



The Willows Community School

**ASSISTANT HEAD OF
SCHOOL FOR ACADEMICS**

LOCATION

Culver City, CA

GRADES SERVED

DK through grade 8

START DATE

July 1, 2022

APPLICATION

DEADLINE

November 18, 2021

FINAL ROUND

Week of December 6

DECISION ANNOUNCED

December 22, 2022



Summary

The Willows Community School gets its name from the willow, a tree that grows quickly and whose branches bend but do not break. This is exactly the kind of school culture and spirit that exists at this DK to grade 8, independent day school founded just over 25 years ago in a small warehouse. The Willows is now located on 4 acres in the diverse and vibrant community of Culver City, California, a center for film and television production adjacent to Los Angeles. Like its surrounding community, The Willows is warm and vibrant, offering an exciting place to learn and develop. Creativity and innovation have for decades been at the core of this school, which also values mindfulness, character emphasis, and meaningful contributions to the community.

The Willows is just entering an exciting strategic planning phase. With its founding head guiding this process as she begins to implement her succession plan, The Willows is starting to vision what its next chapter will look like. One foundational pillar for that next chapter is a new leadership team structure, which starting with

the 2022-2023 school year will include three assistant heads overseeing different areas of school life — advancement, student services, and academics — along with a chief financial and operating officer. With two assistant heads and the CFOO already on staff and preparing for their new roles, the school is now ready to search for the final member of its leadership cabinet: an assistant head of school for academics. The assistant head of school for academics will lead several important areas, including faculty development and growth, the curricular program, and the school's DEI program. The Willows is not a place that operates in silos, but rather a school that embraces cross-training and cross-functional collaboration. Thus, the right educational leader would be someone who, like the willow tree, is flexible in their work style and ready to spread their roots across a wide domain, while supporting others who do the same. The assistant head of school for academics starts July 1, 2022 and reports to the head of school.





Mission statement

At The Willows, we believe each child brings our community an extraordinary gift: a curious mind, ready to explore and eager to learn. Our mission is to grow that gift by challenging our students to uncover meaning and significance in the world around them and to become capable, confident individuals who demonstrate character, engagement, and a joyful passion for creative inquiry across a lifetime.

Educational Philosophy

The Willows is committed to a balanced yet demanding progressive curriculum rooted in experiential learning and social values. We teach and model a zest for learning and the courage to take risks. We challenge children to challenge themselves and set high standards for academic excellence, which they pursue with energy and joy. We nurture a sense of compassion and community that begins at home, reinforcing what it means to be a respectful, involved citizen-of-the-world. We believe that great minds grow in a near-infinite variety of ways. In the spirit of the willow tree itself, our “great minds” are flexible, resilient, and beautiful at every stage of development.

DK-8 advantage

The Willows has one campus—a nurturing environment that encourages personal growth and safe risk-taking. We emphasize empathy, understanding, respect, and the vital importance of connections as our students work and play side-by-side. Our older students constantly return to their roots as they participate in our Buddy Program where the older students become leaders and role models for the younger.



Core beliefs

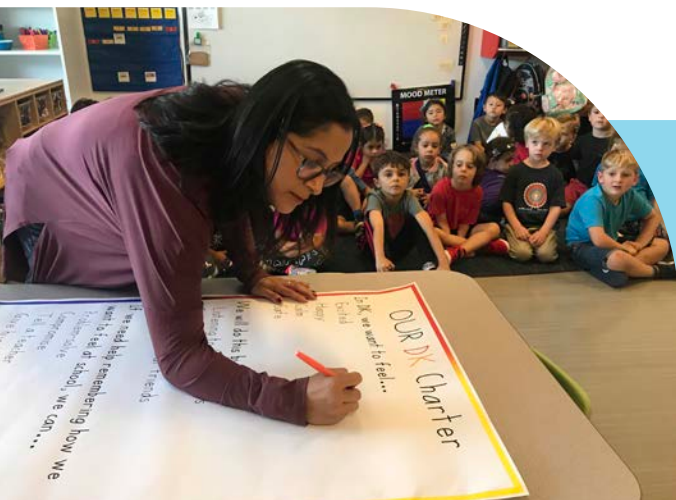
Our core values provide a basis for all student-learning goals:

CREATIVE INQUIRY AT OUR CORE

Creativity is essential to learning at The Willows. We are devoted to cultivating our students' imagination and helping them discover their unique talents in an atmosphere that embraces questioning and exploration. As students examine new ideas from multiple perspectives and generate innovative solutions to problems, they learn that every individual voice is important. Creativity is not restricted to the arts; it is an integral part of every discipline. The creative process is central to our teaching: we embrace curricular innovation that energizes our program, creates a dynamic campus climate, and lends new insights to learning.

