

## Director of Athletics Search

**July 1, 2024**

TMI Episcopal, San Antonio, Texas

Grades 6–12, Day & Boarding, Co Ed



Lead Consultant  
**Tim Viands**

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## School Overview

Founded in 1893 by Bishop James Steptoe Johnston, TMI is the oldest Episcopal college preparatory school in the Southwest. The mission of TMI is to provide “an exceptional education with values based on the teachings of Jesus Christ that challenge motivated students to develop their full potential in service and leadership.” Striving to develop servant leaders, the school provides opportunities in and out of the classroom that are centered around TMI’s core values of wisdom, integrity, service, excellence, and reverence. TMI’s Honor Council teaches practical skills of ethical community life by enforcing the honor code. TMI Episcopal is fully accredited by the Independent Schools Association of the Southwest (ISAS) and the Southwestern Association of Episcopal Schools (SAES), and a member of the National Association of Independent Schools (NAIS).



## CORE VALUES

**Wisdom**

**Integrity**

**Service**

**Excellence**

**Reverence**

## Episcopal Identity

Spirituality and character development are at the heart of TMI. Daily chapel is a time of prayer, song, scripture, and meditation. The Religious Studies program engages students intellectually in Christian scripture, world religions, and philosophy. At TMI, the school seeks to model Jesus’ own hospitality to all people, regardless of their cultural or religious backgrounds.

## The TMI Corps of Cadets

Much of the rich tradition of excellence and leadership at TMI rests with the Corps of Cadets, founded with the school in 1893. Designated as one of the highest ranked Junior Reserve Officer Training Corps (JROTC) programs in the country, this optional program uses a military structure to develop leadership skills. The Corps is open to all students in grades 6-12. Each year, approximately 30% of TMI students are cadets. General of the Army Douglas MacArthur is one of TMI’s notable graduates; other former cadets include bishops, congressmen, university presidents, and other servant leaders in communities throughout the world. Values emphasized through the Corps include integrity, dependability, self-discipline, commitment, respect, and loyalty.

# TMI's Athletic Program



## 2019 - 2024

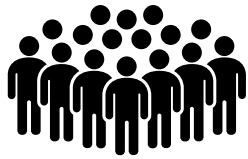
- 19 Varsity Teams
- 13 State Championships
- 10 Individual State Champions
- 19 Team District Championships
- 9 Regional Championships

## The Profile of a TMI Student Athlete

- Puts the TMI community first
- Is gracious and appreciates the opportunities TMI has given them
- Possesses happiness with the desire to maximize every moment of what they want to be
- Is empathetic with their brothers and sisters at TMI
- Is selfless in their actions
- A person of character
- Gives it their all

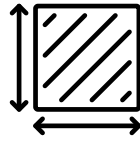
Fall Sports	Winter Sports	Spring Sports
MS Cheerleading MS Cross Country MS Football MS CoEd Soccer MS Volleyball HS Cheerleading HS JV/V Cross Country HS JV/V Football HS 9/JV/V Volleyball	MS Boys/Girls Basketball MS CoEd Soccer MS Swimming HS Boys JV/V Basketball HS Girls JV/V Basketball HS Cheerleading HS Boys JV/V Soccer HS Girls JV/V Soccer HS Swimming	MS Baseball MS Golf MS Boys Lacrosse MS Softball MS Boys/Girls Tennis MS Track & Field HS JV/V Baseball HS Boys / Girls V Golf HS Boys JV/V Lacrosse HS Girls Club Lacrosse HS V Softball HS Boys / Girls V Tennis HS V Track & Field

# Facts & Figures



## Enrollment

590



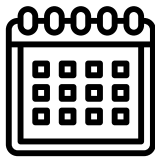
## Campus Size

90 ACRES



## Diversity

58%



## Year Founded

1893



## Financial Aid

\$3,000,000, PLUS  
\$500,000 IN MERIT



## Student:Teacher

9 : 1



## Mascot

PANTHER



## Date of Last Strategic Plan

A NEW STRATEGIC  
PLAN WILL BE  
CREATED IN 2024-25



## College Placement

100%



## Associations & Memberships

NATIONAL ASSOCIATION OF INDEPENDENT SCHOOLS  
INDEPENDENT SCHOOLS ASSOCIATION OF THE SOUTHWEST  
TEXAS PRIVATE SCHOOLS ASSOCIATION  
THE ASSOCIATION OF BOARDING SCHOOLS  
THE NATIONAL ASSOCIATION OF EPISCOPAL SCHOOLS  
THE SOUTHWEST ASSOCIATION OF EPISCOPAL SCHOOLS

## The Position

The Director of Athletics assists the school administration in providing effective leadership and guidance in the athletic operations of the school. The Director is responsible for the planning, staffing, finances, facilities, community relations, and compliance of the athletic programs at the middle and upper school.

First and foremost, the successful candidate will need to embrace TMI Episcopal School's mission, Episcopal identity, and values.

