



Head of School Search

Presbyterian Day School
4025 Poplar Avenue
Memphis, TN 38111
pdsmemphis.org

Mission:

Presbyterian Day School strives to glorify God by developing boys in wisdom and stature and in favor with God and man.

Located on a beautiful campus in the heart of East Memphis, Presbyterian Day School (PDS) educates boys from two years old through sixth grade. PDS maintains a balance between strong academics in a Christian-based environment and a character-focused education.

When arriving on campus, one is immediately struck by the fact that this community understands boys. Energy, caring, and purpose are all rolled into PDS's ethos. The classrooms, common areas, and play areas are all spacious and boy-friendly. Teachers, coaches, and administrators specialize in channeling the boys' energy so that each student is able to learn, develop, and succeed.

Founded by Second Presbyterian Church in 1949, the School shares the campus and some facilities with the Church. The relationship between the Church and the School remains close, and a majority of the School's Board of Trustees are Church members. PDS is inclusive in admission but clear in its academic and Christian mission.

When asked what distinguishes PDS from other independent schools in the Memphis area, faculty, parents, and Board members cite the following characteristics:

- Academic excellence and expertise in the education of boys
- Christian culture
- Comprehensive character education program
- Commitment to the education of students inside and outside the classroom
- Closeness and caring nature of the faculty
- Atmosphere and school culture
- The only independent school in Memphis that offers an all-boy, PK-6 education experience

PDS By The Numbers

Students

Total: 501

Two-Year-Old Program: 31

Pre-K 3: 38

Pre-K 4 to 6th Grade: 432

Student Diversity

Students of Color: 21%

Faculty

Full-Time Faculty: 72

Faculty with
Advanced Degrees: 46

Operating Budget:

\$10.3 Million

School Endowment:

\$1.93 Million

Tuition:

Range depending
upon grade level:
\$5,560-21,070

Financial Aid:

\$1.1 million dollars of
aid given in 2018-19
20% of student body
receives aid

Accreditation:

Southern Association of
Independent Schools
(SAIS)

The school's proprietary *Building Boys, Making Men* ("BBMM") program complements the academic program by providing a social, emotional, and spiritual framework for leading boys into godly manhood by developing a boy's faith, character, and values. Boys are taught what it means to be men of character and given a biblical foundation for making wise choices during their teenage years and beyond.

After PDS, graduates are successful in middle and upper schools and go on to highly selective universities, often winning academic scholarships. A majority of boys choose to attend Memphis University School, an independent all-boy, 7-12 school, while others attend area independent or public schools. A significant number of Memphis area students who earn National Merit Scholarship recognition are PDS graduates.

PDS holds membership in a variety of national and regional associations, including the National Association of Independent Schools (NAIS), the International Boys' School Coalition (IBSC), the Southern Association of Independent Schools (SAIS), the Tennessee Association of Independent Schools (TAIS), and the Memphis Association of Independent Schools (MAIS).

The Position

Presbyterian Day School seeks a dynamic, visionary leader who will maintain and enhance the stellar academic and character-building programs of the School, effectively communicate the value proposition and uniqueness of PDS to faculty and parents of the school and greater Memphis communities, and solidify the School's financial position through prudent budget management and effective fundraising.

The Mission and Vision

Presbyterian Day School strives to glorify God by developing boys in wisdom and stature and in favor with God and man.

The school's vision is to effectively direct a single-sex, church-affiliated, pre-school and elementary school program, with a religious, cultural, arts, community service, and extended day programs. The school fosters a challenging educational environment that creatively and critically supports, develops, and nurtures each student's academic, moral, spiritual, physical, and emotional growth.



