



DURHAM NATIVITY SCHOOL
Durham, North Carolina

HEAD OF SCHOOL
Start Date: July 1, 2021
durhamnativity.org



**Carney
Sandoe**
& ASSOCIATES



Mission

Durham Nativity School provides an excellent education for young men, empowering them to make a difference in the world.

Vision Statement

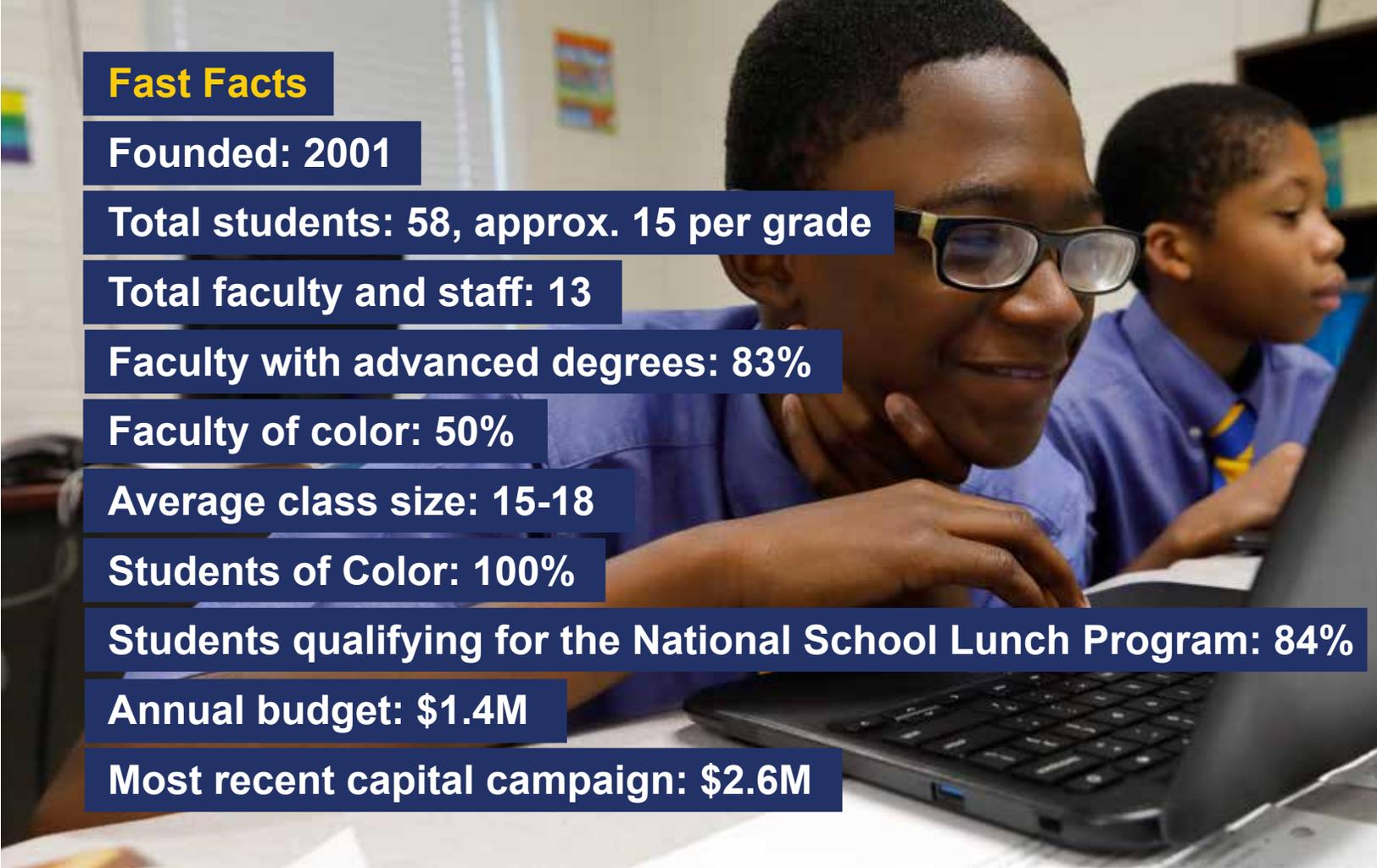
It is the vision of our founder Dr. Joseph Moylan that Durham Nativity School provide a learning environment for eligible boys in grades five through eight which supports them in their personal, social, moral, and intellectual development and positions them to be successful at an independent college preparatory high school. Promoting an academic program that fosters excellence in traditional liberal arts disciplines and a focus on Judeo-Christian values, Durham Nativity School strives to help students engage in activities that promote sound physical and mental health, artistic achievement, and character development guided by a faculty and staff who believe in each student as an individual. Offering an extended day and an extended year program, the ultimate goal of Durham Nativity School is to provide a holistic learning experience for its students, inspiring them to develop the skills and critical thinking necessary to become educated leaders and role models within the community.

