HEAD OF MARY K. CHAPMAN
PRIMARY SCHOOL

EXPECTED START DATE: JULY 1, 2020

SEND INFORMATION TO PSHEADSEARCH@HOLLANDHALL.ORG
THE MISSION

“HOLLAND HALL PROVIDES A CHALLENGING, COMPREHENSIVE EDUCATIONAL EXPERIENCE GROUNDED IN A RIGOROUS LIBERAL ARTS, COLLEGE PREPARATORY CURRICULUM THAT PROMOTES CRITICAL THINKING AND LIFELONG LEARNING. A PREK-12 EPISCOPAL SCHOOL, WE SEEK TO FOSTER IN EACH STUDENT A STRONG MORAL FOUNDATION AND A DEEP SENSE OF SOCIAL RESPONSIBILITY.”

DIVERSITY AND INCLUSION STATEMENT

A culture of inclusion is essential to the mission of an Episcopal school with the Church’s history of passionate advocacy for social justice and human unity. The skills of multiculturalism are essential to the depth of students’ learning and their ability to participate in our interconnected world. We employ these skills to drive academic excellence, embolden students to embrace their own identities, and foster appreciation for the differences of others. We welcome and strive to integrate varying family structures, socio-economic backgrounds, genders, ethnicities, sexual identities, religions, races, and physical and cognitive capabilities. In every aspect of school life, Holland Hall commits to teaching and challenging our community to discard stereotypes, embrace inclusion, and practice radical empathy.
THE POSITION

Holland Hall seeks a new Head of the Mary K. Chapman Primary School, effective July 2020, to lead this joyful and focused community. The successful candidate will be a warm and inclusive leader who is passionate and energetic about working with Primary School children, faculty, and families.

For nearly 100 years, Holland Hall has been serving families of Tulsa, demonstrating a deep respect for educational excellence in the holistic, vigorous PreK-12 program it offers. Faculty members guide students daily along a path toward self-discovery, helping them identify and harness their unique gifts and talents while learning what it means to engage in a true community. A mission-driven institution affiliated with the Episcopal Church, Holland Hall focuses on providing the best possible education it can: one that prepares students not just for college, but for their future lives as good and impactful citizens in a global society.

Through small class sizes, active teaching and learning, and a strong commitment to academics, arts, athletics, and relationships, Holland Hall achieves its goals of producing students who are ready to enter the world.

Typically, 100% of Holland Hall graduates matriculate at four-year colleges and universities, where they traditionally perform very well. The Holland Hall foundation that prepares them for such success begins in the Primary School, which enrolls students in Early Prekindergarten through third grade and provides a solid basis from which students grow.

OPPORTUNITIES AND CHALLENGES

The successful candidate for the Head of Primary School at Holland Hall will demonstrate expertise in team building and individual relationship development with all three constituencies of the Primary School (students, faculty, and parents). The candidate will exude a joy in fulfilling vocational responsibilities and enjoy regular interaction with students, faculty, and families. This position is ideal for a seasoned professional leader who seeks a collaborative working relationship with a strong faculty and a school administrative team that seeks to take a great school to an even greater level of serving students.

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EXPECTATIONS

It is expected that the new Head of Primary School should:

• Actively engage in the school's daily life and know and enjoy each of the students in the Primary School
• Live and embody the mission of the school
• Prioritize relationship-building when entering into the new job, especially with regard to the school's focus on diversity and inclusion
• Remain student focused and student friendly
• Work with faculty and administration to assure the effective delivery of the school's academic programs in a way that reflects the most current research and best practices
• Foster transparency, trust, and open communication among all constituencies of the school
• Encourage creativity in pedagogy and be willing to allow for healthy mistakes as faculty explore and implement school programs
• Be a strong advocate for the Primary School's role in all phases of the overall school operations
• Willingness to establish ownership for professionalism

QUALIFICATIONS

Ideal candidates for the next Primary School Head will have these qualities, skills and credentials:

• Have energy, passion, and joy for working with early childhood and Primary School students and faculty
• Openness to change and adeptness at change leadership
• Be a very visible and involved presence in classrooms and on campus
• Have an open and collaborative management style combined with the ability to be a decision-maker
• Be warm, approachable, and inclusive in interactions with others
• Work closely with Heads and the Assistant Head of School to develop a true alignment of curriculum
• Work closely with Primary School teachers to implement aligned curriculum
• Value and promote growth of faculty and staff
• Establish pride in the privilege of all to serve at Holland Hall
• Hold a master’s degree
• Ensure a joyful and efficient learning and teaching environment for students and faculty

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THE MARY K. CHAPMAN
PRIMARY SCHOOL

As they enter the Mary K. Chapman Primary School, students immediately embark upon a journey of lifelong learning. They engage in learning activities that instruct them socially, emotionally, and intellectually, taking advantage of stimulating learning environments both indoors and outdoors. Indeed, Holland Hall’s 162-acre campus is used as an outdoor classroom. Inside, each learning environment buzzes with activity, as students use all learning modalities at different points during a single day’s activities. Primary School teachers are mindful of age-appropriate skill levels of learners as well as the interests and maturation rates of each child. Each grade features age-appropriate playground equipment on which to explore, pretend, and develop fine and gross motor skills.

