



LEADERSHIP OVERVIEW

The Barstow School President Search



Opportunity Overview

The next President of The Barstow School will join an environment steeped in academic excellence, accustomed to innovation and committed to preparing globally competent students who value interaction with people from diverse cultural backgrounds, employ diplomacy and hone leadership skills to adapt to a changing world. A future-leaning educator who finds great joy in the daily life of the School, the next President will lead this highly regarded preschool-grade 12 day school, uniquely structured to serve students in Kansas City, online and abroad.

INSPIRING VISION

With an innovative and inspiring vision for contemporary independent education, the next President of Barstow will set their sights on reimagining systems to advance pedagogies and practices that will further distinguish Barstow as a premier choice for students and families. Celebrated for its breadth of educational offerings across four divisions and its population of both domestic and international students in the upper school, Barstow is a community that has long held the whole child as a key defining measure, and a school where living meaningful lives and impacting the world in which they live is foundational.

MISSION CENTRIC

Guided by its mission, “to promote sound scholarship and to give symmetrical development to mind, body and character,” the faculty and staff at Barstow inspire young people to explore their interests — academic, athletic, artistic and personal. A supportive and generous environment that rejects the notion of one defined

version of success, the Barstow community aims to be a place where students find their voices and develop as leaders who find fulfillment and make a positive impact anywhere.

In partnership with the Board of Trustees, the President is responsible for setting the School’s strategic priorities and for articulating and actualizing a compelling educational vision. As the intellectual, interpersonal and administrative leader for Barstow, the President is responsible for modeling the School’s values and directing all aspects of the School, including academic and co-curricular programs, operations and financial health, as well as external relations and fundraising.

THE PATH FORWARD

The next President will be an exceptional listener who strives to build trust among all stakeholders, take advantage of opportunities to authentically collaborate and bring clarity and transparency in decision-making and communication. They will forge a compelling path forward to provide exceptional education and will have the capabilities and courage to set a course, generate participation and make decisions to advance the institution as locally relevant, competitive and sustainable now and into the future. Under this leader, Barstow will continue to foster creative and critical thinkers, unafraid to express their ideas and able to define new avenues for learning, leadership and impact in an ever-changing world.



Kansas City

The Kansas City area near Barstow offers a vibrant and dynamic environment, ideal for an educational leader seeking both professional growth and quality of life. Located in a suburban setting with easy access to the broader metropolitan area, it boasts several unique features:

- ▶ **Thriving Educational Community:** Barstow School is part of a larger, highly engaged educational ecosystem. With its reputation for academic rigor and innovation, Barstow is surrounded by other strong educational institutions and resources that support collaboration and continuous learning. The area is known for its focus on educational excellence and community involvement, offering an inspiring backdrop for educational leaders to make an impact.
- ▶ **Supportive Residential Environment:** The surrounding neighborhoods are home to families who prioritize education and are deeply invested in their children’s academic and extracurricular experiences. The area’s residential charm — with its tree-lined streets, well-maintained homes, and family-friendly atmosphere — creates a supportive environment for educators to build strong relationships with both students and parents.
- ▶ **Rich in Recreational and Cultural Opportunities:** Leaders who value work-life balance will find ample opportunities for relaxation and recreation. The area is home to several parks, including Minor Park and the nearby Harry Wiggins Trolley Track Trail, perfect for outdoor activities. In addition,

Kansas City’s vibrant cultural scene, from the Nelson-Atkins Museum of Art to professional sports teams, offers a wide range of activities for personal enjoyment and community engagement.

- ▶ **Strategic Location:** The area’s proximity to major highways and commercial centers like Town Center Plaza and Park Place allows for convenient access to shopping, dining and entertainment. Moreover, Kansas City’s central location within the country makes it an ideal hub for professional networking and attending national conferences, further supporting leadership growth.
- ▶ **Collaborative and Innovative Atmosphere:** Barstow’s commitment to fostering creativity, critical thinking and innovation aligns with the progressive educational leadership opportunities in the area. As an educational leader, you will find a fertile ground for implementing new ideas, engaging in cutting-edge pedagogy and making a lasting contribution to a school that values leadership, vision, and community.