Guiding Principles

PDS has adopted fourteen Guiding Principles. Available in their full text on the School's website, those principles are excerpted below:

1	Holistic approach to education – care about and intentionally educate and nurture the heart, soul, mind, and body of each boy
2	Know, nurture, and love every boy at PDS as a unique child of a loving God
3	In an age-appropriate, gracious, and faithful manner, teach the Bible and present and model the tenets of the Christian faith
4	Engage in serious professional development, research, and curricular design and consider divergent thinking, embrace change, innovate, and risk sometimes failing
5	Orient curriculum and teaching to align with the skills, knowledge, and perspectives required in the dynamic and diverse global community of the 21st century
6	Orient curriculum such that it has a global perspective
7	Teach in a way that seeks to maximize learning for every boy - PDS believes that all boys can learn and have differing intelligences and learning styles
8	View assessment as a way not simply to measure learning, but as a way to promote it
9	Seek to enroll boys from more diverse backgrounds
10	Have balance among PDS's overall programs and excellence in each area
11	Be boy-specific, boy-themed, and boy-friendly in all aspects of the school
12	Prepare boys for scholastic success at any schools where they matriculate
13	Attend carefully and intentionally to faculty/staff health, well-being, and growth, especially spiritual growth
14	Treat teachers as professionals, holding very high standards and evaluating their performance against school goals

Seven Virtues of Manhood



The Academic Program

For seventy years, PDS has been educating boys, and it is laser-focused on how boys learn and what they need to become young men of character and purpose.

The academic program prepares boys exceptionally well to succeed at the next level after graduating from PDS. At every grade level the academic program focuses on critical and creative thinking, and there are many resources available in the classroom to support and challenge boys. From Young Knights (two year-olds) through sixth grade, the program is age-appropriate, boy-centered, and individualized. In addition to reading, expression (written and oral), mathematics, science, and social studies, the program includes design thinking, coding and robotics, global education, technology, the arts, music, physical education, and world language.

Character Development

Character education is woven throughout, and the *Building Boys, Making Men* program is a signature aspect of a PDS education. Evidence of BBMM is in classrooms and on displays in common areas. The theme of the program is: A real man glorifies God by seeking an adventurous life of purpose and passion as he protects and serves others. This definition of manhood, along with seven Biblically-based virtues, serves as the foundation for giving boys a vision of manhood and for how they should approach a host of teenage challenges.

The Seven Virtues of Manhood include: True Friend, Humble Hero, Servant Leader, Pacesetter, Bold Adventurer, Noble Knight, and Faithful Follower. Service Learning is a vital part of the PDS community. As PDS develops boys "in wisdom and stature and favor with God and man," service learning helps the boys gain insight into challenges faced by others and the satisfaction from knowing they have helped in some way.

In addition to connecting with the mission, service learning connects with the seven virtues of the *Building Boys, Making Men* program. As "Servant Leaders" and "Moral Motivators," they learn to make a positive impact in their communities.

Extracurricular Activities

After-school programs and extracurricular activities range from athletic programs and music lessons to guest speakers and playing in mud kitchens; the opportunities are numerous and diverse. PDS offers the only intramural athletics program among independent elementary schools in Memphis. Team options include football, basketball, and soccer for fourth through sixth grade boys. The visual and performing arts include art, band, and choir. Technology is well represented with robotics and coding available.



Religious Identity

PDS was founded by Second Presbyterian Church of Memphis and continues to share a close relationship with the Church. The School and Church share a campus as well as several buildings. PDS is clear in its Christian identity, while welcoming boys of all religious traditions. In an age-appropriate, gracious, and faithful manner, PDS teaches the Bible and presents and models the tenets of the Christian faith such that each boy, regardless of his background and beliefs, leaves PDS as a good student of the Bible and of the Christian faith, including knowing what is necessary for salvation. The School intentionally relates subjects and various ideas to a Christian worldview, thereby giving each boy an opportunity to develop a Christian perspective.

Teaching at PDS

Teachers at PDS are often cited by parents as the defining characteristic of the School. The faculty finds a balance between rigor and caring, between academics and character-building. The School treats teachers as professionals, holding them to high standards and evaluating their performance against school goals; pushing them to grow continually; providing significant opportunities for professional growth, reflection and renewal; and rewarding excellence in tangible ways.

