

LEADERSHIP OPPORTUNITY  
STUDIO CITY, CA

Campbell Hall **HIGH SCHOOL PRINCIPAL**



# Campbell Hall

*Campbell Hall is a community of inquiry committed to academic excellence and to the nurturing of decent, loving, and responsible human beings.*



# LEADERSHIP OPPORTUNITY

Campbell Hall — an independent, Episcopal, K–12, gender-inclusive day school in Studio City, California — seeks its next High School Principal.

Reporting directly to the Head of School, the High School Principal focuses on the support of the high school (grades 9–12) in the daily administration and long-range vision for that division. The Principal will be an integral member of an action-oriented, highly collaborative, and deliberative Senior Leadership Team, and will engage all constituencies including but not limited to students, families, faculty, and staff in creating and maintaining an environment reflective of the school's mission statement and the ongoing strategic plan.

Founded three-quarters of a century ago, Campbell Hall is a leader in many regards. Campbell Hall welcomes a visionary who is ready to take on a leadership role at a school where: children are eager to understand the world around them and master new skills; teachers are experienced,

enthusiastic, and know and value every student; parents are engaged, share educational goals, and want to participate; the community values healthy relationships and personal integrity; and diversity, equity, inclusion, and justice (DEIJ) are integral to Campbell Hall's fundamental values and core mission. Following the strong leadership of a 15-year Principal, the next High School Principal will be a proven servant leader and a strong relationship builder, skilled in forming authentic and empathetic relationships across and within diverse communities. Together, the new High School Principal and the incoming Middle School Principal will join the dynamic leadership team, led by Head of School (since 2003) Rev. Julian Bull. This is a tremendous opportunity for an experienced administrator who finds true joy and deep delight in working with high school students.



# Campbell Hall



## THE POSITION

The High School Principal is a division-level administrative position, reporting directly to the Head of School, focusing on the support of the high school in the daily administration, as well as the long-range vision for that division (grades 9–12). The High School Principal works closely with students, families, faculty, staff, and administration in creating and maintaining an environment reflective of Campbell Hall's Mission Statement and the ongoing strategic plan. This is a 12-month position, with four weeks of summer vacation.

## STRATEGIC PRIORITIES/OPPORTUNITIES FOR THE HIGH SCHOOL PRINCIPAL

Campbell Hall is excited to welcome the next High School Principal who will bring innovative and bold thinking to further strengthen existing programs and develop new opportunities within the division. The strategic priorities for the High School Principal include, but are not limited to, the following:

- Engaging a community of teachers and learners intent on rising joyfully to tackling the the most pressing global challenges facing humankind
- Recognizing and navigating the immediate and long-term impact of the COVID pandemic on students, faculty, staff, and the high school program as a whole; exploring and addressing the intersection of academic rigor, student wellness, work/life balance, and need to reset behavior policies to pre-covid expectations
- Continued commitment to and advancement of academic excellence and anti-bias education within the division as it relates to the incorporation of a diverse and culturally responsive high school curriculum, opportunities for gender-inclusive identity exploration and development, the support of affinity groups, hiring and retaining a diverse faculty, and enhancing efforts to recruit and retain families of color (with the goal of increasing the percentage of students of color annually through 2025)

# THE POSITION



- Enhancing the faculty evaluation process and protocols; partnering with the faculty on the nature of effective assessment, and exploring alternatives to current practices
- Engaging faculty in curricular and pedagogical exploration, from expanding the curriculum on ethical and spiritual formation in Chapel, Human Development, World Religions and elsewhere within the program, to experiential education, to a research-based approach to grading
- Working with the Deans to review discipline practices and (re)establish clear, community-driven behavioral norms for students that have compassion-driven consequences and restorative practices when violations of those norms may occur
- Engaging and guiding faculty, staff, students, and parents through focus groups, town halls, discussions, and anonymous surveys to hear their stories, and particularly to ensure that every community member feels safe, heard, and appreciated
- Acting as a guide and buffer, and stepping in when necessary, to help parents and teachers work in partnership with each other, keeping students at the center with a common goal of helping them thrive and take responsibility for their actions.
- Supporting the growth of the division in numerous ways, including academic philosophy, student enrollment, classrooms space, programming, and national recognition

## ESSENTIAL FUNCTIONS OF THE HIGH SCHOOL PRINCIPAL

Campbell Hall seeks a leader who is dedicated to the developmentally appropriate education of the whole child; who is interested in learning as well as teaching; who connects their responsibilities with the philosophy and purpose of the School; who strives to empower as well as to inform; who is comfortable with questions as well as answers; who can lead with focus, humor, and dignity within the complexities of a diverse school environment; and who will be dedicated to promoting and maintaining an inclusive school community.

