



Chandler School At-A-Glance

450 Students in Grades K-8
from 62 Zip Codes
260 in Grades K-5
190 in Grades 6-8

59% Students of Racial
Diversity

56 Faculty including 15
teaching assistants and
14 subject specialists

51% Employees of Racial
Diversity

Average Classroom Size
Grades K-5: 21
Grades 6-8: 16

Tuition for 2021-2022
School Year
Grades K-5: \$25,600
Grades 6-8: \$26,400

Financial Aid
\$1,513,505 awarded for
the 2021-22 school year
Average Award: \$16,463
20% of Students Receive
Aid

Chandler Alum
92% attend Independent
High Schools

80% get into one of their
top choice high schools

Chandler School Head of School Search

1005 Armada Drive | Pasadena, California 91103
Independent Day School: Co-ed
Applications Due: March 28, 2022
For July 1, 2023

OVERVIEW

Founded in 1950 by Mr. and Mrs. Thomas Chandler, Chandler School was first established in a private home in Altadena, California on the bluff overlooking the Rose Bowl. Chandler School is a bright star in Pasadena's educational firmament and an essential part of the Crown City's fabric.

Today, Chandler School proudly stands as one of the finest K-8 institutions in the San Gabriel Valley, built on a tradition of academic excellence and ongoing commitment to innovation, creativity, social and emotional learning, diversity, equity and inclusion, and character development. Serving 450 students and their families, Chandler abides by its mission to provide each student with the highest quality and most academically challenging education in a nurturing, balanced and diverse environment.

Chandler students benefit from an engaging curriculum, exceptional educational facilities, as well as robust arts, athletics and after school programs led by dedicated and inspiring faculty on a safe, beautiful campus. Chandler families come from all parts of the San Gabriel Valley and beyond, creating a diverse school community that reflects the broad and strong appeal of the School.

During its 71-year history, Chandler has enjoyed lengthy tenures from each of its four heads of school who in turn have recruited and retained superb teachers. Parents are highly engaged including multi-generational families, who as Chandler alumni, are now sending their own children to Chandler. The School has an enlightened traditional school culture, and many beloved activities stretch back decades, creating a feeling of continuity and stability.

Since the School's founding, Chandler has focused on helping develop leaders whose curiosity nurtures a lifelong love of learning. Students grow beyond Chandler as strong alumni, matriculating to competitive educational institutions. Ultimately, Chandler graduates become change-makers and innovators across varied disciplines and professions, guided by principles of wonder and community as a result of a well-balanced education and supportive community.



MISSION

Chandler's mission is to provide each student with the highest quality and most academically challenging education in a nurturing, balanced and diverse environment.

We strive to have our students gain a love of learning, a means of thinking independently and an ability to work collaboratively. A Chandler education seeks to develop good character, self-reliance and a commitment to community in students as a foundation for academic and personal success.

GOALS

- To uphold the Chandler tradition of academic excellence and intellectual discipline in a program that develops the mind, body and spirit.
- To promote respect, trustworthiness, responsibility, fairness, caring and citizenship, which are the core values of our school community.
- To foster an educational environment that values and communicates respect for racial, religious, cultural and economic differences.
- To serve the greater community, recognizing that as much is given to us, much is expected from us.

CHANDLER SCHOOL CORE VALUES

Six Pillars of Character

Trustworthiness

Fairness

Respect

Caring

Responsibility

Citizenship

DIVERSITY, EQUITY & INCLUSION STATEMENT

Chandler School is committed to building and sustaining a diverse, equitable and inclusive community in which the empathy of every member guides our understanding of human differences. We affirm, honor, celebrate and value our individual and collective likenesses and differences.

In the spirit of Diversity, Equity and Inclusion, Chandler's traditions evolve. We are on a continuous journey with a common mission of making a better school, community, nation and world.

LOWER SCHOOL

The Lower School guides K-5 children in social and emotional development as well as academic growth. Chandler's program offers students a variety of challenges, the tools to meet those challenges and the encouragement to approach challenges with a passion for learning more.