CHALLENGING ACADEMICS IN BALANCE

We believe passionately in developing students' critical thinking and problem solving skills. We are committed to a rigorous academic program founded on the progressive principles of experiential learning and thematic instruction. The Willows takes a balanced approach to this process, placing equal emphasis on challenging academics and social-emotional wellbeing. Our developmentally structured curriculum allows children to fulfill their intellectual, creative, physical, and social-emotional potential. Our integrated approach equips students to become lifelong learners who are able to question, discover, and make connections in an environment where it is safe to take intellectual and creative risks. Willows students come to understand the most important lesson of all: as a learner, anything is possible.



CHARACTER

The Willows prepares students to value empathy, accept responsibility, and practice ethical behavior. We foster character by emphasizing the development of social and emotional skills hand-in-hand with academic skills. Our program emphasizes the development of sound decision making skills, an appreciation of each individual's impact on his or her community, a desire to contribute, and a commitment to engaging with the outside world. We guide our students out of the classroom and into the community to understand the issues faced in today's world and to discover productive solutions.

COMMUNITY

Interpersonal connections and a sense of community are essential to a child's motivation, self-esteem, and academic success. Willows students grow through the years on a single DK-8 campus, in an intimate, cohesive environment that recognizes the needs of each developmental stage while fostering connection and continuity. We emphasize mutual respect, cooperation, and collaboration, as teachers and students build lasting and rewarding relationships. We are dedicated to continually enhancing our multicultural environment by promoting a culture of inclusion and nurturing equitable relationships at all levels across our campus. As a result, our students appreciate individual differences and experience themselves both as individuals and as part of a team. We extend our borders beyond our campus and embrace the world. The students, parents, faculty, and administration of The Willows are a community of dedicated, life-long learners. We build bridges culturally and educationally by seeking ways to partner with our neighbors and engage globally. The word "community" is indeed an intentional and integral part of our name.





Academic overview

The Willows takes our students on an incomparable journey from Developmental Kindergarten through 8th grade. Blending experiential learning, challenging academics, and social emotional development, our program is designed for each stage of development. Our students are individuals and part of a community. They are bold questioners, deep thinkers, risk takers, scholars, design thinkers, and inclusive empathizers. They are friends and leaders. They are the heart of The Willows.

Our integrated curriculum takes an interdisciplinary approach to learning that encourages collaboration and meaningful engagement as children make connections among the subject areas. The Willows' thematic approach introduces multiple subjects under the umbrella of one topic of study. Our annual Intersession, a one-week session when the entire school explores a single topic in-depth in multi-age learning groups, exemplifies a one-of-a-kind integrated approach. The work of our faculty, visual, music, and performing arts specialists, and our poet-in-residence during our study and writing of poetry is a sublime example of integrated curriculum in action. The poetry unit culminates in our annual Poetry Night, an evening of performances of student created work. Learning across disciplines links science experiments, visual and performing arts projects, technology, language arts, and more and engages students in a project-based, integrated educational experience that resonates, building a lifelong love of learning.



Innovation Unites with Tradition

Our school culture and our flexible approach to innovation create a world where students are eager to learn and grow each day. Our open campus inspires listening and learning and constructs an atmosphere of connection, engagement, and expression. We embrace innovation—not for the sake of change—but innovation that energizes curriculum, takes advantage of new opportunities, and lends a new perspective to learning.

**Where can you find innovation at work at The Willows?
To name a few:**

- Intersession, a one-week inter-disciplinary session when the entire school explores a single topic in-depth, in multiple age groups.
- Maker Lab, designLab and STEAM Studio.
- Looping in Lower School where students remain with their teachers for two consecutive years (first/second and third/fourth grades) to improve consistency in curriculum implementation and to forge strong bonds between students and teachers.

**We also have a deep appreciation of our traditions which give us a united sense of purpose and help our children formulate meaningful memories.
Our traditions include:**

- Step-Up, our end-of-the-year celebration recognizing the accomplishments of each class as they move to the next grade level.
- Annual School-wide Theme which is integrated into the curriculum as a springboard for collective thought, community spirit, and collaborative learning.
- Poetry Night, an evening of student performances of poetry, music, art, dance, and drama which is the culmination of our school-wide study and writing of poetry led by our poet-in-residence.

