



LAKEHILL PREPARATORY SCHOOL

Dallas, Texas

HEAD OF SCHOOL

Start Date: July 1, 2021

lakehillprep.org



Carney
Sandoe
& ASSOCIATES



Mission

Lakehill Preparatory School guides motivated students to learn with curiosity, lead with confidence, and serve with compassion. Our challenging and nurturing educational community inspires students to become collaborative problem-solvers who live with integrity.

The mission is a deeply meaningful statement in the daily life of the school that has been consistent throughout the school's history. In 2017, a community-wide review resulted in the current more focused statement.

OVERVIEW

When you enter the Lakehill Preparatory School campus, there is a distinct feeling of genuine welcome, high energy, and the warmth of strong relationships. Lakehill feels like a right-sized and thriving community of learners and teachers. People associated with the school believe Lakehill is a great place for children to learn and grow-up, a fulfilling place to teach, and an institution that is making a difference. Lakehill is a highly regarded, accredited, coeducational school for students in Kindergarten through Grade 12. As an academic community dedicated to the whole student, Lakehill combines a robust, college preparatory curriculum with opportunities for personal growth, individual enrichment, and community engagement. Located in the heart of Dallas and housed on two campuses, Lakehill is squarely positioned in a highly competitive independent school market, with many strong and viable school choices. For approximately 340 students, 39 teachers, a supportive team of administrative staff, involved parents, and a legend of faithful alumni, Lakehill is home. Simply stated, Lakehill's strong family feel makes it "their school."

One of the unique features of Lakehill has been its consistency of leadership. Roger L. Perry has served as Head of School for 38 years. This consistent leadership has created a positive pattern of continual improvement for nearly four decades. The school community, search committee, and board of trustees seek a leader who recognizes and appreciates the school's history and traditions today and is poised and inspired to lead the school into its ideal future. The next Head will be an experienced educational leader devoted to the school's mission and programs. This is an exceptional opportunity to advance an outstanding school with deep ties to its community and an unwavering commitment to its mission.

Fast Facts

Founded: 1971

Total students: 336

Students of color: 25%

Total faculty: 39

Faculty of color: 18%

Faculty with advanced degrees: 54%

Student/teacher ratio: 10:1

Financial aid awarded: \$700,000

Operating budget: \$7,000,000+

Endowment: \$800,000

Other investments: \$6M+

THE SCHOOL

Lakehill Preparatory School was founded in 1971 by a group of parents and started with only 84 students. The school quickly tripled its enrollment in just ten years. Lakehill opened in rented space at a local area church and, in 1989 when the church closed, purchased the property to begin extensive renovations.

Today, Lakehill is committed to providing students from Kindergarten through Upper School with a unique and high-quality education and to helping young people develop – not only as students, but also as well-rounded individuals. Lakehill students cherish involvement in their school and in the community. Athletics, the arts, and a wealth of student activities and organizations promote teamwork and help develop valuable leadership skills. Students also benefit from community service and are encouraged to embrace a spirit of volunteerism that will foster a life-long passion for service. By building a strong academic foundation, Lakehill develops confident individuals prepared to succeed wherever their choices lead them.

There is a palpable sense of tight-knit community and inclusion at Lakehill. The school provides over \$700,000 in financial assistance annually. The student body is comprised of 25% students of color and the faculty is 18% persons of color. The board and Lakehill community are committed to being a place of belonging for everyone and embrace the opportunity to foster DEI efforts. Every student and every faculty member at Lakehill belong to a multi-age group of students that meet periodically for shared activity and camaraderie. Students remain with their same group throughout their years at Lakehill.

The school is accredited by the Independent Schools Association of the Southwest (ISAS) and is a member of the National Association of Independent Schools (NAIS).



**“Students can do
it all at Lakehill.”**

-Parent

ACADEMICS

Lower School (Kindergarten-Grade 4)

Lakehill’s philosophy is that students in a close-knit community of learners, acquiring strong academic skills together, develop solid decision-making and problem-solving techniques and are guided into becoming citizens who are respectful of others and strive to better the world.

