



RUMSEY
HALL

Rumsey Hall School

Head of School Position Statement

Washington, Connecticut
July 1, 2021

THE PLACE/OVERVIEW

Welcome to a place where childhood is preserved; where there is a culture of caring for each individual child; where there is a long history of deep values and a spirit of community; where children are encouraged to try new things and take risks. This school gives children the space to build confidence and meets the needs of all students by planning for how each child will succeed. Much of this school's success is because of the strong faculty-student relationships that form over time. Those transformative relationships often last long past the student's time at the School. Welcome to Rumsey Hall School!

Rumsey Hall is located on a gorgeous campus with ideal facilities for a junior day and boarding school serving students in Kindergarten through grade 9. The School maintains a talented, motivated and

deeply committed faculty and staff to meet the needs of their students. As one parent indicated, "Rumsey Hall is a life-changing experience."



LOCATION

Rumsey Hall is located in the town of Washington, Connecticut in beautiful Litchfield County. Farms, rolling hills, panoramic vistas, quiet country roads and historic colonial architecture are signatures of the region and indeed exist at the School. Rumsey Hall is overflowing with quintessential New England ambiance. Here one can maintain both a small-town lifestyle and a rich and vibrant culture. Rumsey Hall is surrounded by several well-known New England boarding schools. Washington consists of five quaint villages: Marbledale, New Preston, Washington Green, Washington Depot and Woodville. The town is desirable for a quiet year-round lifestyle and as a getaway from the big city. Rumsey Hall is less than two hours from New York City.



MISSION AND CORE VALUES

Mission:

Rumsey Hall School is committed to a whole-child approach to education and believes that teaching academics and teaching an attitude of mind are of equal importance. The School emphasizes effort as a criterion for success and is dedicated to helping each child develop toward his or her maximum stature as an educated person, a successful member of the family, and a contributing member of a community.

Core Values:

Honesty, Kindness and Respect are not only Rumsey Hall's core values but also their culture.

FAST FACTS

Faculty:

59 full and part time
27 men
32 women
40 live on campus

Enrollment: (2019-2020)

318 Students
29 Local Communities
15 States
12 Countries
83 Lower School Students
243 Upper School Students
129 Boarding Students
106 Day Students

Campus:

32 Buildings
230 Acres
Campus valued at \$60 million

Endowment:

\$27.5 million

Annual Fund:

\$900,000 (2019-2020)





THE OPPORTUNITY

Rumsey Hall has huge potential. As one trustee put it, “Rumsey Hall has great bones!” The next head will have a fantastic opportunity to move the School forward, create growth, and work with a terrific group of women and men within the administration, faculty and staff who are deeply committed to the success of the students in their care. All of this takes place on a fabulous campus, located in a gorgeous New England setting. The experienced team of administrators, faculty and staff look forward to welcoming a new leader who can balance cherished traditions with best practices in independent schools.

Rumsey Hall commenced a strategic planning process last year,

that was interrupted by Covid-19 and the changes to leadership. The Strategic Planning Committee made meaningful progress, but acknowledges that much remains to be done. A more sophisticated approach to marketing is among the strategic priorities going forward. In order to remain viable in a competitive environment, Rumsey Hall must work to craft a clear identity and message to prospective families, especially for domestic and international boarders. Other priorities include a thorough and long overdue curriculum review, and increased attention to issues of diversity, equity and inclusion.

The School has been run for many decades with a traditional, top-down leadership style. The existing administrative team, while

veterans, were given little mentorship or support to develop their own leadership capabilities, leaving a void in several areas. Rumsey Hall has been somewhat insular over the years, almost exclusively promoting administrators from within. While this has contributed to a strong culture among other benefits, it has also limited exposure to independent school best practices that have evolved over the last decade or so. Rumsey Hall School presents a fantastic opportunity for an experienced, confident, transparent, and collaborative leader to take a school built on a solid foundation and truly make it great. The Board of Trustees is poised and excited to support a new head of school and help Rumsey Hall move forward.



THE PROGRAM

The Lower School at Rumsey Hall is focused on educating the whole child with an inquiry-based program that meets the needs of each child in Kindergarten through Fifth Grade. Each child attends classes in English, reading, math, science, and social studies. In addition, music, art, foreign languages, language skills, health, physical education, library and informational literacy are incorporated into every child's program. Lunch is served family-style. Play is cherished in the Lower School with much of that taking place in an incredible outdoor environment on campus. Students participate in afternoon enrichment programs until 4:30 each afternoon.



Upper School students (Grades 6-9) pursue a balanced curriculum that includes math, science, English, foreign language, history, art and music. The Upper School introduces boarding on the campus serving domestic and international students. Boarders and day students engage in a variety of fulfilling learning experiences that help shape character and increase confidence and independence as well as preparation for secondary schools. Strong effort is a hallmark of the Rumsey ethos and students receive effort grades based on class involvement, extra credit projects and submitting homework. The effort list is designed to help students develop internal motivation, build confidence and lay the foundation of achievement in academics and success in other areas of life. Upper School co-curricular activities include visual and performing arts, a STEAM lab, graphic design and robotics.



