



# ROWLAND HALL

SALT LAKE CITY, UTAH  
HEAD OF SCHOOL  
START DATE: JULY 1, 2020  
[WWW.ROWLANDHALL.ORG](http://WWW.ROWLANDHALL.ORG)



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# Rowland Hall

EXTRAORDINARY LEARNING

## Mission

Rowland Hall inspires students to lead ethical and productive lives through a college preparatory program that promotes the pursuit of academic and personal excellence.

## School Values

Think deeply.  
Live with purpose.  
Welcome everyone.  
Learn for life.  
Relationships matter.

## Fast Facts

Year established: 1867  
Total enrollment: 945  
Student/teacher ratio: 10:1  
Average class size: 15  
Faculty with advanced degrees: 68%  
Number of faculty: 100  
Percent of students of color: 24%  
Percent of students receiving aid: 22%  
Endowment: \$12.5 million

## OVERVIEW

Rowland Hall, Utah's oldest coeducational independent day school, offers an exceptional college-preparatory program to 945 students in preschool through high school on two campuses.

Rowland Hall is a vibrant learning community where teachers and staff inspire students to achieve academic excellence while developing the cognitive, emotional, and social skills for college and beyond. Students are encouraged to focus on learning as a process, feel safe taking risks, and practice curiosity and compassion. From the early years through 12<sup>th</sup> grade, Rowland Hall engages students in thoughtful, dynamic curriculum and extracurricular programming designed to help every student excel.

Rowland Hall seeks a dynamic leader as its next Head of School starting July 2020. The successful candidate will be an experienced and visionary educational leader devoted to the school's mission and programs. Rowland Hall's Head of School has oversight of all organizational activities and serves as the school's academic leader, fostering an engaging learning culture and inspiring all students and adults to live with purpose and gratitude. This is an exceptional opportunity to lead a high-quality independent school with an unwavering commitment to excellence.







## THE SCHOOL

At Rowland Hall, the primary goal is to instill in students a love of learning and equip them with the skills they will need to thrive in an ever-changing world. Four divisions and 945 total students make up the school: Beginning School (preschool to kindergarten), Lower School (grades 1-5), Middle School (grades 6-8), and Upper School (grades 9-12).

The school is deeply committed to educating both the mind and the heart through the liberal arts. Its academic program is led by an experienced faculty and supported by well-designed extracurricular programming. In particular, the school's most recent strategic plan (2014-2020) has focused on three major goals to sustain and strengthen the school's position: enhance the student learning experience; provide an exceptional math and science program; and develop the enrollment and business model that will ensure the school's continued success and excellence.

While preparing students for college, Rowland Hall has evolved its curriculum around the brain-science research that puts a premium on helping students build learning and life skills. The school embraces and celebrates diversity of people and thought, and has prioritized creating an inclusive learning environment for all students and adults.

Signature Rowland Hall programs include chess and debate, a plethora of class trips and interim courses, an ongoing focus on ethical education, and a commitment to writing across the curriculum. Since 1982, Rowland Hall has also run Rowmark Ski Academy, which offers elite competitive alpine skiers both an excellent high school education and a year-round training and racing program. Graduates have gone on to compete in the Winter Olympics and on the World Cup circuit.



In 2011, Rowland Hall was selected by the Malone Family Foundation as the only school in Utah, and one of 50 nationally, to receive a \$2 million endowment for the funding of educational opportunities for students who show enthusiasm and motivation for academic excellence and whose families demonstrate financial need.

Rowland Hall is accredited by the Northwest Association of Independent Schools (NWAIS), the National Association for the Education of Young Children (NAEYC), the Northwest Accreditation Commission, and the Utah Department of Education.

## ACADEMICS

For over 150 years, Rowland Hall has offered students an unrivaled liberal arts education. This tradition continues in today's school. Each of the school's four divisions focuses on the intellectual and developmental needs of its students while ensuring that every child is prepared for the next level of education.

Rowland Hall embraces the belief that schools should teach children how to think, not what to think. In addition to developing a breadth of knowledge and experience across subject disciplines, students engage deeply with learning as a process and embrace opportunities for self-discovery. These practices coalesce naturally with Rowland Hall's strategic vision, the structure of its curriculum, teacher training, and relevant research about how students learn best.

Foundational learning in the Beginning School helps young students build independence through experiences that encourage curiosity, compassion, expression, and deep thinking. The Lower School





continues this development in an inclusive community that inspires students to seek their sense of self and wonder about their world. They are encouraged to pursue their interests while supported by a caring faculty and staff.

The Middle School provides an educational program that supports early adolescent students in achieving academic success and positive personal growth, while preparing them well for high school. The Upper School continues the practice of offering a vibrant, supportive community that balances academic excellence with whole-child development and a commitment to inclusion, sustainability, and civic engagement.

Overall, the Upper School curriculum offers a broad knowledge base in math, science, world languages, English, and history — including Advanced Placement, honors, and engaging elective courses. One of the standout elements of Rowland Hall is its emphasis on learning challenges that require analysis, collaboration, and problem-solving, thus allowing students to build creativity and resilience. This curriculum is further enriched by electives in choral and instrumental music, theater, dance, visual media, debate, physical fitness, and competitive sports. Experiential, hands-on, and inventive courses and electives include extended field studies, robotics, and makerspaces.

The Upper School's Beyond the Classroom program is a three-year sequence of experiences designed to promote professional, entrepreneurial, ethical, civic, and intellectual engagement in the local community.

Another strong component of the academic program at Rowland Hall is the STEM curriculum. Beginning School students explore the natural world all year long in their science garden and engage with math and engineering through frequent block building. Lower schoolers apply their knowledge



and skills to identify and address real-world problems, participating in field studies, project-based science and math, and an annual Maker Day. Middle schoolers take STEM to the next level. Seventh graders travel to the Teton Science School in Jackson Hole, Wyoming, to learn about the ecosystem. Eighth grade presents a survey of physical sciences and scientific processes with an emphasis on hands-on experimentation, analytical thinking, problem solving, and technical communication skills. Through courses in biology, chemistry, and numerous STEM electives, Upper School students are taught to evaluate evidence, construct arguments, and apply their knowledge to novel situations.

## ARTS

Whether a student is just beginning to explore his or her artistic talents or has already become deeply involved in an art form, the Rowland Hall arts program provides support and an array of opportunities. Taught by faculty who themselves are professional directors, dancers, visual artists, musicians, and writers, the fine arts curriculum and extracurricular offerings open doors for those who want to develop confidence and creativity.

Visual art and music are integrated throughout the curriculum from the time a child enters Rowland Hall. The school offers additional formal instruction and training starting in the Lower School. The Middle School and Upper School arts programs include formal dance, dramatic and musical theater, and music opportunities through the orchestra, choral group, jazz bands, and chamber groups.

# College Matriculation

Rowland Hall graduates attend some of the most selective colleges and universities in the nation. Recent graduates are attending the following institutions:

American University	Indiana University at Bloomington	Tufts University
Arizona State University	Lafayette College	University of California, Berkeley
Babson College	Lewis & Clark College	University of California, Los Angeles
Barnard College	Loyola University Chicago	University of California, Santa Barbara
Bates College	Macalester College	University of California, Santa Cruz
Bentley University	McGill University	University of Chicago
Boston University	Miami University, Oxford	University of Colorado at Boulder
Bowdoin College	Middlebury College	University of Denver
Brandeis University	Montana State University, Bozeman	University of Illinois at Urbana Champaign
Brigham Young University	Northeastern University	University of Miami
California Polytechnic State University, San Luis Obispo	Occidental College	University of Michigan
Champlain College	Oglethorpe University	University of Notre Dame
Chapman University	Plymouth State University	University of Oregon
Claremont McKenna College	Pomona College	University of Pennsylvania
Colby-Sawyer College	Queen's University	University of Puget Sound
Colgate University	Quest University Canada	University of Rhode Island
Colorado College	Reed College	University of San Diego
Colorado School of Mines	Rhodes College	University of San Francisco
Colorado State University	Richmond, The American International University in London	University of Southern California
Concordia University - Montreal	Roger Williams University	University of St. Andrews
Connecticut College	Saint Michael's College	University of Utah
Dartmouth College	Santa Clara University	University of Vermont
DePaul University	Sarah Lawrence College	University of Washington
Dixie College	Skidmore College	Utah State University
Duke University	St. Edward's University	Vanderbilt University
Durham University	St. Lawrence University	Virginia Tech
Embry-Riddle, Aeronautical University	Stanford University	Wellesley College
Emerson College	Temple University	Westminster College
Emory University	Texas Tech University	Whitman College
Franklin W. Olin College of Engineering	The University of Alabama	Williams College
Georgetown University	The University of Arizona	Yale University
Gonzaga University	The University of Georgia	
Hamilton College - NY	The University of Montana, Missoula	
Harvard University	The University of North Carolina at Chapel Hill	
Harvey Mudd College	Trinity College Dublin	
Haverford College		
Illinois Institute of Technology		





## ATHLETICS

A physical education program is integral to Rowland Hall's total preschool-12<sup>th</sup> grade program. It is designed to contribute to student skill acquisition and mastery, a lifelong pattern of physical fitness, and positive social and emotional development. In the Lower School, students are encouraged to discover their individual potential and develop leadership, sportsmanship, cooperation, and teamwork skills.

Rowland Hall offers interscholastic team sports in the Middle School and Upper School. In the Middle School, team philosophy and game strategy are guided by the Upper School varsity coaches, creating a streamlined athletics program for grades 6-12. The Middle School program welcomes players of all abilities and consistently wins league and tournament titles each year.

Rowland Hall's Upper School teams have won 29 state championships and 64 region titles since 2007 under the guidance of award-winning coaches. Two-thirds of Middle School and Upper School students participate in at least one of 16 sports. Fall sports include cross-country, golf, soccer, tennis, and volleyball. Winter sports include basketball and swimming. Spring sports include baseball, golf, soccer, softball, tennis, track, and mountain biking.

## ROWMARK SKI ACADEMY

Rowmark Ski Academy offers a year-round alpine skiing program to exceptional athletes in the Upper School. Students enroll in four core academic courses each year and take advantage of a compressed school day to balance their studies, training, and travel to races. The schedule designed





for Rowmark students has also benefited other elite athletes—most recently, a gymnast and ballet dancer—by allowing them to pursue intensive training without sacrificing the academic challenges available at Rowland Hall.

Rowland Hall also offers a growing Junior Rowmark program for skiers of all levels in third through eighth grade.

## STUDENT LIFE

Rowland Hall offers myriad opportunities beyond the classroom. Students are encouraged to experience new things and tackle challenges they never thought possible, all while learning teamwork, leadership, cooperation, and project management.

Studies in the field begin for Rowland Hall students as early as preschool and continue in the Lower School with trips to local museums, performances, and natural sites around the nearby Wasatch Mountains. Class trips, beginning in sixth grade, take students on excursions that include curricular themes and also serve to welcome new friends into each grade level and strengthen the bonds between teachers and students.

Upper School students participate in Interim, a weeklong exploratory program unique among Utah schools. During this week, students have the option to participate in a variety of in-town and out-of-town experiences that include film studies and videography, cycling the Wasatch, hiking in Moab, river rafting, world-language immersion, and acquiring life skills that come in handy during those first weeks of college.



In addition to Interim, Rowmark Ski Academy, athletic teams, the World Language Department, Debate, Chess Club, and the service-learning program all take advantage, when appropriate, of state-wide, regional, national, and global opportunities for competition, service, or connection to academic studies.

## ETHICAL EDUCATION

Rowland Hall was founded on ethical and spiritual principles and the clear expectation that every child should strive for personal excellence. That practice continues today, with ethical education integrated into the curriculum from the Beginning School through the Upper School. The school's director of ethical education partners with an interfaith chaplain and divisional faculty to build thought-provoking and inspiring programs that allow all children to develop a greater understanding of their own identities in relation to the world around them.

Starting in preschool, students are taught to identify ethical themes, recognize actions that build community, practice decision-making, and live a meaningful life. Rowland Hall students regularly participate in interfaith chapel services, attend presentations by guest speakers, and volunteer in the community, thereby developing connections and discovering the joy of sharing their time and talents with others. In recent years, students have dedicated thousands of hours to nonprofit organizations, including the Crossroads Urban Center, the Salvation Army, the Utah Food Bank, the Volunteers of America, the Rotary Club, and the Salt Lake Exchange Club.

Students and adults can also join the Sustainability Committee and/or Inclusion and Equity Committee, which offer the opportunity to collaborate on projects, events, and initiatives of impact to the entire school community.





## CAMPUS

Rowland Hall is currently housed on two nearby campuses in Salt Lake City. The Lower School is located on the McCarthy Campus on Guardsman Way, a few blocks from the University of Utah. In addition to its spacious classrooms and outdoor play areas, this campus features a science lab with indoor and outdoor exploration areas, the Steiner Library, St. Margaret's Chapel, light-filled art and music studios, and a dining hall. The Beginning School is housed in its own little red schoolhouse adjoined by a large motor-skills gymnasium. The McCarthy Campus field house and soccer field are used by Lower School students for physical education and by many of the school's sports teams for practices and games.

The Upper School is located just over a mile away in a renovated public school building on Lincoln Street. A Middle School facility was completed in the summer of 1994 and is connected to the Upper School where the students share access to the Larimer Center for the Performing Arts, the library and media center, the gymnasium, the cafeteria, and other educational resources.

In 2013, Rowland Hall broke ground for a new campus that will one day unite all divisions of the school: the Richard R. Steiner Campus. Athletic fields for the soccer teams were finished in the spring of 2014, and fundraising is well underway for the future phases of the project. The 13.2-acre property that will house the new campus for the Middle School, Upper School, and athletics complex is immediately adjacent to the western edge of the existing McCarthy Campus.



## SCHOOL HISTORY

Rowland Hall's roots date back to 1867, when Daniel Sylvester Tuttle — bishop of the Episcopal Church's Utah and Idaho Territories — established St. Mark's Grammar School in Salt Lake City. In 1880, the mother-in-law of a priest associated with the Episcopal Diocese donated funds to establish a girls' boarding school named after her late husband, Benjamin Rowland, and serving the daughters of regional miners and ranchers.

St. Mark's School closed in 1896 in support of the public school system of the newly designated state of Utah, but it reopened as a boys' school in 1956, and in 1964 merged with Rowland Hall to form Rowland Hall-St. Mark's School as a day school with a shared committed to both institutions' traditions of academic excellence and service.

For over a century, Rowland Hall occupied a historic campus on one city block in Salt Lake City's Avenues neighborhood. Increased interest in quality education and small class sizes caused a surge in growth, resulting in Middle School and Upper School students moving to a building on Lincoln Street. With the youngest student population outgrowing the Avenues Campus, nine acres on Guardsman Way were purchased in 1999 and became the Philip G. McCarthy Campus, which opened in 2002. The success and continued growth of Rowland Hall once again put pressure on the trustees to find a new home that will one day unify the four divisions, and in 2011 the school acquired the land for the future Richard R. Steiner Campus.

While Rowland Hall is no longer an Episcopal school, it proudly honors its historic relationship with the Episcopal Church.





## SALT LAKE CITY, UTAH

Salt Lake City is a thriving city experiencing a period of remarkable growth. Founded in 1847 by Brigham Young and other followers of the Church of Jesus Christ of the Latter-day Saints, today Salt Lake is a dynamic metropolitan area serving an increasingly diverse population. In 2017, *U.S. News and World Report* ranked Salt Lake City as one of the 10 best places to live in the nation, due to the prosperous business community, myriad cultural opportunities, and easy access to a wide array of outdoor activities. It is also the capital and most populous city in Utah, with nearly 1.2 million citizens.

The city serves as one of the nation's banking centers, with Goldman Sachs as an anchor for nearly two decades. Thanks to the growth of businesses such as Adobe, Sandisk, and Qualtrics, Salt Lake has emerged as a tech hub as well, earning the nickname Silicon Slopes. The University of Utah is also a major employer and cultural driver. But perhaps the primary reason residents love Salt Lake is its status as a world-renowned base for outdoor recreation. It is widely known for access to some of the best skiing in the nation, and the city itself has a number of beautiful parks, such as the 100-acre Liberty Park. Not much farther away are five spectacular national parks — Zion, Bryce Canyon, Arches, Canyonlands, and Capitol Reef — all of which attract millions of visitors a year. Of course, the Great Salt Lake lies just to the city's west.

On the cultural front, Salt Lake City offers residents an array of arts, entertainment, and sporting events, and boasts an increasingly impressive restaurant scene. In addition to performances by Ballet West, the Utah Symphony Orchestra, and the world-famous Tabernacle Choir, Utahns can catch the latest Broadway show or a bluegrass band at the new Eccles Theater downtown. Salt Lake City hosts portions of the annual Sundance Film Festival as well as many other festivals. The Utah Arts Festival has been held annually since 1977 with an average attendance of 80,000.

The University of Utah campus is home to the Red Butte Garden, Utah Museum of Fine Arts, and the Natural History Museum of Utah. Sports enthusiasts can watch the Utah Jazz match up against NBA opponents downtown at the Vivint Smart Home Arena, attend a Real Salt Lake soccer match, or take the family to see the Salt Lake Bees, the triple-A baseball team.

## OPPORTUNITIES AND CHALLENGES

Rowland Hall enters the Head of School search in a position of terrific strength and health: solid enrollment; no debt; a dynamic and collaborative leadership team; an excellent, growth-oriented, and hard-working faculty and staff; and partnership with an engaged and generative Board. All stakeholders universally celebrate Rowland Hall's warm, inclusive, and diverse community and its commitment to working with each child to learn and grow. We consider this a very compelling opportunity. The priorities that lay ahead for the next Head of School include:

*Educational excellence:* Rowland Hall is committed to an outstanding educational program that is forward-looking, attentive to best practices in education, and incorporates attention to the whole child. There is an expectation that the next Head of School will have the intellectual curiosity and vision to lead the school to the right balance between tradition and innovation, including the careful implementation of new ideas and approaches.

*Community builder:* For a school of its size on two campuses, Rowland Hall has an exceptionally strong sense of community united around a shared culture. The next Head of School will be expected to be a leader who is passionate about the school's values and who delights in contributing to Rowland Hall's sense of community.

*Team leader:* With 945 students on two campuses, Rowland Hall is a large and complex school whose success is due to the Head's commitment to empowering teachers and the school's administrative team. The next Head of School will be expected to be a team builder who enthusiastically encourages, supports, and mentors other leaders, faculty, and staff.

*Unite the campuses:* Rowland Hall has acquired land adjacent to the McCarthy Campus to consolidate the entire school on one site. A capital campaign is underway to construct the new Middle School building and a new athletics center. The next Head of School will need to be actively involved in cultivating and soliciting gifts for the campaign, and when the campaign is completed, will be intimately involved in the construction.

*Social and emotional learning (SEL):* SEL is an area of focus for the Beginning School and Lower School and has received increased attention in the Middle School and Upper School over the past few years. The next Head of School will work with division principals and faculty to consider how to best support the social and emotional development of all students, especially those facing the challenges of adolescence.

*Address learning needs:* Rowland Hall teachers are known for seeing the best in children and for honoring each child's uniqueness. This quality was noted with pride by families with multiple children at Rowland Hall. With children admitted to the Beginning School as young as three, it is inevitable that some will possess learning issues that will be revealed as they age. The next Head will help the school clearly define the learning needs it can meet and ensure that support, both in the classroom and elsewhere, is appropriate for all students.



*Salt Lake's changing marketplace:* Salt Lake City is rapidly transforming as new companies are bringing jobs and diverse families to the area. Many of these new families are relocating from areas where independent schools are more prevalent than in Salt Lake. The next Head of School will help refine and promote the school's identity while also maintaining its commitment to its culture.

## DESIRED QUALITIES AND QUALIFICATIONS

Rowland Hall is an aspirational and caring community infused with a forward-looking attitude. As such, the community is looking for a visible and visionary leader, a strategic thinker, and a skillful manager who can mobilize and direct the passion and commitment of the school community. Successful candidates will have a background and skills that include most or all of the following:

- A passion for working with teachers and administrators to provide students with an education based on the school's values and rooted in a community that celebrates each person's uniqueness.
- A deep understanding of important trends in education and the ability to combine that understanding with an appreciation for Rowland Hall's values, culture, and traditions in order to articulate a compelling vision for the school's future.
- A collaborative leadership style that projects openness and genuinely invites and respects the perspectives and views of others, yet is decisive and firm when necessary.
- An ability to connect and communicate effectively with faculty members, administrators, parents, students, community members, and the Board of Trustees so that these groups are appropriately informed of school events, potential issues, key decisions, and needs.
- A palpable enjoyment at being an active and visible presence in the life of the school as a foundation for strong, supportive relationships with faculty, staff, and the administrative team, thereby fostering a sense of community and a culture of meaningful professional growth.
- Prior experience living and leading diversity and inclusion initiatives, skill in building inclusive communities, and the ability to respectfully navigate diverse cultural and social situations.
- The successful candidate must be comfortable asking for financial support and must have a commitment to fostering a culture of philanthropy.

### *Personal Characteristics*

The next Head will be someone who exudes optimism and a growth mindset, while also being warm, approachable, and down-to-earth. The favored candidate is a person with a passion for academic excellence, intellectual curiosity, and a keen sense of inquiry. The person is also outgoing, energetic, and confident, with strong emotional intelligence, fine personal values, and excellent communication skills.



## To APPLY

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A one-page statement of educational or leadership philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

### **Jennifer Christensen**

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