This combination of a forward-thinking educational environment, residential appeal, cultural vibrancy, and strategic location makes the area near The Barstow School an exceptional place for an educational leader to thrive both personally and professionally.



The School

Barstow’s strength is its small community in which everyone is known, students and faculty alike. Dating back to its 1884 founding as an all-girls school, Barstow connects all students, preschool–grade 12, under one roof in an historic building. Furthermore, Barstow faculty, staff, alumni and parents enjoy participating in the life of the School.

START HERE. GO ANYWHERE.


Dynamic, complex and buzzing with intellectual excitement, Barstow encourages students in every division to explore their passions, discover new interests and take risks in a supportive, academically rigorous environment. Barstow is located on the Missouri-Kansas state line, where talented students embodying socioeconomically diverse cultures, spiritualities and experiences are nurtured and encouraged to be themselves in developing their identities, interests and passions beyond Barstow. Accordingly, Barstow’s DEI (ID+E) work describes the School’s appreciation of inclusion, community-building, and individual expression and belonging: Embracing diversity and the pursuit of excellence, we create a community in which individuals develop competence, confidence and character.


FUTURE READY


One of very few preschool-grade 12 schools in the U.S. to offer an online academy and partner with campuses abroad, Barstow strives to engage students in a breadth of opportunities to stimulate intellectual and personal growth in an ambitious preparation for college or early career — for life. Progressive

and enduring, the School aims to build congruent standards for its academic, co-curricular and signature programs within and across its four divisions while continually adapting teaching and learning practices to advance with the modern world and be ready for the uncertainties it presents.

WHAT SETS US APART

 **Quality curriculum:** Challenging and rigorous, Barstow’s curriculum emphasizes hands-on, project-based lessons and the attainment of 21st century skills.

 **Innovation:** Forward-thinking since our founding as an all-girls college preparatory school in 1884.

 **Community:** A supportive network of families, faculty and staff and alumni invested in success in the classroom, on stage and on the athletic fields.



The Programs

The Barstow School has four academic divisions. Additional programs powered by The Barstow School include Dan & Cassidy Towriss IDEA Space and Summer at Barstow.

- ▶ **Early Childhood** (preschool prep, preschool, prekindergarten and kindergarten): Serves students 2½–6 and takes a varied approach to cultivating a love of learning through exploratory play, collaborative learning and instruction in creative and language arts; this includes music, Spanish, visual art, library and creative movement.
- ▶ **Lower School** (grades 1–5): In lower school, students in grades 1–5 master foundational learning skills through creative discovery and exploration.
- ▶ **Middle School** (grades 6–8): Students grow in independence and responsibility while maintaining a sense of early adolescence. The middle school allows for exploration of concepts, exposure to clubs and an expansion of social activities that are developmentally appropriate.
- ▶ **Upper School** (grades 9–12): A desirable mix of international and domestic students learn with zeal and advocate for their communities. Barstow students at all levels are met with age-appropriate challenges from teachers who take a holistic approach to their development.

ACROSS DIVISIONS

The faculty encourages students to approach problems and projects with curiosity and creativity. Barstow faculty and staff

participate with enthusiasm in the life of the School, often wearing multiple hats as advisors, coaches, directors and more.

In classrooms and labs, on stages and playing fields, as teammates and as leaders, Barstow students stand out because of their desire to grow, achieve and make a difference. The core values of Integrity, Inclusiveness, Imagination, Accountability, Courage, Purpose, Trust, Lifelong Learning come to life in every grade level. Graduates carry Barstow’s spirit of excellence with them, becoming leaders and innovators in science, business, medicine, art, government, social justice, entertainment, academia and technology.

POWERED BY THE BARSTOW SCHOOL

Dan & Cassidy Towriss IDEA Space KC is a marquee feature of the School’s commitment to STEAM education and to supporting the Kansas City community. Its future plans offer potential for robust, program-centered opportunities that inspire people in and out of Barstow. Several global campuses have potential to offer rich international experiences for Barstow faculty and students, while providing a Barstow diploma for students in other countries.

SUMMER AT BARSTOW

Summer at Barstow offers academic, athletic, arts, hobby, STEAM and field trip-focused camps for 12 weeks from late May to early August. Founded in 1986, Summer at Barstow has become Kansas City’s most recognized destination for campers from preschool-grade 8. Last summer, 1,850 campers made over 9,000 reservations for Summer at Barstow sessions. The program has been voted a Kansas City Favorite for two consecutive years (since the inception of the Kansas City Star contest in 2023).