The Principal is tasked with setting and communicating a mission-aligned vision for the high school as a community of learners focused on meaningful learning and a sense of belonging. As the division leader, this person will also serve as a role model for servant leadership, ethical decision-making, professionalism, and commitment to best practices in high school education. Lastly, the Principal will create a warm and inviting environment for all constituent groups by nurturing a culture of collegiality and respect among faculty and serving as a mentor and resource.

Responsibilities include, but are not limited to, the following:

- Collaborate with the Middle School Principal, Lower School Principal, and secondary Department Chairs

# Campbell Hall

- Supervise, observe, and evaluate an Assistant Principal and high school faculty
- Partner with the Associate Head for Community Engagement and DEIJ Team to ensure the continued progress of DEIJ work
- Set the yearly theme for faculty learning and design monthly division meetings and professional development opportunities
- Partner with the Associate Head of Teaching and Learning to implement research-based practices in curriculum and pedagogy
- Recruit and retain diverse, new faculty; support and evaluate all high school faculty/staff
- Represent the high school at after school, evening, and weekend events, including athletic and team events, performances, admissions open houses, experiential education trips, dances, and college counseling meetings
- Work in partnership with the assistant principal and deans to support students and families
- Collaborate with the Director of Secondary Counseling and the K-12 Director of Educational Support Services to support students with emotional and academic needs
- Coordinate special events with the Parent Association
- Oversee student discipline in coordination with the Assistant Principal and Deans
- Support the Assistant Principal and Registrar with the master schedule and student course selection process
- Oversee and coordinate grades, narratives, and report cards with the assistant principal and registrar
- Serve as a member of various committees, including the Strategic Planning Group, Educational Policy and Review Committee, Academic Affairs Committee, and the Academic Review Committee
- Work collaboratively with the directors of athletics, technology, operations, and facilities to ensure the smooth daily running of the division and to develop long-range strategies for the future needs of the division in these areas
- Assist the Director and the Assistant Director of Admissions with the evaluation of applications for prospective high school students
- Collaborate with and supervise the Director of Experiential Education, Director of Community Service, Director of Student Activities, Student Council Advisor, Outdoor Service Learning Director, Testing Coordinator, and Advisor to the Academic Honor Board
- Supervise the Director of College Counseling and work closely with that department to guide and support students
- Work in conjunction with the Registrar and college counseling office to manage UC course approvals
- Manage the division budget
- Teach one high school course

## QUALIFICATIONS AND REQUIREMENTS

The ideal candidate is a collaborative and interpersonal leader who can encourage innovation while honoring systems and traditions. The person also needs to have a deep understanding and appreciation of not only curriculum and instruction, but of child development, DEIJ, and compassionate discipline as well. Lastly, the candidate will be a dynamic and courageous communicator who is excited to work alongside and empower all stakeholders — students, families, and colleagues — to help Campbell Hall continue to reach its potential.

In addition to the qualities and skills noted above, the ideal candidate will have the knowledge, skills, and abilities in the following areas:

- Bachelor's degree required; Master's degree or higher preferred

# THE POSITION



- At least five years of high school teaching experience
- Leadership experience, preferably at the high school level
- Developmental understanding of, and experience with, high school students
- Demonstrated knowledge of best practices in high school education; knowledge of independent schools is helpful
- Interest in educational research
- Proven success in hiring, training, supporting, and supervising faculty and staff
- Exceptional oral and written communication skills
- Effective use of technology (e.g. Google Suite; PowerSchool; Haiku/PowerSchool Learning)
- Facility and grace in managing and working with families
- Ability to manage a wide range of responsibilities and tasks with professionalism, organization, and precision
- Patience and creativity when working collaboratively with a range of constituent groups, including students, families, faculty, staff, and administration from diverse backgrounds (religious, ethnic, socio-economic)
- Flexibility, finesse, and sense of humor

*“The teaching  
and learning at  
Campbell Hall  
does not separate  
the intellect  
from the heart,  
but connects  
the breadth of  
the mind with  
the breath of  
the spirit.”*

# Campbell Hall

**1,130**  
*Enrollment*

**~535**  
*High School Students*

**42%**  
*Students of Color*

**38.8%**  
*High School Students of Color*

**250**  
*Faculty*  
*Most of the faculty hold advanced degrees in education and/or their subject discipline with an average of 17 years of teaching experience per faculty member*

**90**  
*High School Faculty*

**31%**  
*Faculty/Staff of Color (full-time)*

**\$47,000,000**  
*Annual Operating Budget*

**19%**  
*% of School Budget for Financial Aid*

**25%**  
*% of Students Accessing Indexed Tuition*



## THE SCHOOL

Campbell Hall, founded in 1944 and situated on a 15-acre campus in Studio City, California, is an independent, all-gender, college preparatory, Episcopal day school for students in kindergarten through grade twelve. Campbell Hall is a community of inquiry committed to academic excellence and to the nurturing of decent, loving, and responsible human beings. As an Episcopal school, Campbell Hall thrives as an interfaith community that actively seeks to learn from the many religious traditions represented by faculty, students, and families. The school is committed to fostering a community dedicated to honoring the diversity of the human experience.