Joined together, innovation and traditions are powerful learning tools that give roots and wings to our students in our ever-changing world.

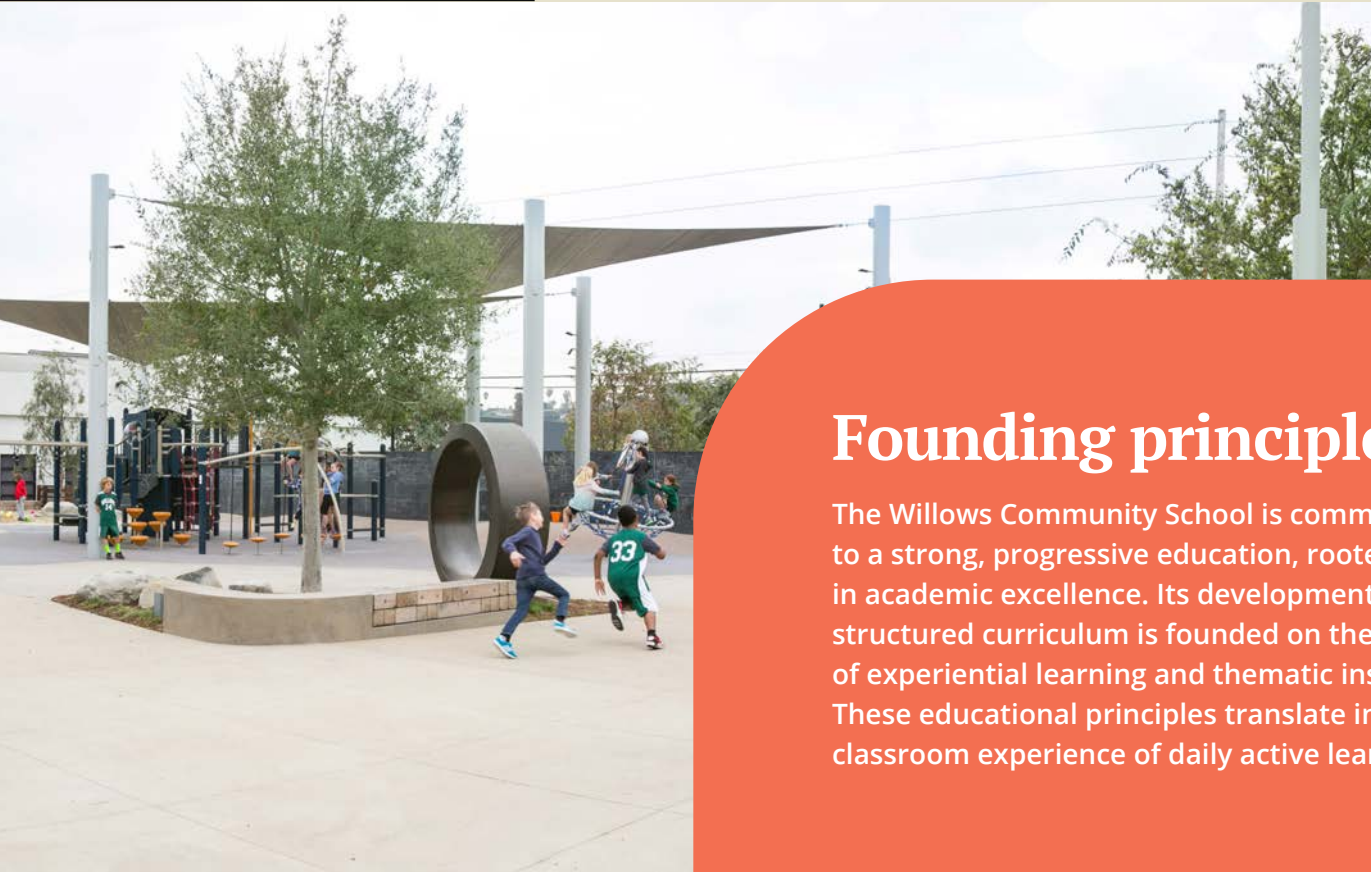


Quote from the Founding Head of School



Our mission, philosophy, and core values are more than just words. They are at the heart of our program and offer our students the roots they need to become lifelong learners. Like the willow tree that bends but does not break, I often view our students as wildflowers that are free and resilient as opposed to hothouse curated centerpieces. Our wildflowers grow sturdy and develop roots even in rocky soil. They step out of their comfort zone and become what they want to be, blooming in a natural, organic way. The daintiest wildflower scattered by the wind has sturdy roots. Hothouse flowers, on the other hand, are protected and fragile and are grown with a preconceived idea of what they should be. There is a deep beauty and power in wildflowers, which we tend, but always allow to grow in their own time and in their own way.

