all, the goal is to help students develop habits that lead to academic success, moral behavior, responsible action, and the growth of character.



Durham Academy also believes that enhancing the spirit of community among faculty, students, and families is essential to the achievement of its goals. The faculty and staff approach each student as an individual. To that end, the school encourages close personal relationships fostered in an atmosphere of trust, respect for individual differences, and appreciation for the racial, cultural, and religious diversity in our society.

The school is organized into four divisions — Preschool, Lower School, Middle School, and Upper School — each with its own director. Hill Learning Center, which was founded at Durham Academy and remains a close neighbor and partner, serves a range of public and private school students, teachers, schools, and school districts in four distinct program areas: School, Summer, Tutoring, and Educator Professional Development Programs.

Durham Academy is accredited by the Southern Association of Colleges and Schools. It is also a member of or affiliated with the North Carolina Association of Independent Schools, the Southern Association of Independent Schools, the National Association of Independent Schools, the National Association for College Admission Counseling (NACAC), and the Southern Association for College Admission Counseling (SACAC).



DIVERSITY, EQUITY, AND ENGAGEMENT

Durham Academy is wholly committed to strengthening its school culture in ways that support every student. The school's Diversity, Equity, and Engagement (DEE) team includes trustees, administrators, nine division coordinators, faculty members, current parents, students, and alumni, all working together to drive and support the school's mission of inclusion. Led by the Director of Diversity, Equity, and Engagement, the team creates events and programming throughout the year to increase cultural awareness, sensitivity, and knowledge, with the purpose of preparing students for a diverse society and forming a more global perspective. The DEE Director also works with school division directors to ensure DA's diversity curriculum focuses increasingly on breaking down stereotypes and encouraging invigorating classroom discussion about diversity, responsibility, and community. The school's diversity programming provides academic, emotional, and social support for its faculty, staff, and students/families with diverse backgrounds.

The school has endowed Preschool and Lower School scholarship funds to supplement operational investments in financial aid and expand the socioeconomic diversity of the student body. Several student-driven affinity groups exist in the Middle and Upper Schools, including an Upper School Gender and Sexuality Alliance focused on supporting LGBTQ+ students. Faculty and staff are supported by a number of affinity groups as well. The Upper School's RAISE (Raising Awareness for Inclusion and Social Equity) committee of Student Government promotes a more inclusive and equitable community schoolwide.



The school partners with global and national recruitment firms. Along with several other Durham-area independent schools, DA helps host a diversity hiring fair each year to recruit teachers of color.

New faculty and staff receive intensive diversity training upon joining the Durham Academy community. The school's commitment to cultural competency is reinforced through regular professional development days. Trainings have centered on discussions about the realities and impact that race, class, culture, gender, religion, and ability have on students in the DA community. Each year, six to 15 faculty and staff members attend the National Association of Independent Schools People of Color Conference (PoCC). More than 75 faculty, staff, and trustees have completed the two-day Racial Equity Institute training.

Durham Academy has also created valuable partnerships with local institutions and associations serving and supporting low-income families. Since 2006, the school has partnered closely with and hosted the annual Summer Academy of [Student U](#), which (per their mission statement) “empowers and equips first-generation college students in Durham Public Schools, their families, and educators to become the leaders that will transform our city. Together, we’re creating a Durham where all students succeed.”



ACADEMICS

Academic excellence is at the core of Durham Academy's DNA. The programs in each division draw out the best in each student.

The Preschool curriculum is based on the premise that young children learn best through active play, interaction, exploration, and practice. In both pre-kindergarten and kindergarten, classroom activities allow students to explore concepts in language arts, mathematics, science, and global studies. Enrichment classes in art, cooking, music, Spanish, and physical education are integrated with units of study. In addition, the library is an appropriately active learning environment that Preschool children enjoy.

The Lower School curriculum centers on literacy, mathematics, and social studies, with enrichment classes in the arts, technology, science, Spanish, library skills, and physical education. Close attention is given to offering opportunities that will contribute to the development of a child's character, personal identity, self-esteem, and respect for others. Signature service programs, such as partnerships with the Ronald McDonald House of Durham and the Karen Beasley Sea Turtle Hospital, ensure that students connect with the broader community as they develop a greater sense of the world around them.