Governance & Finance

The Board of Trustees is composed of approximately sixteen members who are current parents, past parents and at-large Kansas City community members. The Board meets regularly and is eager to be partners in the next strategic discussions about Barstow’s future.

Barstow has seen a remarkable financial evolution. A sizable endowment with healthy alternative revenue streams bolster the School’s ability to manage headwinds and explore opportunities that may arise.

Barstow is a very generous school community. There is a high level of philanthropic support annually and for the periodic initiatives launched. As a result, Barstow now enjoys a new athletic center, the aforementioned IDEA Space, a renovated faculty lounge and other spaces in the main building that maintain Barstow “under one roof.”

At A Glance

Year Founded	▶ 1884
Mission	▶ To promote sound scholarship and to give symmetrical development to mind, body and character
Enrollment 2024–2025	<ul style="list-style-type: none"> ▶ 757 students – Preschool–Grade 12 ▶ Over 30% of families receive financial aid or scholarship ▶ 72 Kansas and Missouri Zip Codes
Tuition range PS–12	▶ \$18.8K – \$28.9K
Student teacher ratio	▶ 9:1
Number of faculty	<ul style="list-style-type: none"> ▶ 82 Faculty ▶ 62% Masters +
Endowment	▶ Investment portfolio approximates \$17.5 mm, including endowment
Annual Giving	▶ Approximately \$900,000
Capital Giving	▶ \$18.3 mm since FY2020
Number and type of Athletic facilities	<ul style="list-style-type: none"> ▶ 2 gyms ▶ 1 fitness center ▶ 4 tennis courts ▶ 1 baseball field (new artificial turf) ▶ 1 soccer field (new artificial turf) ▶ 2 multipurpose fields ▶ 1 athletic center opens Sept. 2024 (golf simulators, dance studio, team meeting rooms, locker rooms, press box)
Accreditation	<ul style="list-style-type: none"> ▶ Middle States Association Commission on Elementary and Secondary Schools – July 2029 ▶ Accreditation International – July 2029 ▶ ISACS – June 2026 ▶ AdvanED/Cognia – June 2025 ▶ National Council for Private Schools Accreditation – June 2025
Memberships	<ul style="list-style-type: none"> ▶ NAIS – National Association of Independent Schools ▶ ECIS – Educational Collaborative of Independent Schools ▶ The College Board



Notable Strengths

- ▶ A strong reputation in Kansas City, and regionally, nationally and internationally, and among its NAIS peers. The School's history and expansion of programs in the global arena and locally in Kansas City through IDEA Space has led to a market position that is distinct and attractive to prospective parents and prospective faculty and staff.
- ▶ A financially healthy school with strong domestic, international and summer programs, which also benefits from a philanthropic and generous community.
- ▶ The School's asynchronous learning platform, Barstow Global Online, and its global campuses are notable for providing a Barstow education to students around the world and for offering online options for accelerated and remote learning.
- ▶ Significant capital gifts have been made to enhance the campus since 2020, including:
 - ▶ Construction of a 32,000 sq. ft. STEAM learning center.
 - ▶ Soccer field turf installation.
 - ▶ Baseball field turf installation, new dugouts and batting cages.
 - ▶ Two renovated locker rooms.
 - ▶ A new faculty and staff lounge.
 - ▶ Roof replacement and installation.
 - ▶ A second 1,250 sq. ft. driveway and two parking lots with 147 additional spaces.
 - ▶ Construction of a 12,000 sq. ft. athletic center featuring golf simulators, a dance studio, team meeting room, locker rooms, press box and concession stand.
- ▶ A culture of innovation around the academic program and ancillary programs.
- ▶ An ethos of warmth, care and attention is notable. Children are seen, adults have a high level of professional satisfaction and it all leads to substantive relationships that endure beyond graduation. There is an enviable number of faculty and staff who are ten plus years into their Barstow experience. Likewise, a noteworthy number of alumni and children of long-time employees are represented among the staff.
- ▶ A warm and inclusive community furthered by strong faculty-student relationships is an element that parents and faculty acknowledge with enthusiasm and a desire for thoughtful preservation.
- ▶ A high demand for its program in the early divisions, as evidenced by an enrollment waitlist. The addition of a preschool prep program for children who turn three between Sept. 2 and Dec. 15 has been met with enthusiasm and has the long-term potential to assist increased enrollment in the lower, middle and upper school divisions.
- ▶ An experienced senior leadership team that actively supports the President.



