



formative / transformative

Position Profile: Head of School



St. George's School of Montreal is a co-educational, non-denominational school committed to providing a progressive, student-centred education of the highest quality within a spirited, engaging, creative and cooperative environment.

We believe in learning by doing.



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OUR STORY

Founded in 1930, St. George's School of Montreal is an independent, co-educational, non-denominational K-11 school committed to the development of each child's full potential by providing a spirited, engaging, creative and cooperative environment. Grounded in the themes and practices of progressive education since its inception, St. George's is aligned and actively engaged with research and innovation dedicated to the education of the whole child.

CULTURE, COMMUNITY AND CORE VALUES

There are two campuses at St. George's; the Elementary School (ES) and the High School (HS) are located a short walking distance from each other. At the heart of both campuses is a culture that encourages deeper learning and respectful relationships, fosters creative expression, promotes community spiritedness while celebrating the individual attributes of each person, and fully embraces collaborative inquiry.

The St. George's model of teaching and learning offers students opportunities to construct meaning through reflective inquiry in small classes with teachers who are responsive and innovative. Our consciousness-raising curriculum supports students in taking meaningful and ethical positions on social, cultural, and environmental issues. Students are encouraged to be creative problem solvers by working in real world contexts in science, math, languages, social sciences, athletics as well as the visual and performing arts.

Teachers are encouraged to develop a growth mindset about their own practice and about the learning of their students; ongoing mentoring and professional development is an essential component of our teachers' growth. Students develop methods of inquiry in an environment that is inclusive, collaborative and safe. It is in this environment that students are supported in their discovery of self as life-long learners. Instruction is differentiated to provide challenge and growth for all of our learners. The Centre for Learning Enrichment (CLE) orchestrates appropriate and rigorous enrichment and support for all students

within, and outside the classroom. The extra-curricular engagement of students at both campuses provides a rich, well-rounded complement to their academic pursuits.

St. George's values diversity in cultural and socio-economic backgrounds. We strive to see the broader community reflected in our school. Respect and appreciation for that diversity are encouraged amongst students, staff, faculty, administration, and parents, which, in turn, fosters a shared experience amongst all members of the St. George's community.

We cultivate students who marry the analytical skills of scientists, the creativity of artists, and the determination of athletes. Our students are powerful communicators; their strong voices reflect their profound ethical values. They are passionate advocates for a thriving world.





St. George’s School of Montreal provides a hands-on, well-balanced and rigorous educational experience. Mindful of the different strengths and needs of all of our learners, we prepare each student for what lies ahead.

- At St. George’s, we challenge students to think critically and express themselves creatively; our students are confident problem-solvers.
- We provide a nurturing, respectful environment that encourages both self- discovery and collaboration; our students enjoy and value learning.
- We embrace meaningful inquiry and thoughtful reflection within and beyond the classroom; our students grow into engaged and respectful citizens.

Grounded in the themes and practices of progressive education since 1930, St. George’s is aligned and actively engaged with research and innovation dedicated to the education of the whole child.

FOUNDING PRINCIPLES

The teaching and learning environment at St. George’s is driven by its Mission and stays true to the six Founding Principles of the School; principles that are still as relevant today as they were 90 years ago:

- Health must come first
- The classroom should be freed from unnatural restraints
- Group-consciousness and social-mindedness should be developed
- Learning comes from doing
- Adapt education to the differences of the individual child
- The child should have abundant opportunity for creative expression



ADMINISTRATIVE LEADERSHIP

The School is managed by the Leadership Team comprised of the Head of School; the Assistant Head of Curriculum, Research and Innovation; the Assistant Head of the Elementary School; the Assistant Head of the High School; and the Directors of Finance, Enrolment Management, Human Resources, and Advancement. Currently, the Leadership Team meets every two weeks to align all practices with the strategic priorities of the School. The Assistant Heads and Directors report to the Head of School who, in turn, reports to the Board of Directors.

The Head of School is the visionary leader responsible for the alignment between a sharp focus on student learning, the ongoing professional growth of faculty and staff, the nurturing of a vibrant school culture, and the maintenance of systems for change to ensure the long term thrivability of the School.



GOVERNANCE

St. George's is governed by a Board of Directors comprised of current parents, faculty members, one alumna, an outside educator and the Head of School. The Board of Directors is elected annually and consists of up to 20 members. All members serve for three year terms; renewable annually. The Board is responsible for strategic planning, governance policies and practices, Head of School evaluation, financial oversight among other strategic matters. It does not deal with issues relating to individual teachers, students or parents; these are operational matters that are addressed directly by the administration.