Chandler's history as a traditional school with a commitment to academics also includes an ongoing commitment to innovation, creativity and character development. In addition to the core curriculum, project based learning, maker and design thinking are integrated into interdisciplinary projects.

Every week, students attend Science, Art, Music, Library, Computer and Spanish classes taught by subject experts. Daily P.E. and outdoor play fosters more than fitness; it provides countless ways for students to develop teamwork, perseverance, resilience and discipline.

Chandler's dedicated teachers bring true passion and professionalism to their craft. They offer students enrichment opportunities such as field trips, guest speakers and presentations to connect beyond the campus. All children in the Lower School benefit from guided service learning experiences.

Chandler uses technology in ways to support the curriculum, rather than drive it. Lower School technology integration prepares students for the one-to-one laptop program offered in our Middle School. Most importantly, technology prepares students for the world in which they live and learn.



MIDDLE SCHOOL

The Middle School experience at Chandler addresses the academic, emotional, social and physical needs of students making the transition from childhood to adolescence. Students build academic skills and personal responsibility, independence and confidence in a supportive environment that provides opportunity, choice and challenge within a structure of caring supervision.



In addition to the core subjects of English, History, Math, Spanish and Science, students have the opportunity to participate in a variety of electives such as advanced Microbiology (using the latest tools in biotechnology), wood working, ceramics, maker, audio/sound production, theater tech and much more.

Chandler students engage in tinkering and making starting in the Lower School. In the Middle School, project based learning and design thinking further develop critical thinking skills through hands-on, collaborative and interdisciplinary units.

Chandler's Middle School debate team attracts dozens of student participants each year. 6th graders complete a debate mini-course and are invited to participate in an end-of-year novice tournament and official tournaments are open to all students (by try-out) in 7th and 8th grades.

The Middle School employs a 1:1 laptop program: families purchase Apple Macbooks upon entry into the Middle School and students use them each

and every day in a variety of classes. As part of the Middle School curriculum, students learn about net etiquette, online safety, effective web browsing and research skills, media creation, organization and collaboration.

Chandler inspires students to constantly think, learn and grow. At Chandler, students discover new talents and build character in a tight-knit community. Students graduate from Chandler prepared for success in top secondary schools and colleges, and with habits and values to lead fulfilling lives.



ARTS

In Chandler's Lower School and Middle School arts programs, students build confidence in their artistic skills, knowledge and creativity. Students in grades K-8 learn to use a wide variety of media and techniques including drawing, painting, digital arts, printmaking, design, photography, mixed media, sculpture and ceramics. Two highly experienced, full-time art faculty teach in spacious art studios with two kilns, printing presses and ample materials for every child.



Led by two talented music and performing arts teachers, Chandler produces several spectacular musical theatre productions and concerts each year, including the Lower School Spring Holiday Concert, Sixth Grade mini-course musical and two top-caliber musical theatre productions, with nearly 100 students participating as actors, tech crew and stage hands.

Chandler's strong visual arts program inspires and engages students to express themselves through visual arts. Many students discover a passion for musical theatre and continue to perform in high school productions.

ATHLETICS

A Chandler education develops the mind, body and spirit of each student. All children participate in a daily P.E. class led by enthusiastic and expert physical education teachers. In a huge variety of P.E. units, students learn fundamentals of fitness, coordination, balance, teamwork, sportsmanship, health and preparation for intramural sports.

Chandler's athletic facilities include a full-size gymnasium, athletic field and an outdoor basketball and volleyball court. Swimming, tennis, soccer and flag football are practiced at the Rose Bowl complex, adjacent to Chandler.

As a member of the Middle School Independent School League, Chandler offers teams in flag football, basketball, soccer, volleyball, track and field, tennis, swimming, golf, baseball and softball. Chandler's tradition of healthy team competition and sportsmanship builds sound minds in strong bodies.



INNOVATION

Guided by their strategic plan and a vision for the future of learning, Chandler opened the doors to the Center for Innovation, an interdisciplinary space for collaborative, hands-on teaching and learning, during the 2021-2022 school year. The Center for Innovation houses the Innovation Lab, the Music & Performing Arts Studio and the flexible learning classroom serves as a vital extension of the classrooms.

