



FRANCIS  
**PARKER**  
SCHOOL

## **ATHLETIC DIRECTOR**

Start Date: July 2026

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Francis Parker School

San Diego, California | [francisparker.org](http://francisparker.org)



**Carney  
Sandoe**  
& ASSOCIATES

# MISSION STATEMENT

The Francis Parker School mission is to create and inspire a diverse community of independent thinkers whose academic excellence, global perspective, and strength of character prepare them to make a meaningful difference in the world.

## At a Glance

 **1912**  
established

 **1,330**  
total enrollment

 **48%**  
students of color

 **160**  
total faculty

 **65%**  
faculty with  
advanced degrees

 **12:1**  
student-faculty ratio



# OVERVIEW

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Francis Parker School in San Diego, one of the leading JK-12 schools in Southern California, is seeking an Athletic Director. With a mission to create and inspire a diverse community of independent thinkers whose academic excellence, global perspective, and strength of character prepare them to make a meaningful difference in the world, Francis Parker School has been cultivating active learners since 1912. Located on two campuses (Lower School and Middle & Upper School), the School gets its name from one of the country's first progressive educators, Colonel Francis Parker, whose school in Chicago with its approach to education, appealed to the School's founders, Clara Sturges Johnson and William Templeton Johnson.

Character education remains a hallmark of a Parker education, with the School's emphasis on character education guided by the acronym STRIVE: Seek always to do your best; Treat people and property with respect; Revere the truth; Invest in your future; Value School rules, your heritage, and personal responsibility; Enrich the world for all. School life tends to follow Parker's axioms, No Boring Days and No Limit to Better. One immediately senses the School's vibrant integration of academics, the arts, and athletics, led by an experienced faculty with an unswerving attention to student learning and to superior pedagogical practice. The work culture is positive and rigorous, with a growth mindset and a collegial, collaborative culture. Students appreciate that they have many pathways to follow and ways to engage and take ownership of the learning through their time at Parker. Parents are grateful not just for the solid academic program but also for everything that goes with it, including the School's value system. The School also has a strong accreditation history with CAIS and WASC.

The Athletic Director will report to the Head of School and is responsible for the entire Athletics Program and Operations. They will provide leadership in the development, organization, implementation, coordination, and evaluation of the athletic programs. Achieving excellence requires that the Athletic Director works collaboratively to lead and nurture members of the staff and to communicate effectively with parents, members of the community, and colleagues in other schools. Inherent in the position are the responsibilities for planning, curriculum development, program evaluation, personnel management, and financial management.

Parker seeks an experienced leader for the athletics department, one who can inspire student athletes, lead a successful athletics program, and curate an already strong athletics staff.



# PRIMARY RESPONSIBILITIES

The Athletic Director will hold responsibilities in the following areas:

## Organizational Leadership and Supervision

- Prepare, submit, and oversee an annual budget of ~\$35M.
- Oversee the entire Athletics Team ensuring all are held to the Parker standard of Excellence.
- Serve as liaison between the Athletic Department and the academic community, ensuring alignment with the school's mission, values, and strategic plan.
- Oversee mentoring of new coaches, trainers, and staff; establish programs for the orientation and in-service training of new coaches, trainers, and staff.
- Annually conduct a formal evaluation process that includes both formative and summative assessments.
- In coordination with the Athletics Team, assess, test and replace all equipment used by the program according to a replacement schedule based on equity and safety.
- Oversee the design, purchase, distribute, clean, repair, and inventory of all uniforms for all teams.
- Ensure best practices in teaching and coaching and oversee a system of ongoing professional development and annual evaluation of all coaches, trainers, and staff.
- Serve as a resource and consultant to all coaches and faculty in matters of team management, coaching methods, and general school philosophy and expectations.
- Work with the Admissions Office to identify potential Middle School and Upper School student-athletes who would benefit from a Parker education.
- Represent the school at various state, regional, and national athletic associations.
- Ensure regular and ongoing communication with coaches, student-athletes, and families regarding all matters ranging from legal to logistical (e.g., schedules, rules, expectations, etc.)
- Speak publicly to enlist community understanding and support for the athletics program at all major school events.
- Support the school, its mission, and leadership.



### Risk Management/Student-Athlete Safety

- Formulate and implement athletic policies and procedures in accordance with rules and regulations of the School, the conference(s), and the California Interscholastic Federation (CIF).
- Ensure compliance with all local, regional, state, and national regulations and policies, including human resource laws.
- Annually update the athletic coach's manual; ensure all coaches, trainers and faculty review and adhere to the policies and standards set forth.
- Ensure the health and safety of all students in the athletic program, overseeing the athletic training and strength and conditioning programs, policies and protocols.
- Ensure that all coaches, trainers and staff are performing their duties at the very highest level of professionalism, and are properly trained in all organizational, philosophical, and legal aspects of the athletic and physical education program.
- Ensure proper maintenance and security of all athletic equipment and athletic facilities, fields and courts.

### Equity in Sports

- Ensures gender equity, diversity, and inclusion in all athletic programs.
- Oversee scheduling of all athletic contests, ensuring they are consistent with school-wide policies related to student wellness and balance.
- Ensure fairness and equity within and amongst all sports.



**\$7.56M**

financial aid  
awarded



**24%**

students receiving  
aid



**\$61.7M**

endowment



**\$63.4M**

annual operating  
budget



**27 acres**

campus size



**20+**

varsity teams

# QUALIFICATIONS & PERSONAL ATTRIBUTES

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- M.A. in Education, Leadership, or Administration required
- Minimum 5 years experience in high school or college athletic administration
- High school or college coaching experience desirable
- Strong management and team building skills, and financial acumen
- Extensive knowledge of local, regional, state and national athletic rules and regulations; including those related to college athletic recruitment
- Excellent writing and public speaking skills, complemented by a demonstrated ability to effectively interact with students, staff and campus leaders in a variety of environments
- Ability to motivate and lead coaches, faculty, staff and student-athletes to achieve success
- Proven ability to build healthy relationships with student-athletes, parents and the local community
- Commitment to academic and athletic excellence



# LEARN MORE

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- [School Website](#)

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- [School History](#)

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- [Strategic Plan](#)

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- [Diversity, Equity, and Inclusion](#)

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- [Virtual Campus Tour](#)

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- [School Profile](#)



# VASSILIADIS ATHLETIC CENTER

## TO APPLY

Interested and qualified candidates are invited to contact the consultant in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in the particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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### **RICE BRYAN**

Consultant

[rbryan@carneysandoe.com](mailto:rbryan@carneysandoe.com)

*The full-time salary range for this position is \$180,000 to \$195,000. The starting salary is based upon, but not limited to, several factors which include years of experience, educational background, and expertise.*



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