



**EVANSVILLE
DAY SCHOOL**

Independent. Bold. Rewarding.

Upper School Director (Gr. 6-12) Search



July 1, 2025

**Evansville Day School
Evansville, Indiana**

Co-Ed, Independent Jr. Pre-K through Grade 12.



Our Mission

Evansville Day School, in partnership with parents and families, offers a student-centered college preparatory program supported by a challenging and comprehensive curriculum that encourages each student from Junior Pre-Kindergarten through Grade 12 to strive for excellence in mind, body, and human spirit.



Core Values

Evansville Day School nurtures kind and accomplished students who are ready to succeed at all levels along their educational journey. Our school strives to promote within its students a strong sense of self, eagerness to meet the challenges of creating a successful life, and the heart and skills to act as responsible citizens in our world. This is reflected in our core values:

- **Excellence**
- **Responsibility**
- **Integrity**
- **Respect**
- **Personal Discipline**
- **Compassion**

Upper School Overview

The 9th - 12th grade program of the Upper School provides a unique student-centered experience. The program is defined by a rigorous college preparatory program with nineteen Advanced Placement courses offered. Students are known and valued by peers, faculty and the Evansville Day School community. The small class sizes allow close interaction with faculty. The upper grade levels focus on personalized education, Advanced Placement, student leadership, expert college counseling, co-curricular activities, Intersession options, internships, athletic and team experiences, and a range of popular music and theater opportunities.

The focus in the 6th - 8th grade program of the Upper School is on supporting students by strengthening and building core academic skills within an accelerated curriculum. Teachers work to prepare their students for the increasing levels of academic demand they will experience in the 9th-12th grades. Students also learn techniques for balancing their social-emotional well-being. Highlights during these grade levels include accelerated math and English classes, an advisory program, leadership development, interdisciplinary learning, social-emotional empowerment, class retreats focused on team building, a variety of technology experiences, performing arts and band classes, science fairs, co-curricular clubs, athletics, and community service.



Portrait of an Evansville Day School Graduate

Our faculty, staff, and families focus on four areas of development for each and every student, leading to graduates who have the skills and confidence to succeed in college, the workplace, and beyond.

Each student leaves Evansville Day School as:



AN ENTREPRENEURIAL LEARNER

Creative * Passionate * Problem-Solving * Initiates



GLOBALLY MINDED

Culturally Literate * Collaborative * Empathic



BALANCED

Responsible * Self-Reflective * Curious * Communicator



RESILIENT

Has "Grit" * Adaptable * Strong Work Ethic * Confident

For detailed program information, please visit the
Evansville Day School website:
<https://www.evansvilledayschool.org>

History 80 Years of Excellence

For nearly eighty years, passion and vision for a first-rate independent educational experience have animated the history of Evansville Day School. First started as Evansville Preschool at St. Paul's Episcopal Church in the city's prestigious historic district, our school grew quickly and by 1958 primary grades were added. The school was renamed Evansville Day School and moved to the historic Austin S. Igleheart residence in Evansville's "Gold Coast" area near Haynie's Corner. Soon a high school program was added to the curriculum, and in 1965, the first senior class graduated from Evansville Day School.

Growing in both size and reputation, the school moved in 1968 to its present 40-acre campus on North Green River Road at the northern edge of Evansville. The classroom and student facilities combined with the outdoor play areas, athletic fields, tennis courts, sculpture installations, and woodlands all contribute to the inviting and inspiring atmosphere at Evansville Day School.

The Opportunity

Under the leadership of a new and dynamic Head of School, Evansville Day School is poised to re-imagine the 21st-century learning environment at Evansville's only truly independent academic institution, and is seeking an experienced, engaging, and energetic Upper School Director to lead the newly-reconfigured Upper School, spanning grades 6 through 12.

Working closely with the Head and the Lower School Director, the Upper School Director will help ensure that Evansville Day School's dynamic, cohesive, and comprehensive learning culture continues to evolve, and attracts students and families eager for an unparalleled educational offering not available elsewhere in the region.