The exciting Innovation Lab is a maker space outfitted with tools and materials to stimulate curiosity and creativity. Under the guidance of the Innovation Lab Director, these resources empower students to make, design, iterate, problem solve and tinker. They support faculty efforts to integrate design thinking and project-based learning into the existing K-8 curriculum.

ADMISSIONS

Chandler School is a highly sought out independent school in the San Gabriel Valley. The school receives 4-5 applications for each available space at the main entry points of kindergarten, sixth grade and seventh grade.

MATRICULATION

Chandler students and their families are guided through the high school admissions process within the first semester of eighth grade with a strong emphasis on finding the right fit school for each child. 80% of graduating students get into one of their top choice high schools and 92% of graduates attend independent high schools in the local area. Chandler students matriculate to area independent schools including: Flintridge Preparatory School, Flintridge Sacred Heart Academy, Harvard-Westlake School, La Salle College Preparatory High School, Loyola High School of Los Angeles, Maranatha High School, Mayfield Senior School, Polytechnic School, Sequoyah High School, St. Francis High School, The Thacher School, The Webb Schools and Westridge School for Girls.

FINANCES

Chandler School stands in a strong financial position which helps ensure the School's financial sustainability and growth. The prudent and diligent financial management of the school requires continual attention by the

Head of School and the Board of Trustees in the years ahead. Chandler has a **\$27 million** endowment and has no debt. The operating budget for the 2021-2022 fiscal year is approximately **\$13 million**. As noted in "At a Glance," **20%** of students receive financial aid awards. The total financial aid award for the **2021-2022** school year is **\$1.51 million** which is higher than average due to present economic conditions. Tuition is the primary source of revenue which is supplemented by strong philanthropic support.



ADVANCEMENT

Chandler has a strong culture of philanthropy with nearly 95% commitment to Advancement efforts from current parents. The Advancement Committee of the Board of Trustees enlists a strong group of active volunteers to support the fundraising efforts of the School. Families understand the importance of giving back to the School, aware that

families before them have provided the opportunities their children have today. On average the School raises \$1.3 million to the Annual Fund. Currently the School is in the silent phase of an \$18 million capital campaign and has already raised \$8 million to support faculty enrichment, academic programs, scholarships and capital projects.



GOVERNANCE

As a 501c3 nonprofit organization in the State of California, Chandler School is governed by an independent Board of Trustees. The Board is responsible for Chandler's strategic direction and the fiscal sustainability of the School.

The Board has an average of 22 board members with the Head of School, Parent Association President (CFA) and Alumni Association & Council President as ex-officio members without voting privileges. Trustees are elected to three-year terms and generally serve no more than two consecutive terms. Board meetings are held five times a year. Every Board member sits on at least two of the board committees: executive, building and grounds, advancement, diversity, equity and inclusion, finance, risk assessment, strategic planning and committee on trustees. Chandler's Board of Trustees is an active and participatory Board and has 100% giving to the Annual Fund.



ADMINISTRATION

Currently the Head of School has 10 direct reports:

- Director of Middle School
- Director of Lower School
- Director of Advancement & Strategic Initiatives
- Director of Finance
- Director of Human Resources
- Director of Diversity, Equity and Inclusion
- Director of Operations & Technology
- Director of Communications
- Director of Enrollment Management
- Director of Extended Care & Summer Programs





5 YEAR STRATEGIC PRIORITIES

Chandler is dynamic and evolving, yet faithful to the core principles embodied in its philosophy and mission statements which have guided the school for more than 70 years.

As Chandler School looks ahead, the following key strategic priorities will guide the School's evolution over the next five years:

- **Academic Excellence** – growing the intellectual capacity and capabilities of each student through outstanding, inspired educators; a challenging, culturally responsive curriculum; and an engaged, committed community.
- **Belongingness** – building and sustaining a diverse, equitable, and inclusive environment that creates an experience of connection, safety and community for each student, employee and family.
- **Wellness** – prioritizing and nurturing the intellectual, social, emotional and physical health and well-being of each student, employee and family.