College Matriculation

Durham Academy graduates consistently attend top colleges and universities. Graduates from 2017 to 2021 have attended the following, among others:

American University
Amherst College
Bates College
Bowdoin College
Brown University
Carnegie Mellon University
College of Charleston
Columbia University
Cornell University
Dartmouth College
Davidson College
Duke University
George Washington University
Georgetown University
Hampton University
Harvard College
Howard University
Middlebury College
Morehouse College
New York University
North Carolina State University
Northwestern University
Occidental College
Princeton University
Rhode Island School of Design
Sewanee: The University of the South
Spelman College
Stanford University
The Ohio State University
Tulane University
University of Chicago
University of Colorado, Boulder
University of North Carolina at Chapel Hill
University of Notre Dame
University of Pennsylvania
University of Southern California
University of Virginia
Vanderbilt University
Wake Forest University
Wellesley College
Yale University



On its separate 19-acre Middle School campus, DA offers increasingly challenging courses along with opportunities for self-discovery that help students develop a strong sense of identity, preparing them well for high school and beyond. Core courses include history, language arts, mathematics, science, world languages, technology, physical education, and the arts. Seventh and eighth graders can choose two courses each year to expand and deepen their experiences in technology, physical education, world languages, and/or the arts.

The Upper School provides a challenging curriculum — including 33 Advanced Placement courses — designed to teach students how to think independently and well. Core courses include English, world languages, history, science, and mathematics, with additional requirements in the fine arts, computer science and robotics, and physical education. Elective courses and independent study opportunities enable students to expand their knowledge in areas of deep interest. The program integrates the latest technology to enhance student learning — from a 1:1 MacBook program, to membership in the Global Online Academy — creating networked learning communities on campus and around the world. A newly-instituted Bridge Program helps students new to independent schools and/or in need of particular support to take fullest advantage of the Upper School program and resources.



THE ARTS

All Durham Academy students participate in the arts through required courses, electives, and extracurricular programming.

Lower School students are steeped in the visual and performing arts as an essential part of the curriculum. In the Middle and Upper schools, DA's visual arts program provides students with the opportunity to develop their creativity, imagination, and effective visual expression through a variety of media — including two-dimensional art, ceramics, sculpture, mixed media, photography, and digital art.

The performing arts program offers classes in vocal and instrumental music, theatre, technical theatre, and dance. In addition to the curricular offerings, students have the opportunity to participate in the performing arts via a student-led a cappella group, a fall play, and — the centerpiece of the performing arts program — the winter musical.

The arts program is held to the same high standard of excellence as the academic program, with courses led by teachers who are artists in their own right. Each year, several graduates go on to study art in college, with many progressing to successful careers in the visual and performing arts.



ATHLETICS

Durham Academy is committed to an athletic participation philosophy that is inclusive yet preserves the integrity of interscholastic team sports and the integrity of competition. The program offers 20 varsity and junior varsity sports and fields 45 teams in total — including teams in soccer, lacrosse, field hockey, golf, cross-country, swimming, tennis, volleyball, basketball, baseball, softball, and track and field. Approximately 80% of students in grades 7-8 and 65% of Upper Schoolers participate in interscholastic team sports.

Over the years, DA teams have been highly successful — playing competitive schedules, regularly earning top rankings at the regional and state level, and winning conference and state championships. Several athletes go on to play at the collegiate level each year.

SCHOOL LIFE

Durham Academy's mission to help students lead moral, happy, and productive lives informs all of the extracurricular activity on and off campus — from the advisory system to student clubs, community service, travel, and more.

Traditionally, Middle School students go on overnight trips designed to promote advisory bonding. The seventh grade visits Washington, D.C. Eighth grade students go to the North Carolina coast as part of their study of barrier islands. In pre-COVID years, the school also offers international trips over spring break and during the summer.



The Upper School is known for its robust student life. Each year, the senior class begins the school year with a wilderness adventure in the North Carolina mountains. Every May, each student in grades 9-11 has the opportunity to select a year-ending Capstone course of study or experience of their choice. About 20 experiences are offered each year, from a Civil Rights Tour of the American South to a boat-building seminar to a photography and oral history Capstone titled “Humans of Durham.” Experiences are typically four days. In a traditional year, international trips would also be held during the Capstone period.

DA works to instill a global perspective in each student through numerous opportunities for travel, exchanges, and the Global Online Academy. Students of color and LGBTQ+-identifying students attend the NAIS Student Diversity Leadership Conference each year.

CAMPUS

Durham Academy is located on three campuses in Durham, North Carolina. In all divisions, the school supports its mission through state-of-the-art facilities, starting with the bright, colorful Preschool/Lower School campus equipped with science laboratories, a light-filled art studio, and a TED (technology, engineering, and design) Lab, and culminating in the Upper School, which recently opened a new STEM & Humanities Center, complete with a robotics fabrication lab and myriad spaces for group collaboration.

The school is in the middle of a multiyear process to upgrade and expand the Middle and Upper School campuses. Two central elements are the new Upper School STEM & Humanities Center, completed in 2019, and the renovation and expansion of the entire Middle School, due to be completed in 2025. In spring of 2021, the school opened the 46,000-square-foot Middle School Arts & World Languages Center as part of the Middle School expansion project. The school also completed a new amphitheater/pavilion for the Upper School in 2020 that has created essential outdoor space for gatherings and instruction.