## HIGH SCHOOL (GRADES 9–12)

At the core of the secondary curriculum is an appreciation for the fact that students are in the process of developing the power to reason; that they are evolving a pattern of faith for daily living, part of which involves their evolution as decent, loving, and responsible human beings; that they are preparing for further education; and that they are learning to become informed contributors in society.

The high school curriculum continually evolves to provide a challenging mix of course offerings, including Engineering Research Projects, Experiments in Animation, Advanced Stage Design, Television Production II, Contemporary Choreographers' Lab, AP Calculus BC, and AP Chinese Language and

# THE SCHOOL

Culture. In addition, the school offers advanced inquiry (aptly titled Campbell Hall Advanced Inquiry or CHAI) courses designed to engage students in constructing meaning through authentic, rigorous study of a discipline at the college level. While some of these courses replace those Advanced Placement courses that do not serve the school's inquiry model, others expand the topic. Those CHAI courses that replace APs cover roughly the same subject areas as the APs, but allow more discussion and inquiry and prioritize engagement, depth, and quality over quantity. With over a dozen offerings, CHAI courses include but aren't limited to CHAI Biology Honors, CHAI English Literature and Composition Honors, CHAI Modern World History Honors, CHAI Technology and Ethics in the Information Age Honors, and CHAI Critical Race Studies.

## MIDDLE SCHOOL (GRADES 7-8)

Campbell Hall's post-elementary program is inquiry-based and student-centered. The 75-minute rotating block schedule is designed to allow time for students to engage in research, lecture, discussion, group work, and project-based learning that prioritizes engagement, depth, and quality over quantity.

Through engaging coursework and a variety of extra-curricular activities, students learn more about who they are and where their talents and interests lie. In middle school, students can find the appropriate level of academic challenge through traditional honors courses in math and World Language, while those who are committed to English, history, or science can elect to take an accelerated level of these courses in the 8th grade.

Through study hall exploration course offerings including visual arts, performing arts, and computer science, as well as a year-long human development course in 7th grade, the middle school offers an extensive educational experience beyond the core curriculum. The 8th grade program expands on these offerings with semester electives focusing on a wide range of topics such as Storytelling Through

Photography, Acting, Filmmaking, Television Production, Rockets, Robots & Gizmos: Maker Lab, Steel Drumming, and more.

## ELEMENTARY SCHOOL (GRADES K-6)

The elementary school core curriculum provides young learners with a sequential and integrated course of study. The program includes reading and language arts, Singapore Math, science, social studies, technology, physical education, visual and performing arts, and World Language (beginning in 3rd grade).

## THE STUDENTS

Campbell Hall students are simultaneously scholars, artists, athletes, and explorers. They come from 112 zip codes across southern California. Students of Color comprise 42% (as defined by NAIS) of the K-12 student body. One in four students receives financial aid, and the School is proud of the religious diversity present throughout the community. When asked what makes Campbell Hall unique, two high school students replied:

- *"Campbell Hall is a loving, caring community that helps develop the whole person."*
- *"Campbell Hall is a school where each and every student is valued, therefore, the relationships between the teachers or principal and students are strong."*

## THE FACULTY

Campbell Hall faculty are dedicated to the developmentally appropriate education of the whole child; are interested in learning as well as teaching; connect their responsibilities with the philosophy and purpose of the school; teach to empower as well as to inform; are comfortable with questions as well as answers; can work with direction, focus, humor, and dignity within the complexities of a diverse school environment; and will be dedicated to promoting and maintaining an inclusive school community.

# Campbell Hall



In addition to academic responsibilities, Campbell Hall faculty are involved in many aspects of school life. Coaching interscholastic athletics, chaperoning experiential education trips, participating in community service activities, helping students to produce school publications, overseeing student council, and leading a special interest club are just a few ways faculty are more deeply involved in the Campbell Hall community.

Campbell Hall faculty embrace the school's mission and are dedicated to the implementation of a rigorous college preparatory program. They are equally devoted to each student's emotional and spiritual development and strive to relate to students, parents, and colleagues in ways that promote open and supportive communication. The result is a community where students and adults are confident to learn and grow.

