

# Dean of Students & Campus Life Search

**July 1, 2024**

Staunton, Virginia

Grades 6–12, Day & Boarding, CoEd

# STUART HALL SCHOOL



Lead Consultant  
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## School Overview

Stuart Hall School, one of the oldest Episcopal Schools in the U.S., is a co-ed boarding and day school for students in Grades 6-12 (8-12 Boarding), located in Staunton, Virginia. Through their mastery learning program, students master the skills needed for life in high school and beyond. Rooted in the core competencies of Well-Being, Critical Thinking, Creativity, Citizenship, Collaboration, and Communication, their curriculum is designed to develop curious creative students who are ready to make lasting contributions to their community. Their project-based, placed-based learning approach develops students who are independent, motivated, resilient, and self-directed, and our holistic focus promotes physical, social, and emotional well-being.

### Mission

To prepare students of all faiths for success in universities worldwide and for engaged lives of intellectual curiosity, creativity, and contribution.

## Staunton, Virginia

Staunton is more than you might expect. It's a friendly combination of small town USA and a vibrant cultural scene. It's the place you go to stroll red brick sidewalks, admire stunning architecture and shop locally-owned downtown boutiques. It's also the place you go to experience world-class music festivals and intimate theatre performances. It's where you can unwind at trendy breweries, dig into a fresh culinary creations and take-in a dose of nature in the nearby Shenandoah National Park.

## The Program

Students are encouraged to think critically and independently while developing a natural intellectual curiosity and confidence. Simultaneously, the program fosters a respect for and appreciation of community, with an emphasis on leadership, honor, creativity, global engagement, well-being, and service.

Each of the classrooms is dynamic and focused, with an average class size of less than 15 students, and a student-teacher ratio of 8:1. The teachers encourage intellectual risks, develop a nurturing environment in which to explore new ideas, and ask students to break free from uniform, easy answers. In the words of one alumna that echoed many others on a recent survey, "The heart and soul of the school was the freedom to explore new ideas with teachers and a diverse group of friends."

# The School Community

The school community includes the students, parents, faculty and staff, board of governors. They are one big family, that supports, socializes, and cares for each other. A large part of the school's students are a direct result of word of mouth from someone in the community.

## Athletics

The athletics program for 8th-12th grades offers both interscholastic and intramural opportunities that allow students to compete at a level that's comfortable for them. Students in grades 6-7 have a variety of shorter term after-school clubs and activities that change throughout the year, and may involve working with older students as leaders or collaborators. In keeping with the Well-Being Grad Goal, both interscholastic and intramural sports focus on fitness, skills mastery, and communicating and collaborating as a team. Both types require a commitment of time, effort, sportsmanship, and teamwork. Interscholastic Sports are a larger commitment, at five to six days a week of practice/competition. Intramurals can be a one, two, or three day commitment, but all are well-organized, challenging, and designed to be fun while pushing students to grow physically, socially, functionally, and emotionally.

## Residential Life

Most boarding students live with a roommate in double rooms. The dormitories are divided into halls, with each hall housing 6-14 students who share a bathroom and a common room. Laundry facilities in each dormitory are free for students to use.

Each dorm building and room is full of unique character and charm, reflecting the historic campus. Dorm parents live in apartments attached to every hall and are available to students any time, whether it's because they woke up sick at 2 a.m., because they want to share a good grade on a test, or anything in between.

## Extracurriculars

Learning at Stuart Hall extends beyond the class day. Our mission-driven co-curriculars inspire students to explore their passions or find new ones. Seasonally through the year, students may sign up for a variety of intramural, art, theatre, music, and outdoor educational offerings. Many of these co-curricular offerings include opportunities to collaborate, compete, or perform with classmates or community members.

## The Position

The Dean of Students & Campus Life is a senior administrator reporting to and partnering with the Head of School and other members of the leadership team to provide vision and direction to all non-academic aspects of student life.

First and foremost, the successful candidate will need to embrace Stuart Hall School's mission, identity, and core values.

Key responsibilities:

### Vision, Direction & Leadership

- Providing strategic direction, implementation, evaluation, and communication regarding all aspects of student life, using research and best practices to inform this work and ensuring it is consistent with the school's mission and strategic vision.
- Promoting high standards and expectations for student engagement, student leadership, personal integrity, and community responsibility.
- Designing programs and activities for students and faculty that support the School's commitment to student voice and student choice in all areas of school life.
- Managing, mentoring, and supervising those responsible for student life programs, including the Assistant Dean of Students & Campus Life, the Director of Campus Life and Co-Curricular Programs, the Athletic Director, the Spiritual Life Coordinator, and the School Nurse.