We nurture our students to grow as resilient individuals who are dedicated, engaged members of their community and involved citizens-of-the-world. We encourage them to feel free to express themselves and take risks, and like wildflowers, we recognize that our students are beautiful at each stage of development.



Founding principles

The Willows Community School is committed to a strong, progressive education, rooted in academic excellence. Its developmentally structured curriculum is founded on the principles of experiential learning and thematic instruction. These educational principles translate into a classroom experience of daily active learning.



Inclusivity Statement

The Willows Community School is dedicated to diversity, equity, and inclusion as integral to our mission, school culture, and educational program.

We are firmly committed to nurturing and sustaining a safe and open environment that empowers individuals and groups to discover and celebrate their identity. We embrace the many facets of diversity including race, ethnicity, religion, culture, national origin, gender identity, sexual orientation, ability, family structure, and socioeconomic status.

We strive to build and cultivate our multicultural community by celebrating what makes each of us unique while continuing to foster the universal values that we share. We do this to equip our students with the perspectives and skills necessary to thrive in a complex, multifaceted, and increasingly interconnected world.

We acknowledge that diversity, similar to democracy, is an ongoing process, and believe in the importance of committing to this work through engagement in ongoing dialogue, openness to learning and growing to increase our understanding, and the nurturing of equitable relationships at all levels across our campus based on respect and empathy.

These values strengthen our community, promote collaboration, enrich our thinking, reflect our core values, and remain essential to the life of our school.

The Willows is united in the fight against hatred, bigotry, prejudice, brutality, racism, and violence in all its forms. We stand in solidarity with all communities facing this type of hatred and denounce the rise of hate crimes within our society.

The Willows is an environment where all people are respected, included, and treated with equity. We promise to continue our Diversity, Equity, and Inclusion work, as a community, to combat the systemic racism, violence, and hateful divisions gripping our nation. We are committed to actively be a part of the solution to these issues and to teach our students that we embrace multiculturalism and that we respect and treat everyone with dignity and empathy.



Turning words into action



Inclusion, equitable relationships, and a multicultural environment are fundamental at The Willows. We have long been challenged by the injustice, discrimination, and violence appearing so blatantly before our eyes and the eyes of our children. In response to racism, hatred, brutality, and bigotry, The Willows is seeking a strong path forward in helping to break the cycle of systemic racism in our country, follow our core value of inclusivity, and make a positive difference by leading with empathy, justice, and understanding. To achieve these goals, we join together to explore diversity, inclusion, and a school culture of belonging with events, meetings, discussions, talks, workshops, curricular adaptations and other actions to combat systemic racism and live our core value of inclusivity.

Recognizing the strength and resilience of the human spirit and the persistence of antiracism, we encourage our students to become the leaders and problem solvers our world so desperately needs. We continue to give our students the opportunity to have a voice in a constructive dialogue about how we can use our voices to achieve positive change and turn hate and violence into understanding and respect

It is our sincere desire that our children will be strong agents of change and lead the way to a better world. Each of our students, and all children, deserve a safe, secure future. Our community lends our voices and efforts to achieve this goal. We will strive to make sure that every student, family, teacher, and staff member feels valued, supported, respected, and empowered at The Willows.



Emotional Intelligence and Mindfulness

As a RULER flagship school, we are excited to continue our implementation of the RULER program, an evidence-based approach to social and emotional learning from Yale's Center for Emotional Intelligence, that helps school communities integrate the teaching of emotional intelligence into daily life. RULER teaches five key emotional intelligence skills:

Recognizing emotions in one's self and others.

Understanding the causes and consequences of emotions.

Labeling emotions accurately.

Expressing emotions appropriately.

Regulating emotions effectively.



RULER integrates these skills into the academic curriculum and provides opportunities for students and all the key adults involved in their education – teachers, administrators, and family members – to learn and apply these skills. Decades of research shows that emotional intelligence is essential to effective teaching and learning, sound decision making, physical and mental health, and success in school and beyond. Research also shows that when schools and homes partner to support children's emotional development, children not only feel better, but they do better.

