



THE JANUS SCHOOL
Mount Joy, PA

HEAD OF SCHOOL
Start Date: July 2023
thejanusschool.org



**Carney
Sandoe**
& ASSOCIATES



THE JANUS SCHOOL

Not all great minds think alike

Mission and Vision

The Janus School empowers students who learn differently to become lifelong learners and problem solvers by giving them the skills, strategies, and confidence to achieve academic and personal success. The Janus School's vision is that our students will become thriving participants in diverse communities, empowered by their education to succeed.

OVERVIEW

The Janus School of Mount Joy, PA seeks a new Head of School to follow Jan Gillespie's strong 12-year tenure as Head of School, which will come to close as she retires in June of 2023. Educational leaders interested in this special opportunity will need to understand how a school is able to reach all types of learners and should appreciate that sometimes students learn with a variety of teaching methods both inside and outside the classroom.

The Janus School, founded by four parents in 1991, empowers students who learn differently. Situated in beautiful Mount Joy, PA just 9 miles west of thriving Lancaster, PA, the 40-acre campus with an expansive main building has a gymnasium with a stage, a cafeteria and teaching kitchen, which will be installed in the summer of 2022. Also included in the educational space is an art room, an outside amphitheater, and a mobile, 3D computer lab. Janus enrolls 65-80 students each year, K-12, with a student-to-teacher ratio of 5:1 and class sizes that range from 3 to 10 students in a class. With the School's unique programs, older students are guided in post-secondary school education training for career opportunities, helped with job placement, or counseled to prepare for higher education.

At a Glance

Founded: 1991

Total students 2022: 77

Total faculty 2022: 33

Number of Board Members: 15

Annual Operating Budget 2022: \$3,240,892

Debt: None

Faculty with advanced degrees: Over 70%
(including administration)

Student/teacher ratio: 5:1

Financial aid budget 2022: \$529,300

Students receiving aid 2022: 37.7% and 54%
of students are funded by local school
districts

Endowment 2022: \$595,256 and BOT directed
reserves total \$1,268,330

Membership: NAIS, PAIS and Middle States
Association



The Janus School was named after the Roman deity Janus, god of doorways, gates, time, beginnings, and endings. The founders chose that name to represent a new start and a chance for new beginnings on the journey to becoming a lifelong learner. The School's strengths center around its academic program, which understands and meets the needs of its students' unique learning differences. Further assets of the School are small class sizes with low student/teacher ratios, programs focused on collaboration, communication, critical thinking, and creativity, and close, supportive relationships between students and teachers, all within a safe learning environment.

Janus is seeking a Head of School who recognizes implicitly how education can be a joyful endeavor, as well as one who will continue to build a School community where faculty and students are supported in being lifelong learners. Desirable candidates will embrace the School's mission and values, which include helping students become problem solvers using skills, strategies, and confidence to achieve academic and personal success. The ultimate vision for students at Janus is to be thriving participants in diverse communities, empowered by their education to succeed. The Janus School difference focuses on developing the whole student to "learn how to learn." Students at Janus confront their learning differences head-on and become their own biggest advocates in negotiating school, work, and life. They are successful because they are empowered to lead rich fulfilling lives by adapting their own learning needs and strengths to the world around them.



The Search Committee and the Board of Trustees seek to build on a remarkable 30-year period of growth and continue the sound leadership of a successful Head of School for the past 12 years. The position description outlining the qualifications, challenges, and opportunities are part of this document. Interested educators should have considerable experience in school leadership and in guiding adults and children in a setting where children learn differently.

The search process will lead the School to a placement of their next Head of School to begin on July 1, 2023, but the Board hopes to have an appointee named by this fall to allow for a successful transition to the School during the remainder of the 2022–2023 academic year.

THE SCHOOL

The Janus School is the only school dedicated to the education of students with learning differences in south central Pennsylvania. Janus serves students in grades K-12+ diagnosed with a language- or math-based learning disability, ADHD, autism spectrum disorder (ASD), executive function difficulties (EFD), nonverbal learning disorder, or auditory processing disorder.

Janus focuses on developing the whole student to “learn how to learn.” Students at Janus confront their learning differences head-on and become their own biggest advocate in negotiating school, work, and life. Beyond the benefit of small class sizes and one-on-one instruction, The Janus School stays on the cutting edge of leading education practices and uses the All Kinds of Minds neurodevelopmental model to shape and inform the work done with students. Through this model, all Janus faculty members work towards the same overarching neurodevelopmental goals for each individual student.