### Community Standards & Student Expectations

- Upholding the Conduct Code, Honor Code, and community standards and expectations, and overseeing the school's response to violations.
- Collaborating with residential life faculty on all aspects of residential life, including student well-being, duty assignments and needs, and communication with families.
- Overseeing correct and consistent use of Orah and Magnus, seeking ways to expand their use for the benefit of student life and the safety and well-being of all students.

### Campus Culture & Student Activities

- Working with the Student Government Association and others to plan and execute both regular and special activities that enhance the student experience, including the school's annual Red/White competition.
- Planning and implementing student leadership development programs, the selection of student leaders, and the ongoing support of student leaders and the faculty and staff who work with them.
- Planning and leading orientation for all students and families.
- Collaborating with the Dean of Faculty and others to design and implement activities for the School's Expeditions program.

## The Position, Cont...

### The Advisory Program & Student Well-Being

- Directing the work of advisors, including developing regular advisory activities in collaboration with the Assistant Dean and others.
- Collaborating with the Director of Learning Support and Well-Being on the continued implementation of the school's social-emotional learning programs and seeking ways to expand and enhance the school's SEL work.

### Campus Safety

- Leading campus safety and security, including planning and executing trainings and practice exercises.
- Being trained in behavioral threat assessment and management (BTAM) and leading the School's BTAM team.
- Leading or Serving on the Student Support Team.

### Administration & School-Keeping

- Overseeing the work of administrative assistants who support campus life programs.
- Creating and managing the budget for all campus life-related activities.
- Serving as one of the school's liaisons to the Academic and Student Life Committee of the Board of Governors.
- Teaching one class and/or offering afternoon co-curricular activities, based on the Dean's background, experience, and other obligations, and in response to the needs of the school.
- Assigning school-keeping responsibilities for all faculty and staff, in collaboration with the Dean of Faculty and Head of School, and serving as an administrator on duty and/or in other capacities.
- Attending all major school events, and connecting with students, faculty, and staff in small and large groups to understand school life and be able to discuss it with constituents.



## Opportunities & Priorities

### **Coach & Mentor Existing Leaders**

The next Dean will provide wisdom and guidance to the school's faculty and staff in areas such as creating a positive campus climate, establishing and maintaining campus norms, and ways to be an effective advisor.

### **Retention**

The next Dean will work closely with the Director of Enrollment Management and the Senior Leadership Team to create systems, structures, and processes that improve student retention. The Dean will use their purview in overseeing campus culture and climate, to further improve retention.

### **Campus Culture**

The next Dean will evaluate differences between current campus culture and the school's values and develop programs and activities to bring them into alignment.

### **Vision & Strategic Plan**

SHS has a new strategic plan that includes goals for aspects of student life such as leadership development. The Dean will play a role in planning the actions to support these goals in ways that are consistent with and draw on the school's commitment to its mission and strategic vision.

### **Faculty Support & Professional Development**

SHS serves students with a variety of learning and social-emotional needs. The next Dean will create professional development programs and provide support for faculty and staff to strengthen their work with students in these areas.

### **The Advisory Program**

The next Dean will enhance the school's advisory program, both to increase its effectiveness in supporting students' individual needs and growth and to strengthen the partnership between the school and families.

### **Campus Safety**

SHS has increased its education and preparation efforts for potential campus safety and security concerns in recent years. The next Dean will build on this work in ways that address the school's unique needs and setting.

## The Profile of the next Dean of Students & Campus Life

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

Boarding School Experience, preferred

High Emotional Intelligence

Highly Relational

An Appreciation for Humanity

Mentoring & Coaching

Effective Communication Skills

A Great Listener

Drive, Ambition, and Initiative

Collaborative & Collegial

Organized & Efficient

Independent School Program Development & Management Experience

## To Apply

Application Deadline: April 15, 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](mailto:tim@indyschoolconsultancy.com)

*Note- Candidates may be required to take a battery of personality and competency assessments as part of the interview process.*

## Compensation & Benefits

The salary for the Dean of Students & Campus Life will be competitive and commensurate with experience.

### Benefits Include:

- Health Insurance
- 403B match of 5%
- Tuition Remission for Eligible Children
- Professional Development Allowance
- Access to the Employee Assistance Program
- Four paid weeks of vacation per year





**For inquiries,  
contact us.**

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