The language skills department offers individualized programs designed to meet the needs of students with moderate learning differences. The program is customized to reflect student-specific needs, strengths and



weekends. There are many traditions including holiday and birthday celebrations and inter-dorm competitions. Weekends offer the opportunity for fun on-campus activities as well as trips to local attractions and to Hartford, Boston, New York City.

Rumsey Hall's wooded campus provides many opportunities for outdoor education. Rumsey Outdoor Adventure (ROA) includes opportunities for hiking, kayaking, rock climbing, low ropes course, canoeing, archery and learning wilderness skills.

The School's mission emphasizes educating its students to become contributing members of the community. Through a variety of hands-on experiences, students develop interpersonal life skills while positively impacting the people and organizations they help. The Community Service/Service Learning Program also acts to enrich a sense of awareness, compassion and self-efficacy in Rumsey Hall students.

interests. This program is scheduled during the academic day and provides one-on-one instruction five days a week. The School also offers English as a second language (ESL), made up of three courses designed to help students develop their conversational and academic English, reading comprehension, and writing skills.

Residential life at Rumsey Hall is vibrant, active and intimate. Students reside in small, comfortable dormitories and are supervised by dorm parents who treat them like family. In addition to enjoying a supportive home-like atmosphere, boarding students partake in varied activities during the week and on

Rumsey Hall offers more than 30 interscholastic athletic teams. Everyone has the chance to play, whether they have played the sport before or are trying it for the very first time. Coaches are all members of the faculty and their goal is to teach the game, help each student improve and foster an environment that emphasizes effort, teamwork and sportsmanship. Athletic facilities include several fields, multiple gyms, indoor and outdoor tennis courts, and a state-of-the-art indoor hockey rink.



GOVERNANCE

Rumsey Hall has a volunteer board of trustees with 18 members. This group cares deeply about the School and is committed to its continued success. There's a balanced mix of trustees representing parents, past parents, alumni and friends of the School.

STRENGTHS OF THE SCHOOL

The new Head of School will benefit from Rumsey Hall's many strengths, including:

- A long history and a strong reputation for preparing students well for the academic rigors of some of New England's most competitive independent day and boarding schools;
- Faculty and staff who are caring, hard-working, and committed to meeting the needs and success of all Rumsey students;
- A dedicated parent community that strongly supports the School's mission and philosophy;
- A spectacular setting with facilities that are purpose-built to meet the needs of day and boarding students in Kindergarten through 9th Grade;
- ESL and learning support programs that allow the School to effectively serve a wide range of students;
- A healthy financial position and governance structure that allows the School to be confident about long-term sustainability and the opportunities for improvement.



OPPORTUNITIES AND CHALLENGES

The next Head of Rumsey Hall School should be prepared to work in partnership with the Board, faculty, staff, and administration to:

- Clearly articulate the School's vision and value proposition internally and externally;
- Preserve Rumsey's strong culture of caring for each child and cultivating a safe and loving community that focuses on effort as well as success;
- Raise the School's external profile to ensure long-term sustainability through robust fundraising, marketing, and enrollment management;
- Evaluate the program to ensure that academic excellence is at the center and is preparing graduates to succeed in competitive secondary schools;
- Establish comprehensive systems for goal setting and evaluation, tied to professional growth;
- Improve internal communication and collaboration between divisions and departments of the School and external communication with all constituents;

- Ensure that Rumsey has efficient and effective management systems informed by best practice;
- Preserve the sense of community among the adults on campus and culture that values the faculty, staff, and administration's tireless commitment to students, each other, and the School;
- Successfully leverage Rumsey's unique location, outstanding facilities, and committed faculty and staff to ensure the School's ability to deliver on its mission.

QUALIFICATIONS AND QUALITIES OF THE NEXT HEAD OF SCHOOL

A successful candidate will be able to demonstrate the following skills, values, and experiences:

- Understanding of best practice in independent schools and the ability to build systems for the effective and efficient operations of the School;
- A team builder who leads from the front, empowers others to grow and lead in their areas, and holds people accountable;



- A strong foundation in academic program development and evaluation;
- Embracing of the 24/7 nature of a junior boarding school;
- A hands-on leader, well-grounded in the daily life of school, who appreciates the joys of leading a K-9 day and boarding school, understands the importance of being connected and present, wants to get to know every child and parent, and who can call every dog on campus by name;
- Effective manager and systems thinker who knows best practice and has the experience to set clear expectations and standards for accountability;
- Empathetic leader who is warm and approachable;
- Strong communication skills with the ability to inspire others with Rumsey Hall's story and vision for the future;
- Excellent recruiter, supporter, and evaluator of faculty, staff, and administration;
- Ability to inspire others with optimism, compassion, commitment, and vision.



APPLICATION PROCESS

Rumsey Hall School has retained the firm Resource Group 175 to support its search for its next Head of School. If you wish to submit your application materials (which include a resume, cover letter, and educational philosophy), please do so at the resource Group 175 website:

<https://rg175.com/candidate/signup>

Deadline to apply: **October 5, 2020**

For inquiries or if you would like to nominate a candidate for this position, please contact both of the Resource Group 175 consultants working with Rumsey Hall School:

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AND

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