RULER offers a flexible framework and versatile tools that our faculty, staff, administrators, parents, and students can use and adapt into daily life. This unique, effective social emotional curriculum offers our school a unified, sophisticated language and method to identify emotions in ourselves and others, to appropriately manage and communicate feelings, and to build respect and stronger connections, resulting in a more engaged learning environment and personal well-being. Emotionally intelligent students exhibit greater leadership skills, are more attentive, perform better academically, and are less aggressive and less likely to bully.

Now in our sixth year using the Yale Center of Emotional Intelligence RULER approach to social emotional learning, we found RULER sustaining and immensely helpful during the COVID-19 pandemic, distance learning, riots, divisive elections, and national unrest as we experienced a plethora of emotions. At the core of RULER is the creation and maintenance of a safe and inclusive learning environment where all students, teachers, staff, and families thrive and feel supported and understood.



History of the School

The Willows Community School was established in the winter of 1994 by a determined and visionary group of parents and teachers who believed passionately in the credo, "All things are possible." The school opened its doors that September, offering a program with a progressive, innovative approach and strong academic roots. Our developmentally structured curriculum is founded on the principles of experiential, inquiry-based learning and thematic instruction, with the integration of the arts and technology. These educational principles translate into a classroom experience of hands-on, collaborative learning, where students develop the skills to be critical thinkers and creative problem solvers.

The Willows values civic responsibility, and service learning projects are an important part of the curriculum. As the word 'Community' implies, our educational family includes students, faculty, staff, parents, grandparents, alumni, and the community at large. Each plays an integral part of life at The Willows, and their involvement in campus activities enriches the children's educational experiences.



The Willows has grown enormously since its early days. In 1994, The Willows consisted of 98 students, seventeen teachers, and one building. Today, we educate 465 students on a vibrant, open campus with a Multi-purpose field, world-class gymnasium, black box theatre, library with 26,000+ resources, organic gardens, electronic music studio, music room, Art Studio, designLab, STEAMStudio makerLab, and outdoor workspace. We have continued to develop innovative programs to meet the needs of our community, including a thriving one-to-one laptop program in grades three through eight, and a dynamic professional development program structured on the model of "teachers teaching teachers."

Through it all, we've maintained our commitment to socioeconomic diversity and making a Willows education available to children from a wide range of backgrounds. Approximately 20% of our student body receives some form of financial assistance.

We've also maintained our commitment to our balance, as we focus on the dual goals of strength and flexibility, both in our approach to the School's growth as well as the growth of our students. As we have done since our earliest days, we strive to provide an environment where children, like those trees for which The Willows is named, bend gracefully in the winds but do not break.



Our Roots

Just as the roots of The Willow tree sustain and enable it to grow, these “root words” feed and fortify our educational program and school culture.

Explore Joyful
 Respectful Experiential Learning
 Zest for Learning Problem Solver
 Social-emotional Community Compassionate
 Courage Progressive Excellence Creative
 Engagement Flexible Curious Resilient
 Confident Integrated Curriculum Imagination
 Inclusion Take Risks Questioning Passion
 Inquiry Innovation Critical Thinking
 Collaboration Capable Character



Snapshot of the School

FOUNDED IN 1994

STUDENTS

465 students

33% of students identify as persons of color

The Willows enrolls students from more than 55+ unique zip codes, including families from the South Bay, San Fernando Valley and East Los Angeles

SIZE OF CAMPUS

IN-USE

- 109,000 square feet
- 4.0 acres

OTHER PROPERTY

- 27,100 square feet



ACCREDITING BODIES

- California Association of Independent Schools
- Western Association of Schools and Colleges

MEMBERSHIP ORGANIZATIONS

- National Association of Independent Schools
- National Business Officers Association
- Common Sense Media
- Private School Village
- Private School Axis
- Los Angeles Independent Schools (LAIS)
- Los Angeles School Heads (LASH)
- Association of Independent School Admission Professionals (AISAP)
- Independent School Alliance for Minority Affairs
- Enrollment Management Association (EMA)
- Council for Advancement and Support of Education (CASE)

FACULTY : STUDENT RATIO

Kindergarten through 5th grade classrooms have between 22 and 25 students with 2 full-time teachers in each classroom. With 26+ students in a classroom, we add another full-time teacher to the class. The ratio is 1:10 and 1:12 per classroom teachers. Developmental Kindergarten is smaller with three full-time teachers; the ratio is 1:7. Middle School is departmentalized with students changing classes per subject with 1 full-time teacher; the ratio is 1:15 to 1:18.