To advance the interconnected priorities of **Academic Excellence**, **Belongingness** and **Wellness**, Chandler has engaged the community in preparing the 2022-2027 Strategic Plan to address the following strategic initiatives:

- Promote Purposeful Pedagogy
- Redesign Space & Place
- Communicate with Insight & Innovation
- Expand Community Connections
- Support Professional Growth



FUTURE LEADERSHIP OF CHANDLER SCHOOL

As Chandler School, a K-8 independent school based in Pasadena, California, builds on its 72-year history, the Board of Trustees has launched a national and international search to identify a new Head of School whose tenure will begin effective July 1, 2023. To assist the Board in clarifying the goals and opportunities the new Head will face, Marcus Hurlbut and Joan Beauregard of Educators' Collaborative solicited input from members of the school community during virtual listening sessions and by means of an electronic survey. Those interviewed and surveyed included faculty, students, administrators, staff, parents, trustees, former trustees and alumni. Based on this input, the following represents a summary of Chandler's strengths, the emerging challenges and opportunities it faces in the next three to five years and the personal and professional qualities the Trustees and the School seeks in the next Head of School.

Strengths of Chandler School

The strengths of Chandler School are many. The school today is in a very favorable position as it embarks on the search for a new leader to succeed John Finch who will have served Chandler for 22 years when he steps down in June of 2023.

Community

Chandler is a place where students are known, supported and loved. The Head of School and members of the school community take pride in caring for each other and creating a close-knit, welcoming and supportive environment. The School is a gathering place where students and families from diverse backgrounds come together, share common ground experiences and a shared understanding of the School's traditions.



Leadership

Chandler has been blessed with consistent and stable leadership for decades. A long-tenured Head, a well constituted and best practiced Board of Trustees and a dedicated faculty and staff provide an exceptionally strong foundation from which to embark on a new chapter in the School's history.



Program and Curriculum

The School takes great pride in meeting students where they are. Led by strong and effective division heads and a highly qualified faculty, the academic program of the School prepares students for success after Chandler. Small class sizes, individual attention and differentiated instruction create a very positive environment for learning and growth.

Finances

The financial health of Chandler is the result of responsible leadership and stewardship over the past 72 years. The School is debt free, has a generous financial aid budget, parents both past and present, alumni and trustees contribute generously to the School on a variety of levels, and the School's endowment is substantial for a school this size and age. The successes of Chandler fundraising programs such as the Annual Fund, Chandler Family Associates, the Endowment and more is a testament to the loyal commitment of the entire Chandler community.

Location

Adjacent to the Rose Bowl, Chandler is located in a beautiful residential area in the City of Pasadena, California. The school campus is welcoming, attractive and highly functional, and near a variety of resources which enables the School to enhance programs and activities beyond the walls of the campus. A spacious and beautiful home across the street from the School provides superb accommodations for the Head of School and the occasional school function.



Emerging Challenges and Opportunities

The responsibilities of the Head of School are many and varied. With them will come the inevitable challenges that are common to all independent schools as well as some that are unique to Chandler at this point in its history. Among these are:

Evolving Identity

Balancing the School's well-established commitment to provide a high quality and challenging academic program while attending to the social and emotional well-being of the community and developing a diverse, equitable and inclusive environment.

School Culture

Taking the time to understand the culture and traditions of Chandler and continue to develop a school environment where all members of the school community feel valued, included and supported.

The School's six pillars of character have provided a solid foundation for the growth of the School and special attention needs to be paid to the manner in which these core values are understood, respected and implemented.

Program and Curriculum

The ongoing evaluation and review of current programs and curriculum of the School is essential to keeping Chandler at the forefront of independent schools in the area.

Evaluating the manner in which the student experience from K-8 is consistent and well-coordinated.

Faculty and Staff

Understanding the stress that teachers and staff have experienced over the past few years – including a global pandemic, increasing inflation and cost of living and a widespread movement to address systemic injustice and inequality – and developing a clear plan to support and retain Chandler's dedicated faculty and staff.

Continue to develop a teaching faculty that understands and appreciates the important challenge of providing a high quality and challenging academic program while nurturing the social and emotional well-being of every student.