Male teachers and coaches serve as mentors and advisors to the boys, and both parents and students view this male interaction as key to the boys' experience.



The Campus

The campus facilities are among the largest and finest for an elementary school nationwide. Although the campus buildings are interconnected, there are discrete spaces for the various age-levels. A recent \$20 million expansion included upgrades to the facilities, including the Early Childhood Center, EDGE Studio, Reading and Learning Center, Science Center, Christian Center, Lifetime Fitness Center, turf field, and gymnasium. The Henry Edward Russell Building houses 34 classrooms, the Sumner library, state of the art science lab, Morgan Technology Resource Center, art and music facilities, and administrative offices. The John de Witt Activities Center features a gymnasium and indoor track.



Living in Memphis

The second largest city in Tennessee, Memphis is located along the shore of the Mississippi River in Shelby County. The city's vibrant culture is a product of its history as both an area of significant importance during the Civil Rights struggle as well as the birthplace of the blues, soul, and rock and roll. Beale Street is the site of the start of many musicians' careers, and Elvis's Graceland is one of the most visited celebrity homes in America. Memphis combines Southern tradition, history, hospitality, and great food all within an active cultural and social scene. The city boasts 3,200 acres of parkland, including the Memphis Zoo, Shelby Farms Park, the Greenline, Mud Island, Overton Park, and the Memphis Botanic Garden.



Numerous colleges, universities and medical facilities call Memphis their home including the University of Memphis (formerly Memphis State), Christian Brothers University, Rhodes College, and St. Jude Children's Research Hospital. The National Civil Rights Museum, partially housed in the Lorraine Motel, is a moving, multimedia chronicle of the American Civil Rights movement. The city is also home to professional basketball and soccer teams, as well as a minor league baseball team.

The city has a rich tradition of entrepreneurship. The business climate is ripe for growth with multiple incentives to operate companies in the area. Memphis is home to three *Fortune 500* companies: FedEx, AutoZone, and International Paper. Both Fred Smith, founder of FedEx, and J.R. "Pitt" Hyde, founder of AutoZone, are two of PDS's many distinguished alumni.

The Board

The PDS Board of Trustees follows a typical independent school model. The board is composed of 23 members, and is a combination of current and past parents, alumni, members of Second Presbyterian Church, and community members committed to pursuing and advancing the school's mission and best interests. The next Head of School will find the PDS Board to be both engaged and supportive.



Professional Qualifications of the Head of School

The successful candidate will be an effective promoter of the School in the greater Memphis community. The candidate should be skilled in leading and coaching faculty and possess exceptional management skills. Skilled in strategic planning, the next Head of PDS must be a successful fundraiser who also brings business and financial experience and acumen to the School. Experience in an elementary school environment would be viewed positively, and the candidate should be a progressive educator who possesses strong knowledge of elementary academic programs, teaching methods, and current practices in independent schools.



Personal Qualities Sought in the Head of School

This warm, close-knit community at PDS expects a leader who possesses strong communication skills and an enthusiastic, approachable personality. Able to inspire those around them, the Head should be open to diverse views and new ideas. The successful candidate will be passionate about boys education and be an innovative thinker. The candidate should be comfortable making fair and firm decisions. The Memphis community and PDS are closely intertwined, so the next Head must be prepared to embrace Memphis culture.



The Application Process

Prospective candidates should send the following materials in a single PDF document to the search consultants no later than May 31, 2020:

- Letter of interest specifically addressing this position and school
- Résumé (education and work experience)
- Statement of educational philosophy
- Statement of Christian faith
- List of five professional references with contact information
- Letters of reference, if available, but not required

Consultants

Dennis Campbell

dennis@educationgroup.com

540-672-8008

Dave Davies

dave@educationgroup.com

229-669-3555

Katherine Moncure Stuart

katherine@educationgroup.com

434-989-7054