Snapshot of the School

ANNUAL FINANCIAL AID ALLOTMENT

\$2.2 million
(20% of students receive financial aid each year)

FACULTY PROFILE

97 full-time, **5** part-time

68% have taught at The Willows for 10+ years

35% have taught at The Willows for 15+ years

OPERATING BUDGET

\$19.4
million

MATRICULATION

The diversity of our student body is reflected in the variety and number of schools our students attend. We are dedicated to placing our students in schools that are a right fit for each individual student.

- | | |
|---|---|
| ARCHER SCHOOL FOR GIRLS | OAKWOOD SCHOOL |
| BRENTWOOD SCHOOL | OJAI VALLEY SCHOOL |
| BUCKLEY SCHOOL | ORANGE COUNTY SCHOOL OF THE ARTS (OCSA) |
| CAMPBELL HALL | PACIFICA CHRISTIAN HIGH SCHOOL |
| CATE SCHOOL | PACIFIC HILLS SCHOOL |
| CROSSROADS SCHOOL FOR ARTS AND SCIENCE | PHILLIPS EXETER ACADEMY |
| DUNN SCHOOL | PILGRIM SCHOOL |
| GEFFEN ACADEMY | ROLLING HILLS PREPARATORY SCHOOL |
| HARVARD-WESTLAKE SCHOOL | ST. MONICA CATHOLIC HIGH SCHOOL |
| IMMACULATE HEART HIGH SCHOOL | THACHER SCHOOL |
| LOS ANGELES COUNTY HIGH SCHOOL FOR THE ARTS | VIEWPOINT SCHOOL |
| LOYOLA HIGH SCHOOL | VISTAMAR SCHOOL |
| MARLBOROUGH SCHOOL | WAVERLY SCHOOL |
| MARYMOUNT HIGH SCHOOL | WESTMARK SCHOOL |
| MILKEN COMMUNITY HIGH SCHOOL | WILDWOOD SCHOOL |
| DETOLEDO HIGH SCHOOL | WINDWARD SCHOOL |
| NEW ROADS SCHOOL | |
| NOTRE DAME HIGH SCHOOL | |

WEBSITE

www.thewillows.org





Campus Master Plan

In 2020, The Willows completed another part of our Campus Master Plan with the creation of a Multi-purpose Field to allow greater outdoor learning, exercise, athletic activities, play, and an area for all community gathering.

The next step in our Master Plan will be the renovation of Willows 6 which will create a cross-disciplinary learning environment with an emphasis on design thinking and community. This renovation will offer a space where teachers may link disciplines in experiential projects that nourish creativity, deep thinking, and collaboration. Creative inquiry is fundamental at The Willows, and learning is not a solitary process, but most definitely a group effort where students and teachers share, question, and grow together. Intellectually and architecturally open, the goal of this innovation space is to promote listening and learning from all sides in a climate of creativity, innovation, accessibility, and endless possibilities.



Highlights About the Academic and Co-Curricular Program

EDUCATIONAL FEATURES

- 1:1, 24/7 Middle School laptop program
- 1:1 laptop program 3:5
- 1:1 Device program (iPads and laptops) in grades K:2
- Sound Reading System and Lucy Calkin Reading and Writing Workshops
- Middle School Electives and Debate Team
- Pollyanna Curriculum in DK-5
- Facing History and Ourselves 5-8
- Latin in Middle School and Junior Classical League
- Lower School Exhibitions after the completion of each unit of study

LIBRARY/MEDIA RESOURCES CENTER

- A hub for 26,000+ resources hub for collaborative and cross-disciplinary learning
- Media literacy curriculum

STEAM/MAKER/DESIGN

- Innovative classroom spaces: makerLab1, and designLab equipped with printers, iPads, cameras, video cameras, boom microphones, green screen, 3-D scanner, PVC piping, robotics, soldering and woodworking tools, fabrication tools including 3-D printers & 3D Laser cutters
- STEAM Studio and Art Room
- Outdoor Lawn workplace
- Robotics Program and Middle School Robotics Team

TECHNOLOGY

- More than 500 computers deployed throughout the campus
- Interactive white board or a 60" Smart TV in every specialist classroom
- 100% Digitally Interactive Classrooms — grades DK-8



MUSIC, PERFORMING, AND VISUAL ARTS

- Orff Schulwerk (Orff Approach) used in Lower School Music classes
- Almost 40% of our students participate in the choral program
- 5 choirs — Primary, Upper Elementary, Middle School, Honors and Middle School Boys
- Lower School and Middle School dance companies and Alumni Dance Company
- Electronic Music Program and Rock Band
- Dedicated Lower Elementary and Middle School art rooms
- Kiln, potters' wheels, digital sewing machines, floor loom, and tabletop looms
- Gallery and museum visits to see artwork first-hand
- Artists-in-residence
- 3 Middle School theater productions presented each year as part of the curriculum