External Community

Making an intentional effort to reach out to the larger community and to continue to demonstrate that Chandler is a private school with a public purpose.

Qualifications and Attributes of the Next Head of School

The next Head of Chandler School will be an experienced, approachable, and strategic leader who will embrace the culture of the School and possess the passion and the skills to move the School forward.

Of particular importance is a commitment to academic excellence, the care and well-being of every student, providing leadership and support for a talented and dedicated faculty, a willingness to work in partnership with supportive parents and a belief in the value of nurturing and sustaining a diverse, equitable and inclusive school community.

The next Head of School will ideally possess the following characteristics and qualities:

Educator and Life Long Learner:

- An educator with a strong background and passion for students in a K-8th grade program.
- A 'life-long' learner with a growth mindset committed to education and maintaining a culture of excellence by keeping abreast of current pedagogy, latest research and innovative practices.

Cultural Alignment and Commitment to DEI:

- A leader who exemplifies Chandler School's core values: trustworthiness, respect, responsibility, fairness, caring and citizenship.
- An authentic and enthusiastic commitment to diversity, equity and inclusion, and a genuine interest in being part of a diverse community.
- High cultural competency with the knowledge of and demonstrated commitment to engage with and lead groups of diverse individuals in respectful, equitable and inclusive ways.



Collaborative & Empathetic Leadership Style:

- An outgoing, warm, positive leader who will maintain high visibility and continually engage in/with the school community.
- A confident leader with a collaborative mindset who can partner, manage and/or lead depending on the situation.
- An astute and patient listener and observer who fosters an inclusive culture that values each individual.

Exceptional Interpersonal & Communications Skills:

- An approachable leader with exceptional interpersonal and communication skills who will build mutually beneficial and creative relationships with the School's various constituencies.
- An articulate, charismatic spokesperson for Chandler School in and beyond the school community.

Strategic Leader:

- The ability to create a vision, inspire the community and set the direction and operating model that supports Chandler's next 20 years as the school develops long range priorities and a master plan informed by the 2022-2027 Strategic Plan and supported by a capital campaign.

Strong Business Acumen:

- Sound financial acumen and working knowledge of school budgeting, fiscal management and plant maintenance.
- Demonstrated experience and success in fundraising and marketing and a willingness to participate in a leadership role in both of these areas.
- Solid understanding of best practices in independent schools.

Solid Management Skills:

- A proven record of identifying, developing, motivating and retaining a talented faculty, administration and staff.
- Proven ability to successfully partner with a Board of Trustees to ensure the appropriate strategic direction of the School.



SUMMARY OF THE SEARCH PROCESS

Candidates interested in this position are asked to submit the following materials by March 28, 2022.

- Educators' Collaborative Cover/Summary Sheet
(Contact Marcus Hurlbut and Joan Beauregard for this document)
- A cover letter addressed to the Search Committee
- Resume
- An Educational Leadership Philosophy Statement
- A Diversity Statement describing your specific skills/experiences working with diverse populations, your values related to diversity and inclusion and how you see yourself contributing to achieving equity and enhancing inclusion and diversity at Chandler
- A list of five or more references with contact information
(including phone numbers and email addresses)
- Educators' Collaborative Disclosure Form
(Contact Marcus Hurlbut and Joan Beauregard for that document)
- Up to three letters of reference (optional)

Application materials are to be sent electronically via email, as a single WORD document to:

Marcus Hurlbut, Partner, Educators' Collaborative, LLC:
mhurlbut@educatorscollaborative.com, 949-279-3084

Joan Beauregard, Partner, Educators' Collaborative, LLC:
jbeau@comcast.net and jbeauregard@educatorscollaborative.com,
206-851-6616

Candidates are encouraged to speak personally with
Marcus Hurlbut (949-279-3084) or Joan Beauregard (206-851-6616)

The Schedule: The Search Committee plans to identify a preliminary group of candidates to interview via Zoom in April. From this group the Search Committee will select finalists for two days of interviews in late April and early May. The Trustees expect to reach a decision and appoint a Head-Elect by the end of May with the term of office to commence on or about July 1, 2023. Salary and benefits are competitive.

Chandler School is an equal opportunity employer.