The Lower School program reflects the best of traditional elementary education enhanced by progressive educational best practices. A child-centered curriculum builds a solid foundation for future academic success. Students work both independently and cooperatively while pursuing an academic program that is challenging and motivating. The curriculum for Lower School progresses from developmental to more complex skills, leading to Middle and Upper School programs designed for college entrance. Core Lower School classes of language arts, mathematics, social studies, and science are enriched with specialized teachers in Spanish, music, art, physical education, computer technology, and library.

A special aspect of Lower School is the FOCUS Program which nurtures a sense of self-worth by spotlighting each child at every level during all of the Lower School years. Students also benefit from a wide variety of field trips, special activities, and community service opportunities.

Middle School (Grades 5-8)

The Middle School curriculum strengthens traditional academic skills while encouraging creative problem-solving, communication, and teamwork. With an emphasis on organizational and study skills, students learn to manage their time to accomplish their goals. Personal responsibility and integrity are key components of a Lakehill education and are emphasized in all personal, interpersonal, and digital interactions.



In fifth and sixth grades, students take two courses in language arts – literature and grammar – along with mathematics, social studies, science, and physical education. Students have semester courses in music, art, Spanish, and computer studies. In seventh and eighth grades, students add Latin to the core requirements as well as four electives.

Students enjoy four unique “Adventure Week” travel experiences during their Middle School tenure, as well as field trips and travel for academic competition. Students are also encouraged to participate in Lakehill’s comprehensive athletics program and community service activities.

Upper School (Grades 9-12)

Lakehill’s Upper School empowers students to develop the unique mix of talents and scholarship that best prepares them for their colleges of choice. Highly qualified teachers share their knowledge and passion with students who are eager to connect with the material with greater depth and understanding.

College Matriculation

Students from the Classes of 2017-2020 were accepted to the following colleges and universities, among others:

American University
 Arizona State University
 Boston University
 Case Western Reserve University
 Colgate University
 Cornell College
 Dickinson College
 Emory University
 Furman University
 The George Washington University
 Indiana University
 Kenyon College
 Lehigh University
 Loyola University Chicago
 Macalester College
 Michigan State University
 The New School
 New York University
 Northwestern University
 Oberlin College
 Oklahoma State University
 Purdue University
 Rice University
 Saint Louis University
 Sarah Lawrence College
 Sewanee: The University of the South
 Skidmore College
 St. Edward’s University
 Temple University
 Texas A&M University
 Texas Christian University
 University of Alabama
 University of British Columbia
 University of California Davis
 University of Connecticut
 University of Kansas
 University of Mississippi
 University of Texas
 University of Wisconsin, Madison
 Wake Forest University
 Washington University in St. Louis



All Upper School students study English, social studies, science, mathematics, French or Spanish, computer science and technology, and fine arts. Students may choose from a wide array of electives in core subjects, and Advanced Placement courses are available in all academic areas and in fine arts. Athletics, extracurricular clubs, and service learning projects provide leadership opportunities that build confidence and develop an understanding of others. Upper School students also have travel opportunities to countries including Costa Rica, Peru, Spain, Italy, and more.

College counseling at Lakehill is a highly-individualized process designed to assist students in receiving acceptance to the colleges and universities that will best match their personal and academic goals. The official college advising program begins in eighth grade and culminates with the Director of College Counseling helping students make their final decisions on where they will attend college. Collectively, the Class of 2020 garnered over \$4,300,000 in academic scholarships, an average of more than \$150,000 per student. Lakehill has a 100% college acceptance rate.