The new Upper School Director's **top four priorities** will be to:

- Enhance all aspects of the student life experience for children and teens in grades 6 through 12 at the school
- Under the direction of the Head, work collaboratively with faculty and staff to thoughtfully transition the academic program into one that is more highly experiential, project-based, and focused on student-centered learning while enhancing the academic rigor and success of the existing program
- Elevate the teaching experience and faculty expectations to reflect the high standards common to similarly-sized top-ranked independent schools in the Midwest and beyond
- Assist the Head of School in promoting the unique value of an independent school education and the specific offering made by Evansville Day School to this community

By the Numbers

Established:

1946 Evansville Preschool opens
1958 Re-named Evansville Day School;
primary grades added
1961 High school division added
1965 First high school graduating class
1968 Evansville Day School moves to
40-acre campus

Grades Taught:

Junior Pre-Kindergarten - Grade 12

Accreditation: ISACS

Independent Schools Assn. of the Central States

Enrollment 2024-25: 281

Tuition 2025-26: \$ 15,511 Pre-School
\$ 20,483 Grades 6-12

Students Receiving Financial Aid: 75%
(incl. merit aid & vouchers)

Teaching Faculty: 36
(incl. admins. who teach P-T)

Total Revenue 2024-25: \$ 3.7 million





Specific opportunities for the new Upper School Director will include:

Student Life

- Create a first-rate advisory program ensuring high-level interaction and outstanding content
- Re-energize the school's house system
- Re-visit and re-structure the school's Intersession and Week of Wonder programs
- Build new interest around student-centered events and student life committees
- Review and revise student policies, handbook, and guidelines (e.g. addressing attendance, dress code, discipline/restorative practices, etc.) to be overseen by student-faculty committees

Academic Program

- Review calendar (quarters vs. semesters) and schedule options and implement same
- Develop a course catalogue including content and sequencing
- Ensure curriculum builds core knowledge in Grades 6-8
- Ensure students are prepared for pre-AP and AP coursework in Grades 8-12
- Initiate best practices in student assessments
- Re-imagine and re-invent the internship and senior project programs
- Expand partnerships with other institutions, organizations, and associations to benefit both students and faculty
- Expand Robotics and Performing Arts programs

Faculty Development

- Create a Grades 6-12 "one faculty" culture, unifying the faculty and staff across those grades into one community of educators collaboratively serving the mission of the school
- Under Head's direction, lead faculty in transitioning to new subject-specific curriculum programs and pedagogy
- Create a professional development program and individualized progress paths for faculty members
- Build cross-disciplinary teaching teams
- Assess and encourage faculty with respect to developing subject/content expertise

School Culture

- Promote Evansville Day School's three divisions as one institution in all areas from teaching/learning philosophy to community culture
- Re-affirm the school's open, welcoming, and respectful invitation to all members of the community, regardless of faith, culture, race, gender, or sexual orientation, to full participation and partnership in the school
- Expand the school's reach, visibility, and unique value proposition in an area with highly competitive school options and no tradition of independent school education
- Participate in marketing-, enrollment-, and retention-related activities as requested (e.g. parent coffees, open house, pre-exit and exit interviews, etc.)
- Support student and school activities through presence

Expertise/Experience Sought:

Candidates meeting the following criteria will receive the most serious consideration for this position:

- Previous independent school leadership experience, preferably in a Grades 6-12 school
- Masters degree required
- Experience in change management, that is, has successfully guided a faculty/staff community through a shift in culture, collegiality, and pedagogy
- Knowledgeable and experienced with transitioning a traditional curriculum and pedagogy toward student-centered, experiential, project-based learning

Qualities Sought:

- Energized by the challenges of organizational development, and nimble in implementing a forward-moving plan
- A genuine and visible warmth of personality; demonstrates a high level of emotional intelligence
- An expressive and articulate communication style that reflects transparency and accountability, with listening as a foundational value
- A collaborative spirit that informs and invites stakeholders throughout the school in engaging in the change process as Evansville Day School embraces its full 21st-century potential
- Comfortable and confident reflecting a strong sense of personal integrity and serving as a role model for others -- including students and adults -- in the school community



The Search Process

Evansville Day School is partnering with Rafferty Consulting Group for the Upper School Director search. Candidates are encouraged to contact our search consultant by email or phone prior to submitting the following documents:

- Targeted cover letter explaining specific interest and qualifications for the Upper School Director position at Evansville Day School
- Current resume (including chronological employment history and accomplishments in each position)
- Brief personal statement that reflects the candidate's vision for leading through a period of institutional change
- Names, e-mail addresses, and telephone numbers of five references (references will not be contacted without prior consent of candidate)

Again, prior to sending application materials, please contact our search consultant:

Renata Rafferty, M.A.
Rafferty Consulting Group
rrafferty@raffertyconsulting.com
(440) 532-0405

Electronic submission of materials will be required. Please send materials in a consolidated pdf format.