All members of the Primary School community live by four important words: friendly, helpful, respectful, and responsible. Here, they solve problems and resolve conflicts, gaining essential learning skills and developing cooperative social behavior, arts appreciation, good study habits, and physical coordination.

In Prekindergarten, teachers instruct together and in teams, building continuity in an interdisciplinary curriculum. Through a centers-based curriculum set around a series of themes, students are actively engaged, and teachers guide their learning experiences, helping them to take increasing responsibility for their own learning. Students take Spanish lessons one to two times per week, religious instruction once per week, library class once per month, music enrichment once per week, outdoor play twice daily, and yoga once a week.

The community feel and traditions that start in the prekindergarten continue in kindergarten through third grade, where learning is about more than basic skills and subject matter — it is also about language, neuromotor functioning, social cognition, and higher order critical thinking. Teachers attend institutes at the Reading & Writing Project, Teachers College, Columbia University to learn methods for teaching reading and writing. This effective approach helps Primary School students become independent and skilled readers and writers. The Primary School math curriculum draws from several sources, is conceptually based, and focuses on problem-solving using manipulatives and hands-on activities. Students also gain instruction in science and social studies. The Primary School atmosphere is goal-oriented and self-motivated. It acknowledges each student’s efforts and progress while assuming greater responsibility and depth of thought.

SCHOOL HISTORY

Holland Hall was founded in 1922, when its first Head, Winnifred Schureman, was recruited from her position as a Minnesota camp director by a group of prominent Tulsans who were concerned about preparing their students for entry into eastern colleges. The school was named to honor Schureman’s Dutch heritage, and its mission of providing an education that prepares students both for college and for good citizenship after college.
Throughout its first several decades, Holland Hall was a coeducational school at the younger grades with an all-girls high school. In 1959, the school became affiliated with the Episcopal Church and transitioned to becoming coeducational throughout. In its first century, Holland Hall has grown from 60 students and eight teachers to about 1000 students and 180 faculty and staff. Its 162-acre campus features beautiful, state-of-the-art facilities and fields, including the Walter Arts Center, built in 1992, and an outdoor sports complex that was completed in 1995.

In 2018, the school successfully completed its largest comprehensive capital campaign to date. The fundraising goal of $50 million was eclipsed ahead of schedule, resulting in the $20 million A.R. and Marylouise Tandy Dining and Wellness Center and $10 million in endowments for financial aid and faculty support.

THE SCHOOL

Across three branches, Holland Hall offers a curriculum that ensures a progressive transition from grade to grade, with departments cooperating across divisions to form a rigorous and comprehensive academic program. At all ages, students are engaged in learning through classroom activities and a variety of hands-on experiences. Lessons learned and values imparted in the Primary School form a solid foundation upon which students build in the Upper and Middle Schools. The Middle School’s dynamic, energetic program inspires students to reach their personal bests as they discover more about themselves and the world. They learn to reason logically and thoughtfully, create with purpose and originality, and grow in confidence and character. The Middle School finds a balance between a rigorous curriculum and a developmental, exploratory experience. At this age, students have increased opportunities to pursue leadership, arts, athletics, and service activities.

The Upper School prepares each student for success in college and life by sharpening his or her ability to make sound decisions, solve difficult problems, and cultivate healthy values. The school is collectively proud of its students for their character, contributions, and accomplishments — including acceptance into some of the most prestigious colleges and universities in the nation. More than intellectually accomplished, students are also a cohesive community — through their Morning Meeting each day, they grow together and collaborate, forming a tight-knit group that shares similar values. Middle and Upper School students are exposed to societies besides their own.

Holland Hall’s Kistler-Gilliland Center for the Advancement of Learning is a unique aspect of the school that ensures its constant evolution and improvement. The center aims to foster a thorough understanding of how young people learn. It seeks to create partnerships with students, parents, schools, and community resources in order to advance the quality of a Holland Hall education. The center provides workshops, seminars, and professional development opportunities for constituents of Holland Hall who are committed to progressive, top-quality education.

