

AT A GLANCE

Founded: 1958

Community:

Independent, nondenominational,
coeducational college
preparatory school

Campus: 30 acres
Residential area of Midland

Number of students: 525
Preschool: 87
Lower School (grades K-4): 137
Middle School (grades 5-8): 147
Upper School (grades 9-12): 154

Number of Faculty: 79
Number with Masters: 31

Tuition:
K3-12 \$2,760-\$14,300

Endowment: \$2.8 million

Accreditations:

Independent Schools Association of
the Southwest (ISAS)

Memberships:

National Association of Independent
Schools (NAIS)
National Association of College
Admissions Counseling (NACAC)
Recognition by Texas Education
Agency (TEA)

www.trinitymidland.org



TRINITY SCHOOL

of Midland
Midland, Texas

Head of Upper School

Trinity School of Midland, founded in 1958 with the support of the Episcopal Church, is a coeducational independent, nondenominational, college preparatory day school which seeks a Head of Upper School to begin July 1, 2009. There are approximately 525 students in grades K3 through 12. The Upper School (grades 9-12) includes 154 students and 23 faculty members. Trinity is accredited by the Independent Schools Association of the Southwest, recognized by the Texas Education Agency, and is a member of the National Association of Independent Schools.

Trinity School of Midland is a college preparatory school that provides a nurturing environment to enrich the mind, strengthen the body, and enliven the soul.

While Trinity School has always had strong ties to the Episcopal Church, it was founded in 1958 as a nondenominational institution to serve the young children of Midland-Odessa by providing a rigorous academic curriculum which combined high standards of scholarship with a commitment to inspire children to reach their fullest potential. In the late 80's the school expanded its enrollment to include grades 9-12, and in 1991, it graduated its first senior class. Today the senior class numbers 43. Grades 9 and 10 are also in the mid-40's with the 11th grade enrolling 26. With a rising 8th grade of 50 and continuing interest in high school enrollment, it is expected that the Upper School in the next several years will gradually increase to approximately 175 students.



Located in the heart of West Texas, Trinity School serves the families of Midland-Odessa, an area with a population of approximately 200,000. Midland-Odessa is appreciated as a welcoming, family-centered environment. The area has many of the amenities and cultural opportunities (a symphony, museums, theater, and sports activities) of a larger city, yet it still offers the appeal and pace of a small town. At the heart of the area's economy is the oil industry. Other resources that impact the economy are the medical community and agriculture, specifically the cotton industry.

“Midland is a very friendly city. It's very affordable and you have to love the weather. It is a great place to raise a family, an intergenerational community with a highly educated and well-traveled population. Midland benefits, as does the school, from that “can do attitude.” People get behind things that they believe in and they make things happen!

— Parent

Administration

The school seeks to identify a Head of Upper School to administer the day-to-day programs of grades 9-12. This division of the school includes 154 students and 23 faculty members. Additional Upper School administrators and student support members include the College Counselor, the Registrar who also serves as the Upper School Assistant, a Dean of Students, and an Assistant to the College Counselor.

Other school wide administrators include the Heads of Lower and Middle Schools, Director of Admission, Director of Development, and the Head of School. The latter is an interim position. Geoffrey Butler, a highly experienced independent school administrator will serve as Head of School through the 2009-2010 school year. A permanent Head of School will be appointed for the 2010-2011 school year.



“The four building blocks for our school are academics, athletics, faith, and the arts..”

— Trustee

The Upper School Environment

Central to the Upper School is a spirit of achievement and caring. The academic program is rigorous with 25 credits required for graduation; included with the traditional college preparatory areas of study are requirements in the creative and performing arts, computer, and athletics. Community service is also required. Every student must complete a minimum of 90 hours of service during the upper school years. Involvements have included mission trips to New Orleans as well as local building projects and work in area soup kitchens, hospitals, and service agencies.

Honors and AP courses are offered. All classes are demanding and offer an attractive alternative to the area's public schools. The year is structured around two semesters with 45-minute classes starting at approximately 8:00 a.m. and ending around 3:30 p.m. Athletics complete the day.

Equally as compelling to families as the academic program is Trinity's sense of community. Faculty members are described as “caring... willing to go the extra mile... willing to look at each child individually... approachable... strongly credentialed... truly love kids... stay after school to give special help or provide extra opportunities for the most talented.”

Students appreciate the Honor Code; lockers are unlocked; and cheating and stealing are not tolerated. The Advisor System provides faculty mentors to monitor student progress and successes. Daily chapel is a cherished part of the school day. While following the Episcopal liturgy, the service is welcoming of students of all religions. In their senior year, students present their own chapel talk.

Candidates interested in the Upper School Head position will find the school's website a great resource of information — www.trinitymidland.org.

“I've really appreciated the faculty's commitment to the students. When my child was ill and fell behind in his studies, faculty offered to come over to the house to help him catch up.”

— Parent

The Upper School Teaching Environment

Trinity School of Midland enjoys the academic strengths of a long-termed teaching faculty. Of the 23 faculty associated with Upper School, approximately half have been associated with the school for over 15 years. Other distinguishing dimensions to the faculty:

- For most, this is the teacher's first experience in an independent school.
- Faculty members value the sense of community.
- Of the school's total faculty, 40 plus teachers have (or have had) children at the school.
- There is interest in extending the academic challenge at the school, taking students further academically.
- The performing and visual arts are seen as strong and successful additions to the program.
- Teachers are available to students and families.
- Faculty members receive strong support from parents in both organized (fund raising, Booster Club, and Art supporters) and informal ways.
- Teachers express interest in greater professional development and evaluation activities.

The Upper School Opportunity

In anticipation of the 2009-2010 school year, Trinity School seeks a new Head of Upper School who will bring significant independent school experience and academic preparation. A minimum of a Master's degree is required for the position. Other important attributes include educational and instructional leadership; excellent communication skills; ease of interaction with constituencies; and vision to lead the community to an upper school experience by building on a program that is strong and impressive.

The present Upper School Head has been key in developing a program that is respected and appreciated by students, faculty, parents, and other educational professionals. In leaving Trinity for another opportunity on the East Coast, he leaves a dedicated community ready to continue the momentum experienced in these last few years.

"Among the things we value the most are small classes and the individual attention we get from our teachers."

— Upper School Student

Professional Leadership and Administrative Skills

As expressed by constituencies at the school, the following are additional expectations for the new Upper School Head:

"We need someone who understands independent schools and is aware of what is happening at the best of them. It is important that we are not isolated from the broader spectrum. Trinity has all the right stuff, and it is willing to improve."

— Board Member

"Things are changing, education is changing, Trinity is changing. We need someone who can lead us through change in a non-threatening way."

— Faculty Member

"We don't have an academic dean or curriculum director, consequently the new person needs to be up on current pedagogy and educational initiatives. We need to focus on faculty development and our own improvement."

— Faculty member

"We need someone who is comfortable with the students and listens to their ideas — someone who can motivate kids, who is respectful, sees kids for their goodness and who they are."

— Faculty Member

"I think the person should understand how we can use department heads more effectively."

— Faculty Member

"We want a person we can hang with, someone who is easy to talk to, cool, easy going."

— Student

"There is a division between old and new faculty members. We need someone with the experience and confidence to deal with our strong personalities. He [or she] will need to grab the reigns to steer us in a unified direction."

— Faculty Member

"Our school and Midland-Odesa are such great places. We want someone who will be excited about us and embrace our community."

— Parent

"Good communication skills are important. We appreciate transparency. Where are we headed and why? Flexibility, humor, and personal and professional integrity are key."

— Parent

"The list is probably not different from most schools in that our Upper School Head should be proactive in addressing issues such as retention, budgeting, grading issues, AP policies, differentiated instruction, and diversity."

— Faculty Member

Application Procedures

Materials required to complete application include a letter of interest, resume, philosophy for a successful division leadership, and a list of 5 references. These credentials should be sent to:

The Education Group
5952 Royal Lane, Suite 161
Dallas, TX 75230
214-696-3692 • 800-369-9102
FAX 214-369-4979
Email: services@educationgroup.com

Credentials will be evaluated as received. Priority will be given to those candidates whose materials are presented by February 20, 2009. Electronic transmission of materials is preferred.

It is anticipated that an appointment will be announced by the end of March with position responsibilities beginning July 1, 2009. An attractive salary and benefits package will be offered.

“Trinity School is dedicated to upholding exemplary academic, ethical, and behavioral standards for all its students. We want our students to know the value of giving their best effort and to experience the power of knowledge. We want them to learn that honesty is intrinsically worthwhile. We want them to understand that their individual behavior affects those around them, and we want them to develop a healthy spiritual life.

— Interim Head



Trinity School, in accordance with federal, state and local laws, does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, or any other legally protected status. Applicants may request accommodation needed to participate in the application process. This employer is an equal opportunity employer.

Trinity School admits students of any race, color, national and ethnic origin to all rights, privileges, programs and activities generally accorded or made available to students of the school and does not discriminate on the basis of race, color, national or ethnic origin in administration of its educational policies, admission policies, scholarship and loan programs, athletic and other school-administered program.