ATHLETICS

- 28 teams, beginning with 4th grade
- 30 league championships won since 2001
- 34 league Sportsmanship Awards
- 82% of middle school students participate in a team sport.
- More than 90% of 4th and 5th graders play on an after-school sports team
- Sports teams offered include: flag football, volleyball, basketball, tennis, soccer, golf, baseball, softball, track and field
- State-of-the art gymnasium, dedicated outdoor athletic court, and outdoor multi-purpose athletic field



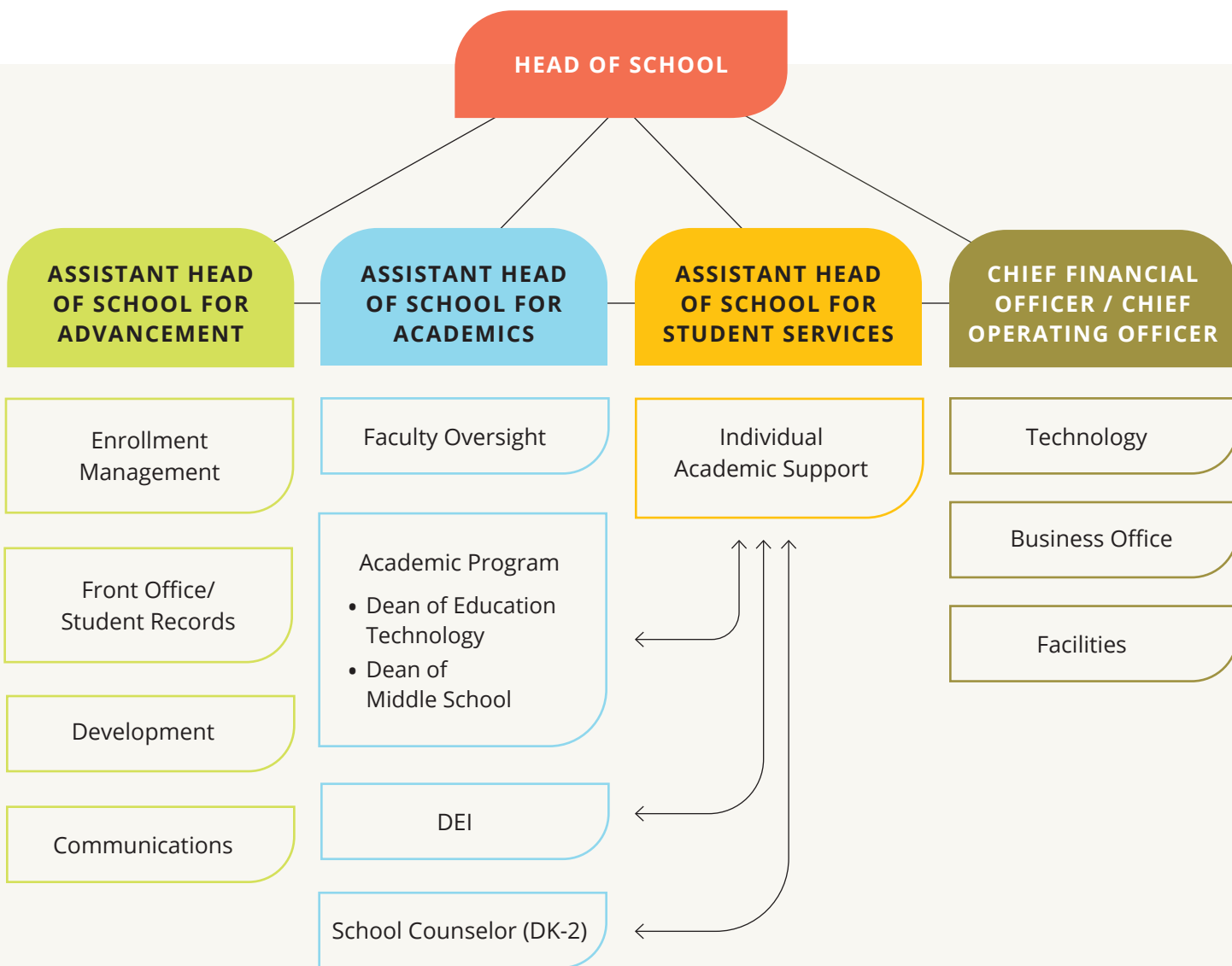
FACULTY AND STAFF PROFESSIONAL DEVELOPMENT

- Each year, 100% of The Willows faculty participate in professional development opportunities, through in-service days, conferences, workshops and continuing education.
- Teachers teaching Teachers: Willows faculty conduct week-long, summer workshops, in-service day workshops, and learning lunches to share expertise with fellow Willows teachers focusing on the development and enrichment of curriculum and teaching practice, the integration of technology into creative and cutting-edge classroom curricula, and the building of authentic assessment and question development.