ARTS AND ATHLETICS

Fine arts are an integral component in a Lakehill education. Through opportunities in the arts, students develop self-assurance, cooperative leadership skills, appreciation for other cultures, and self-esteem. The fine arts program at Lakehill encourages and nurtures individual interests and talents by offering special classes, electives, clubs, and performance opportunities to all students in Kindergarten through Grade 12. Art, music, drama, and musical theater allow students to express their creativity through a variety of activities and experiences.



Warrior athletics is student-centered with an emphasis on developing decision-making skills, citizenship, and sportsmanship. Student-athletes explore opportunities to be active, find a sport they love, develop skills, build confidence, and be part of a team. Students in seventh and eighth grades and all Upper School students are encouraged to participate in athletics. In addition to playing on a team or being a member of the cheerleading squad, students attend pep rallies, games, and special events.

Varsity sports for girls include basketball, cheerleading, cross country, rowing/crew, soccer, softball, swimming, tennis, track and field, and volleyball. Varsity sports for boys include baseball, basketball, cross country, football, golf, rowing/crew, soccer, swimming, tennis, and track and field. The 2019 six-man football team was the runner-up in the Texas Association of Private and Parochial Schools (TAPPS) state football championship game.

STUDENT LIFE

Clubs and Organizations

Students at Lakehill are encouraged to discover their own special talents and passions. With a myriad of extracurricular offerings, students develop their skills as leaders and teammates, competencies that are important throughout life.

The Lower School offers 11 enrichment classes and clubs, while 47 organizations, clubs, and honor societies are available in Middle and Upper School. Students can participate in grade-level class organizations like Student Council; clubs for every interest including cooking, debate, engineering, Rubik's Cube, and Model United Nations; and academic competitions such as the National Geographic Society's Geography Bee in Middle School and the American High School Mathematics Examination in Upper School.



Community Service

Lakehill students are involved in community service from Kindergarten through Grade 12. Community service experiences are designed to raise awareness of social issues and give students opportunities to meet a variety of community needs. Each grade participates in service projects which enhance classroom instruction and strengthen student relationships through team building.

In addition to grade- and division-level projects, all students are encouraged to actively participate in Lakehill's Recycling Program and in the Adopt-A-Shoreline program at White Rock Lake, which has been maintained by Lakehill since 2008. Lakehill also sponsors a monthly route with Meals on Wheels. More than 16,500 hours of student volunteer services are provided annually by Lakehill students, and each year many students are honored with the President's Volunteer Service Award.

Special Activities

Lakehill offers a culture rich with campus traditions and community gatherings, such as the annual Back-to-School Picnic, pep rallies, Senior Day, and more. Divisions and grades also have their own special traditions, such as Wonderful Wednesdays (a favorite Lower School tradition spotlighting the many accomplishments of Lower School students) and Bunny Games (where the Junior Class sponsors a treasure hunt before spring break for students in Kindergarten through Grade 2). Middle Schoolers enjoy various dances and social events such as Middle School Fall Day Out, Valentines Dance, and Spring Game Night, while Upper School students look forward to the Homecoming Dance and Prom.

Summer Camps

Lakehill Summer Camps offer programs for boys and girls entering kindergarten to twelfth grade at any school, with weekly sessions throughout the summer. From science, filmmaking, and outdoor adventure to academics, performing and visual arts, and sports, students find camps that will turn summer into a learning adventure. Lakehill Summer Camps are unique in offering quality, teacher-led camps at an affordable price, with free before-camp and after-camp care available every day.



CAMPUS

The school facilities are housed on two campuses. Lakehill's Main Campus is located in the heart of Lakewood, a neighborhood in East Dallas adjacent to White Rock Lake, with easy reach to all areas of Dallas. The six-acre Main Campus houses classrooms, a gymnasium, a cafeteria, two libraries, numerous science and computer labs, and the Charles J. Wyly, Jr. Auditorium. In 2017, Lakehill added 16,000 square feet to the Main Campus and renovated an additional 8,000 square feet of space. This vital effort produced new lab spaces for science, writing, and computer science, as well as an art studio. It also provided new classrooms, administrative offices, and meeting and event rooms. A dramatic 5,000 square foot inner courtyard offers outdoor classroom and performance space.