The Janus School is dually accredited by the Pennsylvania Association of Independent Schools (PAIS) and Middle States Association (MSA).



ACADEMICS

Students at The Janus School follow a curriculum that reflects current research and leading educational practices. They are guided to not only succeed in the classroom, but to learn skills they can use in all areas of their lives.

Detailed reporting on a student's academic levels is complemented by in-depth consideration of their social and emotional skill strengths to create appropriate class groupings. Ongoing assessment allows flexibility among classes to ensure students are continuously challenged to grow and advance at their optimal pace. The School uses leading practices such as the Orton-Gillingham method as a foundation of a Janus education, with the strong belief that students learn best when they can experience learning through multiple modalities. Every year, each student's instructional team identifies individualized areas of focus. From these areas of focus, specific measurable goals are written and used to guide personalized instruction.

Lower Division includes grades K-5. Instruction is focused on building and remediating skills in a warm and supportive environment. Teachers in Lower Division help guide students in their journey to learn more about who they are as learners and what strategies they can use to be successful. From an early age, students learn about growing their toolbox of strategies and how best to advocate for themselves. Instruction is designed with multimodal learning at the core, helping students to engage and be active participants.

Middle Division includes grades 6-8. Instruction is focused on building and remediating skills in a warm and supportive environment where students are encouraged to demonstrate independence. Students work to apply the skills they have learned to Middle Division content. Teachers in Middle Division continue to help students learn more about who they are as learners and what strategies they can use to be successful. Middle Division students add to their toolbox of strategies for learning, executive functioning, and social thinking while practicing self-advocacy. Instruction continues to be designed with multimodal learning at the core, helping students to engage and be active participants.

College Matriculation

Janus graduates have matriculated to the following institutions, among others:

Adelphi University
Alvernia College
Art Institute of Pittsburgh
Berklee School of Music
Bucknell University
Carnegie-Mellon University
Central Wyoming University
Davis and Elkins College
Elizabethtown College
Florida Institute of Technology
Gettysburg College
Goshen College
Johnson and Wales College
The King's College
Lancaster General School of Nursing
Lees-McRae College
Liberty University
Lynn University
McDaniel College
Marymount Manhattan
Messiah College
Millersville University
Naropa University
New York University
Pennsylvania State University
Pennsylvania School of Technology
Reading Area Community College
Rhode Island School of Design
Savannah College of Art and Design
Shippensburg University
Southern Maine Community College
Temple University
The Berkshire School
The New School
University of Delaware
University of East Anglia
University of Kentucky
University of North Carolina
University of Pittsburgh
University of Vermont
Washington College
Wilson College
York Technical Institute



Upper Division includes grades 9-12. Independence and skill application is the focus of instruction, while remediation is offered as needed. Teachers in Upper Division guide students to talk about who they are as learners, what strategies they can use to be successful, and how to communicate with those outside the Janus community about their learning difference. Students work to think critically about their strengths and areas of growth and how that knowledge guides them in terms of their post-secondary options. Upper Division students add to their toolbox of strategies for learning, executive functioning, and social thinking while practicing self-advocacy. Instruction is designed with multimodal learning at the core, helping students to engage and be active participants. The Upper Division program emphasizes academics and remediation; self-advocacy, leadership, and problem-solving; and skills for a productive and independent life.

The Janus School has partnered with Landmark College to provide Seniors, during their internship, the opportunity for online dual enrollment, allowing them to explore their interests in highly supported courses while earning college credits.



THE ARTS

A meaningful and comprehensive art program accomplishes much more than providing students with an alternative to traditional academics. Curriculum and instruction in creative arts is designed to help students acquire and strengthen specific skills that span across all classes. Art instruction at Janus begins with a student's current level of artistic development and combines step-by-step instruction, concrete examples, and modeling to help students acquire new types of skills.

ATHLETICS

While Janus is a small school, they recognize the important skills and lessons taught through organized sports. Middle and Upper Division students are encouraged to join the Janus Bowling Team during the second trimester. Students practice after school and have scheduled matches with other local high schools. Through a cooperative arrangement with Lancaster Catholic High School, Upper Division students can fully participate in band, color guard, and a variety of sports including football, cross country, soccer, field hockey, golf, swimming, wrestling, track & field, and baseball.

SCHOOL LIFE

School is about more than academics. Janus offers a variety of extracurricular activities to help students develop social skills, find new interests, raise self-esteem, and build strong relationships. The expansive campus includes an outdoor classroom and nature area along Little Chiques Creek, providing rich opportunities for students to play and explore the world around them.