Senior Administration

The assistant head of school for academics will arrive at a perfect moment to play a key role in the next strategic plan. Beginning to gain momentum and focus in June of this year, the ongoing process to create the new strategic plan is in its nascent stage, in part waiting for the new assistant head of school for academics to join the conversation. From the Board to the faculty/staff and from the students to the families, The Willows is positioned to move into the future thoughtfully and assertively. The school has chosen to partner with EXPLO Elevate, an innovative schools cooperative, in order to chart an exciting way forward in teaching and learning, in administrative leadership, and vitally, in its commitment to diversity, equity, inclusion, and justice. Central to that work is that EXPLO Elevate is able to partner with The Willows to synthesize everything from professional learning for faculty and staff to nuanced strategic visioning with the entire school community. Critically, the process the school is undergoing strives to create a pair of non-negotiable goals that will create strategic intention, a built-in focus, and a shared understanding of what the school aspires to further achieve. The timing is therefore fortuitous for the assistant head of school for academics.



Duties + Qualifications

JOB DUTIES

- Oversee the day-to-day operations of the academic program, including all aspects of teaching and learning, curriculum, and assessment
- Foster a culture of faculty growth and oversee the annual process of teacher goal setting and evaluation
- Provide counsel and guidance to families, faculty, and staff on matters of curriculum and pedagogy
- Promote a culture of academic excellence and innovation by serving as a visible presence and inspiring spokesperson among faculty and parents
- Oversee academic innovation and curricular change, and lead the implementation of the strategic vision for The Willows' academic program
- Stay on top of current trends, research, and emerging ideas in the education landscape in order to support academic invention and transformative change
- Lead evaluations — both quantitative and qualitative — of the academic program to measure the impact and efficacy of student learning
- Establish and maintain thoughtful curricular and programmatic partnerships both regionally and nationally

QUALIFICATIONS AND DESIRED EXPERIENCE

- A graduate degree in education or a relevant field
- A love of PK-8 education, and a readiness to support all learning journeys of a diverse student body and faculty
- Prior teaching in a PK-8 school
- A successful track record leading academic initiatives and programs
- Experience as a school administrator guiding, coaching, leading, and/or supervising faculty
- Immersion in diversity work—both in training and in implementation—and a commitment to fostering culturally competent and inclusive classrooms
- An ability to design and implement organizational systems, educational models, and operational protocols in support of all aspects of the academic program
- Excellent communication and presentation skills—both written and oral



How to Apply

12M Recruiting is acting on behalf of The Willows to identify exceptional educational leaders to fill this extraordinary opportunity. Please direct any inquiries to:

GABRIEL LUCAS

Principal, 12M Recruiting
jobs@12MRecruiting.com



APPLICATIONS SUBMITTED BY NOVEMBER 18, 2021 WILL RECEIVE PRIORITY REVIEW.

All applications must be submitted online:
www.12MRecruiting.com/jobs/willows.

An application requires submitting four PDFs:

- Cover letter introducing yourself to the The Willows head of school search committee
- CV or résumé
- A list of four references (include each person's name, current organization, title, phone number, email, and past connection to you — though we will not contact any references without obtaining your permission first)

- A response to the following prompt:

Page 19 outlines a new leadership team structure that will be in place for the 2022-2023 academic year. However, at a school like The Willows, titles, lanes, and reporting structures are often as flexible as curtains between classrooms. This is what makes the Willows special: everyone is first and foremost mission-aligned and dedicated in service to a community of learners. Where have you been a part of an organization or team that relied less on boundaries and more on dedication, and how did you learn to serve, collaborate and most importantly lead in this kind of culture?

The Willows Community School is an Equal Opportunity Employer. All individuals without regard to race, color, religion, natural origin, age, sex, or disability are provided equitable opportunities and access to programs administered under the auspices of The Willows Community School.

