



Crane Country Day School
Associate Head of School and
Upper School Director
Santa Barbara, CA

Introduction



Crane Country Day School is a warm and vibrant place where students and Staffulty (Crane's hybrid word for staff and faculty) work hand in hand exploring discovery-based lessons. Whether listening to eighth graders give their passion speeches to the whole school during morning assembly or watching seventh graders take samples of the creek's water to test pH levels, one can readily see both the joy and rigor in a Crane education.

Since its founding in 1928, Crane has been committed to stimulating the minds and spirits of children from kindergarten through eighth grade. In addition to a thorough foundation in core academics that include English, math, science, social studies, and Spanish, Crane also provides a deep dive into design and engineering, visual and performing arts, and athletics for all students. Balancing intellectual challenge and creative expression, the program pushes students to think critically, find their voices, and care for one another and the world around them.

The stunning 12-acre campus, featuring 17 buildings and nine acres of open space, is ideally suited to Crane's philosophy of experiential education. Indoor and outdoor spaces are seamlessly connected, with students enjoying breathtaking views of mountains, trees, and gardens as they move through the day. Centered around signature trees, three quads contribute to the strong sense of community. The Olive Tree Quad is surrounded by the school's original 1928 classrooms. The Mulberry Tree Quad connects the Lower School grades to the library and art studios. The Oak Tree Quad, added in 2016-17, is framed by classroom and office spaces around an amphitheater in the shade of a magnificent one hundred-year-old California Live Oak. Athletic facilities include two large fields for general physical education, soccer, and flag football as well as an array of courts for basketball, volleyball, and of course, for perfecting one's jump serve – a common Southern California goal.



Crane Country Day School at a Glance



Mission

Crane County Day School is dedicated to providing an experiential education characterized by a thoughtful balance of academic challenge and creative expression. We thrive as a community that builds character and confidence, while celebrating the joy in learning.

Facts and Figures

Founded: 1928

2022-23 School-wide Enrollment (K-8): 263

Lower School, K-5: 154

Upper School, 6-8: 109

Students self-identifying as students of color: 25%

Employees (Staffulty): 60

Average tenure of Staffulty: 8 years

Location: 12-acre campus in Montecito/Santa Barbara, situated between the Santa Ynez Mountains and the Pacific Ocean

Endowment: \$8.1 million

Indebtedness: None

Operating Budget: \$9 million

Tuition: \$32,750-\$35,500

Financial Aid: \$1.3 million to 24% of students

Total Funds Raised, 2021-22: \$1.5 million

Parent Participation in Annual Giving: 97%

Accreditation: Western Association of Schools and Colleges, California Association of Independent Schools; member, National Association of Independent Schools

On the Web: <https://www.craneschool.org/>



Opportunities and Challenges Awaiting the Next Associate Head of School

Crane's next Associate Head of School will join a highly professional community rich in tradition. Students learn by doing at Crane, and the delight in that discovery can be seen across campus. Kindergarteners through eighth graders can be found intermingled in the library, across the courts and fields, and—most frequently—inside and outside of the classrooms. Flourishing in spirit and in foundation, Crane has long-standing financial stability, is debt-free, has a strong endowment, and is home to many generous families.



While managing the COVID pandemic was a challenge at every school, Crane entered it on the heels of catastrophes caused by local fires and subsequent rain-fueled mudslides throughout Montecito. The community's response was tremendous. Highly creative and flexible, the school went above and beyond to serve the community during each of these crises, resulting in an increase in enrollment and support as the pandemic wore on.



Crane is a small school with bold aspirations. A previous capital campaign was called, "Little School, Big Plans" and Crane remains a place where working hard is the norm. For Staffulty, sometimes this pace can be daunting, as seen in the internal utterance of "getting on the Crane Train"; even so, Crane shows impressive stability with long tenures. Teachers are grateful for the family-friendly workplace, the

generous benefits, and—perhaps most importantly—the autonomy they are given to bring their personal passions and strengths into their craft. The next Associate Head will hopefully preserve that creative autonomy and at the same time, strengthen the thru lines to provide greater cohesion to the overall program.



Rooted in experiential learning, the school has a rigorous academic program while at the same time maintaining complementary creative classes like art, music, theater, and design which sometimes get squeezed out of highly academic curricula. The design and engineering program and the public-speaking curriculum are special standouts in an already impressive array of

courses. Crane students not only matriculate to their choice of high schools, but many also become future leaders in their next foray. Notably, when talking to students, they speak of the supportive environment and the appropriate balance of structured and unstructured time.

Partnering with the admissions team, the next Associate Head will play a key role in helping to formally define the identity of Crane's Upper School. Together, they strive to paint a compelling narrative to join Crane in 6th, 7th, and 8th grades over competitive local public schools. They will play a role in spreading the word about the transformational impact of a Crane experience in the greater Santa Barbara community.

In light of the community crises of the past four years, Staffuly have been working to strengthen the socioemotional learning program and enhance student learning services. The Associate Head's voice in institutionalizing these supports will help keep Crane as a best-in-class educational stop for all families. Leaning fully into enhancing anti-racist programming at Crane, this senior leader will need to continue to work to diversify both the student body and Staffuly.