A variety of rotating clubs are offered after and during school. Each is tailored to meet the current interests of students. Clubs offer another avenue for students to build strong social networks, explore new interests, and to practice and enhance skills in a supportive and fun environment.

Students are encouraged to share their ideas for developing new clubs. Offerings change annually based on student interest and have included Outdoor Adventurers, Robotics, Dungeons & Dragons, and Ambassadors Club.

MOUNT JOY, PA

Mount Joy is a borough in Lancaster County, Pennsylvania. The population was 8,500 at the 2020 census. Established in 1851, Mount Joy is a vibrant, quaint, and walkable town. Mount Joy is located between the borough of Manheim and the Susquehanna River towns of Marietta and Columbia. It is located along the Harrisburg Pike (Pennsylvania Route 230) and is about a 20-minute drive from the city of Lancaster.

Lancaster County is located in South Central Pennsylvania along the Susquehanna River, approximately 70 miles west of Philadelphia. It is an area of 984 square miles, with a population of more than 500,000 residents. It has a broadly diverse population. It has a vibrant history, having been the US capitol for a day during the American Revolution.

Further, Janus School is within a thirty-minute drive to several colleges namely Franklin & Marshall College, Lancaster Theological Seminary, Elizabethtown College, Lebanon Valley College, Millersville University, Pennsylvania College of Art and Design, Thaddeus Stevens College of Technology, and Penn State University - Harrisburg Campus.



Lancaster County is a popular tourist destination, with its Amish community being a major point of interest. With some of the most fertile non-irrigated soil in the U.S., Lancaster County has a strong farming industry. Lancaster County’s 5,293 farms, generating \$800 million in food, feed, and fiber, are responsible for nearly a fifth of the state’s agricultural output. Armstrong Industries, CNH Industrial, Burnham Holdings, Inc., Twizzler Licorice, Rock Litz, Auntie Anne’s, MapQuest, Turkey Hill Dairy, and Wilbur Chocolate Company are Lancaster County-based organizations with an economic footprint of regional or national significance.

Amtrak’s Keystone Corridor connects Lancaster, Mount Joy and Elizabethtown with Philadelphia, New York, and other eastern cities.

OPPORTUNITIES AND CHALLENGES

From Mount Joy, PA, the Janus School serves a unique and integral mission for the greater region, which includes the counties Lancaster, Cumberland, Dauphin, and Berks. The School is well known and well-positioned in the larger community, and for over 30 years has supported children who learn differently, and whose parents value a challenging, rich, supportive school environment, where children openly state that they are valued, nurtured, loved, and yes, challenged. For a resourceful, dynamic Head of School, the next chapter that lies ahead is a chance to:

- Build on a close-knit school community;
- Continue to recruit and retain quality faculty;
- Continue to manage the budgets with a keen acumen for finances and significant fundraising;
- Manage the tuition/cost of educating each child in this unique learning environment;
- Meet the needs of the children emotionally and developmentally;

- Carry out the current Capital Campaign, which calls for significant endowment growth and for the building of a physical facility dedicated to STEM;
- Utilize the current space to establish the right-size for the School;
- Optimize support for the professional staff, which encompasses salaries, benefits, and professional development initiatives;
- Examine the possibilities of more choices for students in the areas of academics and the arts.

DESIRED QUALITIES AND QUALIFICATIONS

The next Head of School will be asked to build upon the strengths of the previous decade by providing strong and stable leadership of the School. The next Head of School should have:

- A keen sense of the school community, including its culture, collaborative approach, and consensus building;
- Experience as a school leader;
- Experience in schools who pride themselves in teaching children with learning differences;
- A willingness and desire to carry the Janus flag both inside the School and in the external community, and be seen as a leading educator in the region and state;
- Qualities of a seasoned role model for students and adults, and be seen as a doer and as a leader by example;
- An intrinsic sense of family, both for the students and for the professional staff.

TO APPLY

Interested and qualified candidates are invited to contact the consultant in confidence for an exploratory conversation. Ultimately, those who advance in the search process will need to submit the following materials as separate PDF documents including:

- A cover letter expressing their interest in the position;
- A current, updated, and comprehensive resume no longer than two pages;
- A statement of educational philosophy and leadership practice;
- A list of five professional references with name, relationship, phone number, and email address of each person.

(No reference calls will be made without the candidate's permission prior to any call.)

The above documents should be submitted to:

Mike Mersky

Senior Consultant

mike.mersky@carneysandoe.com