Qualities and Qualifications

- ▶ A sophisticated leader with proven success developing and retaining a talented faculty, the next President will embrace and be adept at managing the complexity, challenge, and opportunities of Barstow, and will be a strategic steward of the School's resources, including auxiliary programs. In partnership with key stakeholders, the President will set priorities that reflect the School's values, ambitions, and resources and will communicate plans clearly and widely. They will develop strong relationships with the Board of Trustees and partner closely with them on major institutional issues. The next President will direct the financial health of the School and foster a culture of philanthropic support from alumni and parents and will be an impactful fundraiser, communicating the value of a Barstow education in a compelling way that drives success in both annual and capital giving.
- ▶ Recognizing that a creative and inquisitive faculty is the backbone of every strong school, the President will recruit, nurture and inspire a talented, diverse faculty; attract, lead and empower a strong administrative team and set high expectations for staff in all departments; support their professional development, instill a culture of teamwork; and hold them accountable to the School's high standards. The President will balance the need to establish the appropriate levels of autonomy and accountability, creating an environment where people feel motivated, empowered, and supported alongside systems that prioritize accountability and feedback across the institution.
- ▶ In a school with an enduring commitment to mind, body and character, the next President of Barstow will guide faculty and academic leaders to set a clear vision focused on excellence in all aspects of the program. Committed to ensuring a robust, relevant program in this rapidly evolving world, the President will continue to inspire a culture of innovation by engaging the faculty and academic leaders to think expansively about curriculum, pedagogy, interdisciplinarity, global education and the use of technology and to ask bold questions and engage in vigorous debate. With a focus squarely on both the students' intellectual development and their health and wellness, the President will have the courage and confidence to question assumptions and proposed enhancements to the already successful program, and drive innovation.
- ▶ Facilitate and execute an updated strategic plan that builds cohesion around the School's direction and understanding of how the various components of the program (both current and potential new) fit together to advance the School. Distill the scope and complexity of Barstow into a clear, compelling vision that will inspire the community and set bold aspirations.



Continued

- ▶ The short-term future of the School includes a myriad of major possibilities. From a strategic plan update, accreditation, a capital campaign, new programs maturing, enrollment growth measures underway and an ever-present PRRSM list, the new President must prioritize, sequence and prepare adults in a way that further galvanizes the community members and perpetuates continual school improvement with clarity of purpose and direction among stakeholders.
- ▶ Lead the continued strong engagement with Barstow's alumni and parent body and embrace a leadership role in fundraising. Serve as an inspiring spokesperson and compelling public face for Barstow, engaging parents, alumni, donors, and the local community.
- ▶ Steward the School's resources wisely, creating a sustainable path forward by aligning the institution's strategic priorities with its resources and making decisions based on short- and long term implications.

The next President will steward the momentum of a school in a healthy financial condition, that is seeking to attain proficiencies with effective systems and strategic planning around campus expansion and program innovations. The next president will perpetuate an environment where all students, faculty, staff, parents and alumni feel a strong sense of belonging while balancing self-advocacy with strength of community.



Application

To apply for this opportunity please submit:

- ▶ **Letter of Interest.** “Given what you know about Barstow, explain what makes you a fit for the position. Describe your vision for the School in the next 5–10 years, and how you would work to achieve it.”
- ▶ **Your resumé.**
- ▶ **Statement of Leadership Philosophy.**
- ▶ **List of 3–5 references.**
- ▶ **Summary Sheet.** (Provided by the search consultants upon expressing interest)
- ▶ **Disclosure Form.** (Provided by the search consultants upon expressing interest)

Send applications and expressions of interest to either:

- ▶ **André Withers**
Educators Collaborative, LLC
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- ▶ **Carol Santos**
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Application Deadline: Wednesday, October 9, 2024



Start here. *Go anywhere.*