Life at Holland Hall is rich and vibrant, and both arts and athletics play a critical role in shaping the community. Students at all levels have the opportunity to deepen their particular interests, whether in music or the visual or performing arts. The ARTworks visiting artist-in-residency program is perennially popular. A wide variety of athletic teams compete at a high level, and the athletic department reinforces the values students learn in class: character, perseverance, positive attitudes, and resilience. Students have plentiful opportunities to become engaged in clubs and activities, and all demonstrate a commitment to community service that aligns with the school’s mission “to foster in each student a strong moral foundation and a deep sense of social responsibility.”

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PHYSICAL CAMPUS

Holland Hall’s 162-acre, $80 million physical plant is well-appointed and aesthetically appealing. It features All Saints’ Chapel, three libraries housing over 70,000 items, nine science labs, six art and six music studios, a photography lab, a dance studio, three gyms, a weight room, five developmental play areas, an outdoor sports complex, eight playing fields, 12 tennis courts, the Walter Arts Center with a 1,200-seat main theater and studio theater, and the $20 million A.R. and Marylouise Tandy Dining and Wellness Center and Chapman Green. Commonly called The Tandy, 50,000 square feet are dedicated to: a school spirit shop, before- and after-school care, a 350-seat dining room, coffee and snack shop, a conference room space (including a new alumni center/board room), fitness floor, upper school locker rooms, and athletic facilities. Outside of the building are a grandstand plaza and the Holland Hall Alumni Walk, featuring the names of all Holland Hall alumni dating back to 1924.

TECHNOLOGY

In 2014, the school launched the first phase of its One-to-One Initiative. Students in sixth through eighth grades are issued school-owned iPad Airs for daily and nightly use. In 2015-2016, the upper school followed suit. Students are required to bring a Macbook Air to school for daily use. More technology is also happening in the Primary School, including the addition of Smartboards and iPads for center use.

VITAL STATISTICS

ENROLLMENT, 2019-2020:
Primary (PK-3): 309
Middle (4-8): 340
Upper (9-12): 350
Total: 999

STANDARDIZED TEST RESULTS:
SAT Average: 1366 (1600)
ACT Average: 28

STUDENTS OF COLOR:
School-wide: 29%
Upper School: 30%

AVERAGE FACULTY TENURE:
School-wide, 11 years

TUITION, 2019-2020:
$7,400 to $20,800

OPERATING BUDGET:
$18.2 million

FINANCIAL AID AWARDED, 2019-2020:
$3.5 million
ABOUT TULSA, OK

Tulsa offers an attractive blend of regional and cultural influences, including a Southwestern flair, Midwestern values and a strong Native American heritage. Nestled in the northeast quadrant of the state, Tulsa lies in the heart of “Green Country,” so named for its rolling green hills and wooded terrain. Recognized as one of “America’s Most Livable Communities,” especially for families, as well as the “Best City in U.S. for Young Entrepreneurs,” the city has a 20-mile river park trail system, an excellent zoo, an aquarium and many recreational areas. Numerous sports activities and teams, as well as great dining and an active music scene, also contribute to the appealing quality of life.

With a metropolitan area population of more than 900,000, Tulsa is a regional center of education and culture. It is home to well respected universities and two internationally regarded museums, as well as a ballet company, opera, and numerous theater groups. Stunning Art Deco buildings dot the city skyline. The BOK Event Center, a $196 million, 18,000-seat arena, attracts top performers and sporting events. A downtown ballpark is home to the Tulsa Drillers baseball team.

The multimillion-dollar Gathering Place for Tulsa, a project of the George Kaiser Family Foundation, has transformed nearly 100 acres of Tulsa’s waterfront along the Arkansas River into a dynamic and active space that has been recognized as “America’s Best New Attraction” by USA Today and one of the “World’s Greatest Places” by Time magazine.

Tulsa is a “20 minute town” with an infrastructure that makes it easy to get around. An outstanding Cost of Living Index ensures reasonable home prices.

A DYNAMIC CAREER OPPORTUNITY

The new Head of the Mary K. Chapman Primary School will have an unparalleled opportunity to join the school at a time when he or she will be able to make a profound impact on the institution for years to come. Compensation will be highly competitive and will be based on the candidate’s experience and potential to make an immediate contribution to the life of the school. Interested candidates should submit by Wednesday, January 15, 2020, the following:

- A cover letter indicating why he or she is particularly interested in and qualified for the position
- A current resume
- A statement of educational philosophy and/or other supporting materials (e.g., articles or speeches) that would be useful to the Search Committee
- The names, addresses, and telephone numbers/email addresses of three references (We will obtain permission from candidates before contacting references.)
- These materials should be transmitted via email attachment (PDF preferred) to psheadsearch@hollandhall.org

Holland Hall provides equal opportunity in education and employment for all persons without regard to race, religion, color, sex, age, national origin, disability, military service, sexual orientation, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies.