



Trinity Episcopal School welcomes nominations and applications for an innovative, thoughtful, and inspiring leader to serve as its next Head of School, effective July 1, 2022.

Trinity Episcopal School is an independent school within the Episcopal Diocese of North Carolina, not linked to a specific Episcopal church but supported by many. Their Episcopal roots are strong and essential components of their community and mission. Trinity's Head of School will report to the Board of Trustees and will work collaboratively with a passionate and dedicated community to lead TES into the future. Building upon a strong foundation rooted in service learning and a commitment to the development of the whole child, the new Head of School will work in partnership with a strong and dedicated leadership team, as well as an impressive, enthusiastic, and committed faculty. In leading this mission-driven Episcopal school, the next Head will make strong connections with all stakeholders in the TES community and will build upon relationships with the greater Charlotte community.

ABOUT TRINITY EPISCOPAL SCHOOL

In 2000, a group of visionaries founded Trinity Episcopal School (TES), a school designed to nurture a racially, economically, and religiously diverse community of learners that strives for academic excellence and spiritual development. Located in the First Ward Garden District of Charlotte's Center City, it is the only urban independent school in Charlotte.



An independent K-8 school, TES' mission is to create young scholars, nurture their spirits, and embrace their essential diversity. TES is committed to nurturing spirituality through the reason, acceptance, and service found within the Episcopal tradition. The TES community embraces the richness of diversity by encouraging students to be socially-conscious and civically engaged ambassadors and scholars of grace, honor, and respect in the world.

Consistently at capacity with a waitlist each spring, there are 444 students enrolled at TES. Twenty-nine percent of TES students identify as students of color, and the school community represents a wide array of [religious and spiritual backgrounds](#). TES' healthy endowment allows for generous tuition assistance that is currently provided to 27.9 percent of the student body. TES prides itself on small class sizes and a close-knit community where students and teachers develop strong relationships that last far beyond graduation.



TES' progressive curriculum and workshop approach encourage students to think creatively and critically. TES' Honor Code holds students to the highest standards of personal conduct, and its unique programs and service-learning partnerships provide lessons that light the way to a noble and productive life.

TRINITY'S MISSION, VISION, AND CORE VALUES

Trinity Episcopal School is committed to the breadth of the Episcopal tradition in both its unity and diversity.

- A TES student is challenged to academic excellence while honored as an individual with unique potential.
- As faculty and families together influence young lives, students themselves will be affirmed as ambassadors of grace, citizens who live and teach an ethic of service and respect for others.
- A TES student is trained in the example of Christ and toward a stewardship of a healthy body, lively soul, and discerning mind.

Trinity Episcopal School is called to inspire young lives by creating outstanding scholars who are grounded in a firm spiritual foundation and an enduring commitment to the richness of diversity.

- Creating Scholars
TES is grounded in an exceptional educational program that inspires a love of learning and a quest for knowledge. The innovative and integrated curriculum challenges children to fulfill their unique potentials as students and scholars.
- Nurturing Spirituality
TES nurtures spirituality as an integral dimension of children's development, thereby preparing them to share their intellectual and creative talent for the fulfillment of God's purpose. We observe the cherished rites of the Episcopal Church, including its tradition of reason, openness, and acceptance. The responsibility as children of God affirms TES' commitment to outreach and service to others.
- Embracing Diversity
TES is committed to creating and sustaining a school community that is welcoming, respectful, and inclusive of differences and that reflects the diversity of the greater Charlotte community.

THE TES CURRICULUM

Academic excellence is a hallmark of Episcopal schools. Trinity is continuing this tradition and redefining academic rigor. As a collaborative, experiential, and process-focused school, Trinity follows the workshop model as a means of giving voice and choice to students, building ownership and responsibility for their own learning.

Trinity's academic program brings all members of the school community to a richer intellectual, spiritual, social, physical, and aesthetic awareness through an interdisciplinary and constructivist approach to instruction. As students make connections across subject areas, they expand their creativity, enhance their critical thinking and problem-solving skills, sharpen their communication and leadership dexterity, and develop their independence.



Service Learning

Service learning is an essential aspect of the Trinity experience, allowing students to engage more fully in their community. Each grade level partners with a community organization whose mission and services are related to curricular goals. Students address real community needs in ways that are connected to and informed by their classroom learning. These year-long partnerships form relationships that transform charity into mutual service among neighbors. Trinity students are becoming good citizens of the world as they answer the call to love their neighbors.

Digital Learning

Trinity recognizes the value of technology in the classroom and is committed to providing students with the digital resources they need to be successful, life-ready learners. Students should be digital producers as much as they are consumers. The Digital Learning Catalyst supports teachers, students, and parents by providing age-appropriate resources and tools to enhance learning. In addition, all Lower School students participate in a 12-week technology course taught by the Digital Learning Catalyst that focuses on Coding and Digital Citizenship.



Trinity is very strategic with technology integration and introduces devices gradually as students progress through grade levels. Starting in Kindergarten, students have limited access to iPads because it is important that they are more involved with interactive play. As the grade level increases, so does the technology available in the classroom.

TES' EPISCOPAL IDENTITY

Trinity Episcopal School was founded upon the teachings and example of Jesus and the rich educational tradition of the Episcopal Church. The Episcopal tradition has long held that human reason and creativity are powerful ways to discern meaning and purpose in all aspects of life. Minds expand as they are challenged, and with greater learning comes the capacity for greater understanding, compassion, and achievement. Formation is exploration, not indoctrination. TES' mission is not to convert but rather to expand students' horizons and embolden them to think deeply, welcome broadly, and live nobly.

In addition to challenging students to academic excellence, TES believes that nurturing spirituality is essential to the formation of the whole child. Trinity's support of a child's individual spiritual growth extends well beyond chapel and faith studies as all members of the TES community continually strive to inspire compassionate hearts and develop caring citizens. Students are encouraged to take pride in who they are, where they come from, and what they believe. All members of the Trinity community are invited to seek clarity about their own beliefs and to honor those commitments more faithfully in their lives.



As an institution modeled on God's grace and love, Trinity values the variety of human experience and embraces families from diverse religious, cultural, and economic backgrounds. Jesus saw all people as worthy of love and care. Following His example, TES celebrates the array of human difference and works to create a community where everyone is cared for and feels a sense of belonging. By supporting one another, listening to, and advocating for each other, all members of the TES community grow in understanding of others, themselves and the God who created all people.

TES is committed to building trust and stamina for the pursuit of equity within their diverse school community and in the world. Students are introduced to the ideals and concepts of equity and justice and encouraged to consider their individual contributions to a more just society.

Service learning is integral to this work. The calling, however, transcends any program or curriculum and even one's years at Trinity. Students are equipped for a lifelong commitment to promote justice and peace among all people and to respect the dignity of every human being.

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Embracing Diversity goes well beyond merely tolerating or even celebrating. Embracing describes a way of living that welcomes and is deeply interested in the kaleidoscope of differences within the human family. The Trinity community relishes in its differences because it is in those differences that we discover the grandness of our Creator God and the enjoyment of various cultures, backgrounds, and outlooks.

TES believes that by Embracing Diversity, the school community expands understanding, curiosity, justice, and empathy in the community and in the world. Embracing Diversity is rooted in TES' Episcopal identity and in the strategic focus of creating a diverse community of belonging where each person is treated with dignity and as a child of God. As Trinity works to Embrace Diversity, they believe that:

- Identity is the dignity provided to all and is about treating everyone as a child of God.
- Diversity is about the variety of people and perspectives from different backgrounds.
- Belonging is about creating a welcoming community where all people feel they belong.
- Equity is about fairness and supporting each person in the manner that he or she needs.



TES' goal is to develop students with cultural dexterity who will be civically-engaged leaders, who are curious about people from different backgrounds, who have an ethic of service, and who will make a difference in their community, city, nation, and world.

FINANCIAL SNAPSHOT

Operating Budget	\$9 Million
Grades K-5 Tuition	\$19,562
Grades 6-8 Tuition	\$21,435
Tuition Assistance	31 percent of students
Tuition Assistance Awarded	\$2 Million
Total Endowment	\$17,837,869
Annual Fund and Other Operating Gifts	\$875,826
Other Income (summer programs, etc.)	\$65,000

Trinity Episcopal School is committed to the breadth of the Episcopal tradition in both unity and diversity. We strive to attract and admit a student body that reflects the greater Charlotte community, both socio-economically and culturally. The application for financial support has no bearing on admission. Trinity has a need-based financial assistance program made possible, in part, by our Together for Trinity Fund. All students (K-8) are eligible to apply for financial assistance. In 2020-21 we awarded \$2 million in financial assistance to more than 31 percent of our students.

LOCATION

TES is purposely situated within Charlotte's city limits in the Uptown neighborhood. It is the only urban



independent school in Charlotte, and more than half of Trinity students live within five miles of the campus. This setting has allowed TES to distinguish itself from other independent schools in the outskirts of Charlotte, and to integrate with the local community in meaningful ways. Additionally, TES' location provides the school with the distinct opportunity of attracting a more diverse student body and gives parents who work in the city a sense of belonging as they volunteer at the school and engage in their children's experiences.



SCHOOL LEADERSHIP

Since its inception in 2000, Trinity Episcopal School has been governed by a [Board of Trustees](#). As outlined in the school's original bylaws, "The Board has ultimate responsibility for establishing the purpose, mission and direction of the school, for hiring the Head of School, and for overseeing the overall management by the Head of School of the business and financial affairs of the Corporation, and the academic, religious, moral, and physical aspects of the school."

STRATEGIC PLAN

Trinity Episcopal is in the process of drafting a new strategic plan which is expected to be approved by the Board of Trustees in the fall of 2021.

THE ROLE OF THE NEXT HEAD OF SCHOOL

TES' next Head of School will oversee all aspects of its academic, spiritual, and operational programs and will report to the Board of Trustees.

The ideal candidate will:

- Embrace TES' three pillars of Creating Scholars, Nurturing Spirituality, and Embracing Diversity
- Model and support TES' collaborative and progressive approach to education
- Be committed to the academic and spiritual formation of the students at TES
- Be a communicant in good standing in the Episcopal Church (a "communicant" is a person who, from the previous year, has been faithful and working, praying, and giving for the spread of the kingdom of God)



- Advance community partnerships and further integrate with the city of Charlotte
- Prioritize TES' commitment to diversity, equity, and belonging
- Be committed to the recruitment and retention of diverse students, faculty, and staff
- Support TES' ambitious goals around fundraising and financial aid
- Cultivate trust among all stakeholders in the TES community
- Establish a more comprehensive faculty compensation program

CHALLENGES AND OPPORTUNITIES

Reporting to the Board of Trustees, the Head of School will provide strategic leadership and direction for all aspects of the School's educational programs and operational sustainability. They will play a critical role in addressing the following opportunities and challenges:

- **Furthering Trinity's vision, mission, and commitment to their Episcopal identity.** The new Head of School will be an inspiring thought leader who is committed to Trinity's powerful mission, vision, and core values. As the world emerges from a global pandemic, the Head of School will help the community heal and move forward in the pursuit of academic excellence and spiritual fulfillment.
- **Constructing a sustainable model for faculty and staff.** Trinity Episcopal boasts a talented and engaged faculty and staff. The new Head of School will work with the Board of Trustees to develop a model that supports faculty and staff retention and compensation to ensure that TES attracts and retains the most qualified team.
- **Celebrating, supporting, attracting, and retaining a diverse community that reflects the city of Charlotte.** Since its founding, Trinity has maintained a commitment to engaging and reflecting the city in which they are situated. The new Head of School will further this commitment by proactively recruiting, hiring, and enrolling diverse staff, teachers, and students.



- **Advancing the cultivation of an anti-racist, diverse, equitable and inclusive school community.** With a strong foundation already established, the incoming Head of School will build upon Trinity's work around diversity, equity, and inclusion, partnering with all members of the Trinity community to ensure a sense of belonging and connection. The new Head will have an understanding of the obstacles faced by students of color and will provide the support all students need to succeed.
- **Addressing questions around academic differentiation among students, curricular alignment, and support for a wide variety of learners.** The incoming Head will bring a comprehensive background in K-8 curriculum development and implementation. The Head will address the concerns of both faculty and parents related to level of rigor, quality of instruction, and appropriateness of coursework.
- **Increasing brand recognition and strengthening relationships in the Charlotte community.** The next Head of School will build upon the strong connection with the Charlotte community and will effectively increase opportunities for student learning and engagement, bringing awareness to the school's successes and programs, and deepening the community's understanding of Trinity Episcopal School.
- **Aligning and communicating Trinity's philanthropic priorities.** The Head of School will be a creative, resourceful, and ambitious partner to the Board as it continues to inspire friends of the school to think about the power of philanthropy and engagement in ways that sustain Trinity for generations to come.
- **Building alignment and unity around pedagogical philosophy.** The next Head will work to build and unify the community and align the vision and resources to TES' pedagogical philosophy and curricular practice.
- **Strengthening the partnership between parents and the Trinity faculty and staff.** The Head of School will work to foster a supportive partnership with parents and faculty/staff around differentiated learning and preparation for life beyond TES.
- **Providing the TES community with a vision.** The new Head of School will offer a clear vision for TES' future that challenges the community to aspire for even more innovation and differentiation in its third decade, while honoring its founding traditions and values.



DESIRED QUALITIES AND CHARACTERISTICS

To lead Trinity Episcopal School, the **next Head must be a thoughtful and skilled communicator with a strong commitment to K-8 education**. A Communicant in Good Standing, the next Head will work in support of TES' Episcopal identity and mission. Strong candidates will demonstrate the following:

- Collaborative yet decisive leadership style;
- Strong experience with building a cohesive and engaged team;
- Experience in developing and executing on a strategic vision and fundraising plans;
- A student-centered, globally-minded approach with demonstrated expertise in early childhood and elementary education pedagogy;
- Understanding of and a willingness to embrace the Episcopal identity and its role in the School;
- Commitment to collaboration, transparency, and accountability as a leader;
- Experience supporting school-wide DEI initiatives and DEI professional development goals;
- Self-reflection and the ability to appreciate and learn from past missteps or missed opportunities;
- The ability to partner with both internal and external constituents to drive support for the School's priorities;
- Proven track record of supporting faculty in the areas of compensation, professional development, and overall well-being;
- Experience developing positive, supportive, and trusting relationships with students, their families, and faculty and staff.

The next Head of School at Trinity Episcopal School must be an intellectually curious leader with a profound commitment to service learning. Candidates must embrace TES' culture of inclusivity, transparency, and mutual trust. The new Head of School will have a proven track record of demonstrated leadership and a servant's heart, and will embrace TES' commitment to diversity, equity, inclusion, and belonging. They will also display the highest level of integrity in advancing the TES mission.



APPLICATION PROCESS

The search committee for Trinity Episcopal School's Head of School position will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, curriculum vitae, and professional reference list. References will not be called without explicit permission. Although applications will be welcomed until a new Head of School is selected, for best consideration, all candidates should submit materials by November 5, 2021 to trinityhos@storbecksearch.com.

Trinity Episcopal School is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



Nishant Mehta, Managing Director
Sherry Coleman, Managing Director
Erin Meissner, Associate
Storbeck Search
trinityhos@storbecksearch.com