### Key responsibilities:

- Oversees the entire athletic program in the middle and upper school.
- Develops the mission and vision of the athletic program.
- Develop a plan to build an athletic program in alignment with TMI's strategic vision including athletes and coaches within an approved budget.
- Conducts annual meetings with all coaches and attends Community Engagement Council meetings.
- Manages direct reports including the Assistant Athletic Director, Middle School Athletic Director, Athletic Trainer, Strength & Conditioning Coach, Girls Athletics Coordinator, and all coaches.
- Responsible for staffing all coaching positions and assigning part-time coaching assignments.
- Conducts performance evaluations for each coach and turns the completed evaluations into Human Resources. Evaluates the performances of head coaches and assistant coaches.
- Oversees the athletic budget and works with the CFO to ensure financial compliance.
- Manages the resources of the department, including equipment, uniforms, and a deferred maintenance plan for the upkeep and replacement of the equipment and uniforms.
- Schedules the use and maintenance of all athletic facilities; Communicates the usage to the relevant departments and individuals at TMI.
- Coordinates all capital improvements for athletic facilities, in conjunction with the CFO.
- Coordinates all safety and security measures for all athletic events; completes all Emergency Action Plans along with the Director of Safety and Security.
- Assists the school with the master school calendar.
- Serves as contact along with Marketing & Communications Manager for all local media pertaining to athletics.
- Enforces TMI's athletic code of conduct.
- Stays abreast of educational research, trends, and issues pertaining to coaching, facilities, and athletics.
- Manages all school/sports athletic websites along with the Marketing & Communications Manager.
- Performs other duties as assigned by the President.

# Opportunities & Priorities, Page 1 of 2

## Background

TMI is reclassifying up from TAPPS 5A to 6A due to steady enrollment growth over the past 20 years. The school has historically been “boy heavy”. Reclassifying means stronger competition. The next Director of Athletics will build a thriving athletic program that is reliably competitive at the 6A level in both male and female sports. TMI has a strong tradition in TAPPS and seeks a Director of Athletics who will lead the school’s program into the highly competitive TAPPS 6A.

## Strategic Planning

The next Director, with input and collaboration from the Senior Leadership Team and coaches, will develop and implement a strategic athletic plan that includes the transition from TAPPS 5A to 6A, deferred athletic facility maintenance, an equipment replacement and refurbishment plan, and a 5-year forecast of participation numbers by sport. The Director will develop a plan, in conjunction with the admission office, for the recruitment of female student athletes. The Director will develop a middle school athletic program that supports and aligns with the TAPPS 6A competitive strategic vision.

## School Culture & Morale

The next Director will utilize the athletic program at TMI to drive a positive overall culture on campus. As overheard numerous times, athletics is the biggest driver of culture on campus.

## Admissions & Enrollment

- Foster an environment with the Admissions Office where the coaches are working in concert with the admissions team to enroll mission-appropriate student-athletes.
- Leverage TMI’s athletic facilities as rental opportunities to encourage local and regional clubs and leagues to host their practices, games, and events on campus.
- Collaborate with the coaches and admissions team to create a catalog of sports camp offerings, in conjunction with the Director of Auxiliary Programs.
- Partner with the admissions team and coaches to strategically increase the number of female student-athletes at TMI.

## Hire, Develop, Evaluate, and Retain High Quality Coaches

- Hire: Identify and hire coaches who understand TMI’s whole-child approach, have an affinity for TMI’s core values, and have the ability to build and lead competitive programs.
- Develop: Provide professional development, support, and mentoring to the members of the athletic department. Ensure that all coaches receive a yearly orientation meeting.
- Evaluate: In concert with Human Resources, implement an effective evaluation tool for the coaches that incorporates TMI’s core values. Develop accountability standards and job descriptions to hold coaches to the TMI standard of excellence.
- Retain: Ensure that coaches who understand and embrace TMI’s core values and whole child approach are highly satisfied.



## Opportunities & Priorities, Page 2 of 2

### TMI's Whole Child Ethos

The next Director will work with all departments on campus for the betterment of the whole child. Lead the coaches to this understanding. Embrace the whole-child mentality.

### Effective Communication

The next Director will foster effective communication within the athletic department and across departments at TMI that streamlines the facilitation and awareness of field usage, practice and games times, transportation and meals, the assignment of game officials and volunteers, visitor parking, and game venue readiness.

### Student, Team and Coach Recognition

The next Director will further develop the recognition mechanisms of TMI's teams, student-athletes, and coaches through public relations, local and regional news outlets, social media, the TMI website, award ceremonies, and at Chapel.

### Academics

The next Director will maintain high academic standards within the athletic program. Coordinate with the Head of Middle and Upper School to develop guidelines and rules to maximize success of student athletes in both the classroom and athletics.



## The Profile of the next Director of Athletics

The ideal candidate will possess the following competencies and should be able to respond to them in their cover letter:

Proven Success in Building Athletic Programs

A Visionary Leader

An Effective Listener & Communicator

A Relationship Builder

A Strategic Planner

Customer Service-oriented

Interpersonal Skills

Drive & Ambition

Conflict Management Skills

Competitive

Drive & Ambition

Financial & Resource Management Experience & Understanding

Decisive Decision-Making

A Mentor & Coach

Organized & Efficient

Admissions / Enrollment Management Knowledge  
(Understanding of Independent School Admissions is preferred)

Marketing & Public Relations Experience



## To Apply

Application Deadline: April 1, 2024

*Please note that strong candidates may be considered before the application deadline.*

Candidates should send a current resume, cover letter specific to this opportunity statement, and a list of five professional references to:

Tim Viands  
President, IndySchool Consultancy  
tim@indyschoolconsultancy.com

For more information, contact Tim Viands at tim@indyschoolconsultancy.com

## Compensation & Benefits

The salary for for the Director of Athletics will be competitive and commensurate with experience.

### Benefits Include:

- Health Insurance
- 403B, with up to 9% Match
- Competitive Financial Aid Process for Eligible Children
- Professional Development Allowance
- Relocation Assistance, Negotiable





**For inquiries,  
contact us.**

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(440) 361-9880