The Position: Associate Head of School and Upper School Director

Reporting to Head of School Joel Weiss, now in his 23rd year at the helm, the Associate Head of School supervises teaching Staffulty in conjunction with the Head. The Associate Head oversees the annual process of teacher evaluation, including goal setting, observations, and performance review meetings, and is responsible for most aspects of K-8 scheduling and curriculum planning.

The Associate Head of School is also the Upper School leader, guiding all programs, policies, and people of Crane's Upper School. Leading with positivity and encouragement for all constituents is a crucial expectation for this role.

As a key senior administrator, the Associate Head is a visionary leader who promotes a culture of excellence, innovation, and creativity. With a high degree of professionalism and integrity, the Associate Head needs to support the school, the Head, the Board, the Mission, and the overall philosophy. They will be responsible for managing day-to-day operations of the school in the Head of School's absence.

Key Responsibilities

Teaching and Learning

- Oversees the academic program, including all aspects of teaching and learning, curriculum development, and program assessment.
- Advances the development of the K-8 curriculum, ensuring clear alignment with the school's educational mission and independent school best practices.
- Facilitates regular meetings with the teaching staff.
- Fosters and models a culture of faculty appreciation, affirmation, and growth.



Student Support

- Collaborates with the Learning Services Department to support students in all aspects of their academic experience at Crane.
- Works in tandem with the Counselor and the DEI Director to help guide the overall advisory and socioemotional learning program.
- Meets with families to prepare eighth-grade students for the high school application process and writes accompanying letters of recommendation.

Strategic Leadership

- Partners with the rest of the administration to plan the academic calendar, special events, and various annual Crane School traditions.
- Produces the overall academic schedule including the master schedule for Lower and Upper School teachers as well as all student schedules.
- Assists in the hiring and onboarding of new Staff.
- Facilitates committee work with administration, faculty, and trustees during the accreditation self-study and evaluation process.

Outreach and Communication

- Serves as a passionate spokesperson for the school.
- Works collegially within a diverse community and communicates effectively with diverse populations.
- Partners with the Head of School on regular announcements to families.
- Provides bulletins, counsel, and guidance to current and potential Crane families on matters of curriculum and pedagogy.
- Attends occasional off-hour events, including open houses, back-to-school nights, parent-teacher conferences, and school promotional events.
- Works with the Admissions Office on outreach, events, and overall student retention.
- Works with the Marketing and Communications department to promote the school, its program, its unique curriculum, and special events and traditions.



Desired Qualifications and Qualities

Professional Qualifications and Experience

- Bachelor's degree required; Master's degree in education or a relevant discipline preferred.
- A minimum of five years of teaching experience and three years of school leadership experience.

- A teacher at heart who is knowledgeable about child development and conversant with educational innovation in curriculum, including differentiated learning, pedagogy, technology, learning differences, and socioemotional learning.
- Expertise in hiring, evaluating, coaching, and mentoring talented faculty and in guiding corresponding professional growth.
- A skilled and responsive manager of programs, people, and schedules.
- Demonstrated experience in and commitment to fostering a diverse, equitable, and inclusive school community; successful track record examining practices to ensure equitable access to opportunities for all community members.
- A deep commitment to regular examination of curriculum, academic programming, with an eye toward relevant and intentional student experiences.
- Outdoor and experiential education experience.

Skills and Competencies

- Superb communication skills, including excellent written, verbal, and presentation skills.
- A growth-oriented mindset and a deep understanding of the developmental needs of young learners, from early childhood to adolescence.
- A high degree of competency and a professional commitment to advancing equity and justice, modeling inclusive behaviors, and proactively promoting anti-racist pedagogy.
- A high level of emotional intelligence; a team player and consensus builder with a warm, positive, collaborative nature; someone with a good sense of humor.
- A presence that inspires confidence, including facility in giving and receiving feedback, promoting an ethical climate, and balancing the broad range of needs and demands of multiple constituencies.
- Courage to take risks, embrace challenges, and see every success or failure as an opportunity for growth; comfort being a change agent.
- Boundless joy for working with middle-school-aged children and their teachers.
- Excellent problem-resolution skills, including a demonstrated willingness to confront problems, an ability to handle hearsay, the skills to generate positive reactions to setbacks, and the possession of conflict-resolution strategies.
- Highly organized with excellent technology skills and comfort learning new tools.
- Strong motivation and ability to work independently.
- Empathetic listener.



Benefits and Compensation

Anticipated salary range: \$150–\$160K, with strong benefits package.

Application Requirements and Search Process

DRG is conducting this search on behalf of Crane Country Day School. Interested candidates should submit, as soon as possible, materials that include the following:

- A cover letter indicating why they are particularly interested in and qualified for the position.
- A current resume.
- A statement of leadership philosophy.
- An additional writing sample of your choice (newsletter, talk, article, etc.).
- A list of references (references will not be contacted until the finalist stage of the search).

Application Deadline: November 1, 2022

Start date: July 1, 2023

This position description is based upon material provided by Crane Country Day School, an equal opportunity employer. The Associate Head of School search committee is excited to meet seasoned and inspiring educational leaders with diverse backgrounds.

To apply for this position, please click [HERE](#).

Jennifer Fleischer, Senior Talent Consultant

jfleischer@drgtalent.com