DURHAM, NORTH CAROLINA

Durham is a city of 280,000 residents in eastern-central North Carolina. As part of the Research Triangle Region (Durham, Chapel Hill, and Raleigh), the city is home to many technology companies and scholarly institutions. Major employers include Duke University, the University of North Carolina-Chapel Hill, and their respective medical centers. Other top employers include IBM and numerous pharmaceutical companies. The city is also home to North Carolina Central University, a highly-respected HBCU. Durham was recently ranked as the [#2 best place to live](#) by U.S. News & World Report.

Durham is a thriving and growing community. A recently revitalized downtown has helped the city undergo an economic and cultural resurgence that has made Durham one of the more sought-after communities in the state. With its tree-lined neighborhoods, numerous James Beard-awarded restaurants, craft breweries, and below-average cost of living, the city has been attracting a steady influx of professionals and families.

The city offers plenty of opportunity for cultural entertainment and values the arts and its creative community. The Durham Performing Arts Center is one of the most attended performing arts venues in the nation. Living in the Triangle also provides access to other cultural facilities like the North Carolina Museum of Art, the Contemporary Art Museum of Raleigh, and the North Carolina Symphony. Music festivals, gallery crawls, and art fairs also contribute to a thriving culture.



For families, Durham is a terrific place to raise children. With both indoor and outdoor options, the city is impressively kid-friendly. The Museum of Life and Science, Marbles Kids Museum (Raleigh), and Duke Lemur Center are just some of the attractions families enjoy. Hiking trails and more than 65 parks provide opportunities to be outside. Plus, access to outstanding healthcare is available from Duke Health and UNC Health.

Surrounded by parks, gardens, and protected forests, it's easy to escape the hustle of city life and catch a breath of fresh air. Right in the city's backyard is the American Tobacco Trail, a 22-mile railroad corridor that was converted into a paved greenway for walkers, bikers, and runners to enjoy. Located between the Outer Banks and the Blue Ridge Mountains, the Durham region also offers excellent access to the great outdoors and scenic coastline.

While summers can be hot and humid, winters are mild in North Carolina — a pleasant surprise for most residents moving there from out of state. More about Durham can be discovered [here](#).



OPPORTUNITIES AND CHALLENGES

Opportunities for the Director of Diversity, Equity, and Engagement include:

- To lead the work of DEE at a senior level with a Board of Trustees, Head of School, administration, and community that is ready to support the work.
- To supervise a dedicated team of DEE coordinators in the Preschool, Lower, Middle, and Upper Schools.
- To work closely with the Head of School, administration, and Board of Trustees to create a strategic vision and plan for DEE at DA.
- To work at a school that aspires to lead DEE work at a national level.
- To develop a comprehensive Pre-K through 12 DEE program at a school with more than 1,200 students.

Challenges include:

- To lead the work of DEE at a Pre-K through 12 school with diverse needs and multiple constituencies.
- To evolve the role from being more admissions-focused to being one that includes leadership with teaching and learning, hiring, training, and community life.
- To create a cogent vision for the DEE coordinators that helps maximize their strengths and creates clarity for the community.
- To establish clearly-defined metrics of progress and success with DEE initiatives.
- To help a community develop a more intersectional and nuanced lens for examining identity, belonging, and inclusion.



DESIRED QUALITIES AND QUALIFICATIONS

- Demonstrated leadership experience in diversity, equity, and engagement work. This experience can come from a number of employment settings, and Durham Academy invites applicants with diverse experiences in DEE.
- A strong educational foundation in DEE, through formal educational programs or through prodigious professional development.
- Prior supervisory experience will be valuable for this role.
- A visionary with infectious optimism.
- Experience in change management and climate assessment.
- A strong listener and effective communicator – especially with students, faculty, and families not already engaged in DEE work.
- A passion for teaching and learning.



DURHAM ACADEMY'S CORE HABITS FOR THE ADMINISTRATIVE TEAM

- **Serve humbly**, remembering that teacher-student interactions remain the heart of our school.
- **Strengthen our team** with honest, courageous, and vulnerable communication.
- **Protect** confidentiality.
- **Balance**
 - transparency and trust.
 - conflict and consensus.
 - patient reflection with the responsibility to make timely decisions.
 - active representation of our specific constituencies with the responsibility to serve Durham Academy as a whole school and community.
 - the daily work of the school with our long-range goals and large-scale purpose.
 - service to our many constituents and respect for personal time.
- **Inspire, communicate, and collaborate** – keeping our moral, happy, productive mission at the core.
- **Work** with dedication, optimism, generosity, and joy.



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;
- 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) to:

Lawrence Alexander

Search Consultant

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Chris Boyle

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