## **DIVERSITY, EQUITY, INCLUSION, AND JUSTICE**

Campbell Hall is devoted to honoring the diversity of the human experience and cultivating a safe environment that empowers individuals and groups to celebrate their identities. In order to build and sustain an inclusive community, the School is called

to confront systems of oppression, uproot structural inequality, challenge white supremacy, and work to create a more just and equitable world. This commitment to diversity, equity, inclusion, and justice is deep, ongoing, and inextricably linked to the School's Episcopal identity. As it strives to care for the community, help its neighbors, and better the world, Campbell Hall embraces its responsibility to be truth-seekers and advocates of inclusion and equity.

Campbell Hall knows that the work of creating a truly inclusive community is an ongoing effort and one that requires the input and perspectives of the entire community. The School is working to dismantle systems of oppression by creating policies, programs, and opportunities with DEIJ as the driving force — because that is what is needed to create a more just and equitable school and society.

Dimensions of diversity include race, ethnicity, religion, culture, national origin, gender identity and expression, sexual orientation, age, ability, and socioeconomic status. To learn more about Campbell Hall's strategies for promoting DEIJ, please click [here](#).

## **CHAPEL**

Campbell Hall is an Episcopal school that welcomes people of all faiths and actively seeks to learn from the many religious traditions represented by faculty, students, and families. The school honors the Episcopalian tradition as a place of open inquiry and spiritual formation. Campbell Hall's spiritual mission is to nurture the soul and character of all students entrusted in its care by instilling morals and values that emphasize goodness, responsibility, love, respect, and a sense of connectedness to something greater than oneself.

The chapel serves as a gathering place for the community. It is where they find prayerful silence during their busy days, collectively cheer homecoming wins, and sing their alma mater with heartfelt enthusiasm. It is where they mark many of the

# THE SCHOOL

traditions of each school year and ask for God's continual help and guidance as they seek to become more decent, loving, and responsible human beings.

Weekly chapels, while grounded in Judeo-Christian prayers and readings, embrace and celebrate many religions of the world, encourage reflection, and above all, a commitment to bettering the world.

## CAMPUS

Campbell Hall's fifteen-acre campus is an urban oasis located in Studio City, California. The beautifully and sustainably landscaped space features dedicated and distinct areas with multiple buildings and play and sports areas for elementary, middle, and high school. The facilities are state-of-the-art and serve as a backdrop for inspired learning. Campus highlights include places for quiet contemplation like the

Nathanson-Swiger Chapel & Spiritual Center, open and natural spaces in which students gather and relax, and state-of-the-art facilities like the Spielberg Family Arts and Education Center, and high-tech science labs where creativity and innovation are unbounded.

Check out [Campbell Hall's 360° interactive virtual tour](#) to explore their beautiful campus.

## GEOGRAPHY

Studio City is a quaint neighborhood in the city of Los Angeles, just over the hill from Hollywood and minutes from Griffith Park to the east. Lively Ventura Boulevard offers several classic sushi houses, plus small-plates spots and stylish gastropubs. For nature lovers, Coldwater Canyon Park and Wilacre Park offer hiking trails that have panoramic valley views.



# PROCEDURE TO APPLY

Campbell Hall welcomes candidates who have a demonstrated commitment to diversity, equity and inclusion in their teaching and learning. Campbell Hall has been, is, and will continue to be, strongly committed to the principle that equal employment opportunity must be afforded to all persons regardless of race, color, ancestry, national origin, religion, gender, pregnancy, sexual orientation, family care status, veteran status, marital status, age, medical condition, and disability.

Interested candidates are invited to apply by submitting the following materials confidentially as one PDF file through the dedicated [application portal \(https://bit.ly/CH\\_HSPPrincipal\\_appform\)](https://bit.ly/CH_HSPPrincipal_appform):

- Cover letter expressing interest in the Campbell Hall High School Principal position
- Current resume
- Statement of educational/leadership philosophy and practice
- A list of three references including name, title, phone number, email address, and professional relationship (references are contacted only with the candidate's permission)

Please address any questions by email to [jobs@strategenius.org](mailto:jobs@strategenius.org) or by phone at 415-881-7105.

## *Equal Employment Opportunity*

*Campbell Hall believes in and operates on the premise that it is the right of all persons to seek work and to advance on the basis of their individual merits, ability, and potential. Campbell Hall has been, is, and will continue to be, strongly committed to the principle that equal employment opportunity must be afforded to all persons regardless of race, color, ancestry, national origin, religion, gender, pregnancy, sexual orientation, family care status, veteran status, marital status, age, medical condition, and disability.*

**APPLY NOW**



## **SEARCH CALENDAR\***

**February 17, 2022**

*Priority Application Due Date*

**Early March, 2022**

*Semifinalists Interviews*

**Mid March, 2022**

*Finalists Interviews*

**Late March, 2022**

*Hiring Announcement*

*\*Approximate dates subject to change; please check [strategenius.org](https://strategenius.org) for updates.*

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