FACULTY AND STAFF

St. George's teachers are not only experts in their disciplines; they are carefully selected based on their natural ability to live the Mission and Founding Principles of the School. Our faculty has a personal and emotional investment in the students entrusted to their care.

With direction and support from the Assistant Head of Curriculum, Research and Innovation, the faculty at St. George's is given a significant amount of leeway and discretion in the development of their own teaching and learning activities, while remaining anchored in the Quebec Education Program (QEP) Guidelines. They enhance class experiences by using special projects, field trips, expert visits and mentoring opportunities. Interdisciplinary connections are encouraged at all grade levels.



Teachers are involved in targeted and ongoing professional development that promotes growth of instructional practice and evolution of curriculum. Our rigorous approach to reflective professional development for teachers is unique among the Canadian independent schools. It inspires teachers to model life-long learning for their students.

Our ES faculty (25) and our HS faculty (38) work collaboratively within professional learning teams. At the High School, this collaborative structure is further consolidated by a discipline-specific department structure. The daily operations of the School and its buildings are supported by 62 staff members.





ESSENTIAL COMPETENCIES FOR CANDIDACY

Our ideal candidate will have proven leadership capabilities, teaching experience, and a commitment to experiential learning and inquiry with extensive knowledge and understanding of the most current research on teaching and learning. The ideal candidate will demonstrate:

- Ability to articulate an inspiring vision for our future, while supporting excellence and creativity on a day to day basis
- Alignment of the candidate’s core values and passions with a personal and institutional understanding of the school’s mission
- Managerial, financial, and operational acumen to ensure continued organizational effectiveness and ongoing ability to maintain respect from all constituencies
- Strong verbal and written communication skills and the ability to communicate with various stakeholders in both official languages
- Collaborative working style and the ability to co-create community with various stakeholders
- Ability to recognize and seize new opportunities to support and expand on actual practices, combined with a sense of implementation that respects the culture and core reality of the school
- Solid understanding of advancement and fundraising practices

POSITION EXPECTATIONS

➤ *Commitment to experiential learning and inquiry*

St. George’s is recognized for the strength and success of our educational programs. Our Faculty and Leadership Team are dedicated to the application of academic research at the core of their practices, and we seek to maintain an ethos of teaching and learning grounded in inquiry. The Head of School will:

- Encourage all school constituents to work with innovation and creativity while striving for continuous growth and passionate engagement
- Be a visionary who inspires intellectual inquisitiveness and embodies the qualities of a life-long learner: active, curious, resourceful, humble, empathic and courageous
- Grow strong ambassadors of the school’s mission by recruiting, supporting and developing leadership capacity in faculty, administration and staff
- Demonstrate the attributes of a self-reflective learner by setting strategic goals and purposefully seeking out feedback from various constituents

➤ *Leadership in collaboration and community building*

St. George's is a vibrant community in which collaboration between various stakeholder groups is expected, encouraged, and valued. The Head of School is someone who works collaboratively while upholding personal vision and can foster collaboration throughout the community; therefore, the Head of School will:

- Develop new systems for community building and foster continued parent and alum relationships while maintaining existing collaborative networks
- Encourage respectful, harmonious relationships between all stakeholders and demonstrate the ability to resolve differences or conflict when necessary
- Cultivate an active, engaged, and highly visible presence within the St. George's community and beyond
- Continue to nurture a shared sense of pride & belonging to one school
- Manage the sometimes competing demands of the various constituencies of the school with solid ethical reasoning and a mission-based focus
- Lead, guide and develop the Leadership Team of eight people

➤ *Managerial, financial, and operational acumen*

A two-campus, English, Independent school in Quebec is a complex organization that demands administrative effectiveness in order to ensure institutional sustainability. The Head of School is at the center of an ever-evolving set of priorities and must demonstrate the capacity to:

- Reinforce clear structures, expectations, roles and responsibilities
- Continue to support and implement measures that will ensure long term financial sustainability
- Assume a leadership role in developing and implementing fundraising objectives
- Further develop strategies to address eligibility constraints on enrolment while managing a complex admissions process
- Inspire, build and maintain organizational ties between two campuses





CONTACT AND APPLICATION INFORMATION

Please submit your application in confidence to info@tealandco.com and reference project number 5158.

The review of applications will begin immediately, for further information or if you know of someone who would be interested in this role, please contact:

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