The Roger L. Perry Campus is located just four miles from the Main Campus. Built in 2001, this 17-acre campus is home to the Warrior Athletic Complex and the Alice and Erle Nye Family Environmental Science Center. The premier athletic complex is home to the Warriors' football stadium, baseball field, softball field, tennis courts, and field house. Athletic events, off-season training, and extracurricular activities are held at the Warrior Athletic Complex throughout the year. The state-of-the-art, LEED-Certified Environmental Science Center opened in 2009 and features laboratories, classrooms, and meeting space. With over 40 acres of untouched land to explore, Lakehill students have a unique opportunity to experience nature in a pristine environment.



DALLAS, TEXAS

Dallas is a globally conscious city with a vibrant culture and passionate sports scene. Founded in 1841, the city rose to prominence as a hub for cotton trading, banking, insurance, and the oil industry. Easily connected to other cities, Dallas continued to grow in importance throughout the 20th century. Today, Dallas is connected to the world through the Dallas/Fort Worth International Airport, hub to American Airlines.

Home to the global headquarters of 12 Fortune 500 Companies, Dallas houses the third largest concentration of such companies in the nation and enjoys a booming economy based primarily on technology, financial services, telecommunications, energy, health care, defense, and transportation. Dallas is also home to one of 12 Federal Reserve Bank Districts and hosts one of four regional United States Patent and Trade Offices in the country.

A dynamic educational and intellectual city, Dallas is home to many institutions of learning such as Southern Methodist University, the University of Texas Southwestern Medical Center, and the University of Texas at Dallas. Lakehill is also fortunate to be in a city with a large and collegial independent school network, as well as an active non-profit and philanthropic community.

Dallas features cuisine and arts that represent a range of ethnicities and international cultures. The Arts District comprises elegant venues designed by renowned architects that promote the visual and performing arts, including the Dallas Museum of Art, the Morton H. Meyerson Symphony Center, Winspear Opera House, Wyle Theater, and the Nasher Sculpture Center, among others. Fans cheer for four professional sports teams, including the Cowboys (NFL), Mavericks (NBA), Rangers (MLB), and Stars (NHL). Additionally, Dallas offers events in horse racing, rugby, cricket, and soccer. The area enjoys mild winters, crisp and beautiful springs and autumns, and very warm summers. This climate provides an excellent environment for outdoor family activities and events throughout the year.



THE SCHOOL'S SUPPORT TEAM

The new Head of School will be supported by a talented and dedicated administration team that include the following positions:

- Assistant Head of School
- Heads of Lower, Middle, and Upper Schools
- Business Manager
- Director of Admission
- Associate Director of Admission
- Director of College Counseling
- Director of Development and Alumni Relations
- Director of Marketing and Community Relations
- Director of Technology

OPPORTUNITIES AND CHALLENGES

Lakehill folks are welcoming, caring, and practical. With a measure of apprehension and excitement, they are preparing themselves for a new Head of School who brings new perspectives, fresh ideas, and plentiful energy to the school they love. They are ready to wish the new Head conspicuous success and lend support.



The following are seen as opportunities for the next Head of School:

- Build upon a strong family-oriented school where individuals are respected, cared for, and valued.
- Partner with a highly engaged board of trustees who care passionately about the school.
- Guide an experienced faculty in professional growth opportunities and support their individual professional goal.
- Collaborate with caring, competent, and dedicated teachers and staff who are skilled in teaching and learning and versed in current best teaching practices.
- Join a talented administrative team who is willing to go the extra mile in making the school operate smoothly and effectively.
- Appreciate and advance a long history of inclusion and equity that is engrained into the soul of the school.
- Utilize the school's strengths to build and stabilize enrollment at a right-sized level.
- Provide more academic offerings and greater balance to the athletic and arts programs through increased enrollment and revenue.
- Foster a highly intentional and well-developed curriculum that provides clear guidelines for learning goals.
- Steward well-maintained and updated facilities that enhance and support the school's program.
- Engage in fundraising to increase the endowment and support new initiatives.
- Embrace a unique part of Old East Dallas, all of its charms and challenges, and the school's long-standing service outreach to surrounding neighborhood.
- Appreciate the legacy of Roger L. Perry and his special role in the community, leverage it to advantage for all, and invite his participation with confidence where mutually determined as appropriate.
- Head a school recognized for educational excellence as accredited by the Independent Schools Association of the Southwest (ISAS).
- Celebrate the school's 50th anniversary in the first year of headship.



The following are seen as challenges for the next Head of School:

- Become the new “face of Lakehill.” Roger L. Perry has provided steadfast, visionary leadership for most of the school’s history. His approachable, caring, decisive leadership style is revered and woven into the fabric of daily life, from morning handshakes greeting the Lower School students to lunchtime billiards with older students. He has been the “face of Lakehill.” The new Head will need to have similar warm personal qualities and be courageous and confident enough to forge his/her own path, finding their own special ways to bond with the various constituents of the school, while honoring the school’s history.
- Address enrollment challenges in the face of rising tuitions, changing demographics, and increased competition from nearby public, charter, and independent schools.
- Plan strategically and manage change in a post COVID-19 world where a new normal will emerge.
- Develop and articulate a compelling case for Lakehill’s curriculum, programs, culture, and track record of success with prospective and current parents, donors, and the wider educational community in Dallas and surrounding cities.
- Develop new and strong relationships with the entire Lakehill community.



DESIRED QUALITIES AND QUALIFICATIONS

The successful candidate to lead Lakehill will exhibit, in varying degrees, the following characteristics, qualities, skills, and experiences:

- Love and respect for children.
- A demeanor that is empathetic, flexible, warm, connected, and approachable.
- A desire to be highly visible in the school and in the surrounding community.
- A natural relationship builder who enjoys knowing and being known by students, faculty, staff, parents, and alumni.
- A strong advocate for the Lakehill programs and family-centered school culture.
- Ability to develop strategies and formulate effective marketing and branding approaches to optimize enrollment and curtail attrition.
- A skilled communicator who is energized by marketing the school to both internal and external constituents.
- Someone who will appreciate Lakehill's culture, history, and traditions and embody its values.
- A servant-leader with a strong moral compass and character traits that align with Lakehill's values.
- Exhibition and expectation of an unwavering commitment to diversity, equity, and justice.
- A creative problem-solver with a strong sense of the value of listening prior to action.
- An ability to strike the right balance between maintaining a warm, approachable presence and being a clear, visionary, and decisive leader.
- Ability to calmly manage difficult conversations and work through differences of opinion.
- Capacity to develop and nurture growth of faculty and the school's leadership team.
- Strong strategic planning skills necessary to chart Lakehill's future.
- Talent and desire to fundraise and to effectively share the unique story of the Lakehill experience.
- A sense of humor paired with the energy and optimism necessary to find joy in the leadership of a passionate school community.



TO APPLY

We appreciate your careful and thoughtful review of the Lakehill Preparatory School Head of School position description. We hope you will be interested in finding out more about this special place and becoming an applicant for this position. To apply, candidates should submit the following materials electronically (preferably as separate PDFs, titled with applicant name and date) to both Rhonda Durham and Bob Windham, Senior Consultants at Carney, Sandoe & Associates:

- A cover letter explaining the specific reasons for your interest in and general qualifications for becoming the Head of School at Lakehill;
- A current résumé;
- A personal statement regarding your view of educational leadership and as it relates to the role of Head of School;
- List of five references with name, phone number, and email address of each (references will be contacted later in the process and only with candidate permission). The search will be confidential until finalist candidates are selected and announced.

Rhonda Durham

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Bob Windham

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