OVERVIEW

Durham Nativity School (DNS) provides an impressive learning environment for eligible boys in grades five through eight that supports them in their personal, social, moral, and intellectual development and positions them to be successful in independent college preparatory high schools and beyond.

The school serves young men from varied socio-economic backgrounds and promotes an academic program that fosters excellence in traditional liberal arts disciplines and focuses on Judeo-Christian values. The program also includes an extended 12-year component that supports all students in their post-graduation years through high school and college. In all, DNS offers a remarkably holistic learning experience that inspires students to develop the critical thinking skills necessary to become educated leaders and role models within the community.

Durham Nativity School seeks a dynamic leader as its next Head of School starting July 1, 2021. The successful candidate will be a bold, visionary, and relational leader who is devoted to communicating the school's mission and programs to the community at large. The Head of School is responsible for the overall leadership and management of the school and reports to the Board of Trustees. The Head has primary responsibility for fostering the continued academic excellence of the school, articulating the school's strategic vision, and partnering with the Board to ensure the school's financial sustainability. This is an exceptional opportunity to lead a highly mission-driven independent school with deep ties to its community.



Fast Facts

Founded: 2001

Total students: 58, approx. 15 per grade

Total faculty and staff: 13

Faculty with advanced degrees: 83%

Faculty of color: 50%

Average class size: 15-18

Students of Color: 100%

Students qualifying for the National School Lunch Program: 84%

Annual budget: \$1.4M

Most recent capital campaign: \$2.6M

SCHOOL HISTORY

In the mid-1980s, Kiernan Moylan, a junior at Durham Academy, was tutoring two young men who were offered college scholarships for track but were having difficulty achieving the scores necessary for admission. The young men, both from low-income communities, would come home with Kiernan after track practice and study at the Moylan family's kitchen table. It became immediately apparent to Kiernan's parents, Joseph and Ann Carole Moylan, that the young men were academically unprepared for college. Both were wonderful young men, but they were in the process of slipping through the cracks.

Dr. Moylan, a Duke Medical Center Trauma Surgeon, never forgot the family's experience with those young men. As he approached retirement, someone suggested that he visit the Nativity School in New York City, which offers an extended-day and school-year program designed to prepare middle school students for four-year college preparatory schools, and life beyond.

The Moylans visited the New York Nativity School as well as other Nativity schools in Boston and Baltimore. They ultimately concluded that the Nativity model of a sustained rather than a short-term approach to education would be the most effective in Durham. After a year-long planning process, along with the help of others in the Durham community, the school opened in the fall of 2002.



THE SCHOOL

Durham Nativity School serves middle school boys, most of whom come from financially challenged backgrounds. The school provides a nurturing but structured and academically challenging environment in the liberal arts tradition. It also provides emotional, social, moral, and intellectual support through small classes and both an extended-day and an extended-school-year program. Indeed, the school considers its mission to be a 12-year process with students. It begins as they enter 5th grade and continues as graduates navigate through their high school and college years.

The faculty and staff help students prepare for the rigors of college-preparatory high schools. As part of the 12-year process, DNS's Graduate Support program tracks and supports each graduate's progress throughout high school and college, provides financial support to graduates at college-preparatory high schools, and offers career coaching when students matriculate from college.

Every Durham Nativity student receives a full scholarship to cover the cost of attendance. DNS enrolls students without regard to race, color, religion, or ethnicity, and at least 80% of students must qualify for the National School Lunch Program. Above all, the students and their families must be committed to the school's rigorous schedule and challenging academics. The small class size and the support provided by the dedicated and talented teachers provide the individual attention that the young men need to be successful.

Durham Nativity School is accredited by and a member of the Southern Association of Independent Schools and is based on the NativityMiguel Network of Schools.



ACADEMICS

Durham Nativity's academic program fosters excellence in traditional liberal arts disciplines. The school is committed to providing students with a challenging, standards-based curriculum that prepares students for the rigors of college preparatory high schools and for college and life beyond. The curriculum is guided by state and national standards such as the North Carolina Essential Standards, Common Core, and the Nativity Miguel Schools Standards/Benchmarks.

Core courses include reading/language arts, math, science, social studies, foreign language (Latin and Spanish), and character education. In addition, all Durham Nativity School students participate in study skills, homework help, student advisory, art, choir, physical education, team sports, community service learning, leadership education, and career awareness.

A testament to the school's ongoing student support, 100% of DNS alumni have graduated from high school, with 93% enrolling at independent, college preparatory schools on full or partial scholarships. Ninety-two percent of alumni have gone on to attend a college or university.

High School and College Placement

DNS's inaugural class entered college in the fall of 2009 and graduated in spring of 2013. The school's graduates have higher college attendance rates than the national average, and graduates work in diverse professions ranging from K-12 education to human resources, to medical research.

Graduates have been or are currently enrolled in the following high schools and colleges:

Boarding High Schools

Asheville School
Blue Ridge School
Fork Union Military Academy
Milton Hershey School
Rabun Gap Nacoochee School
Saint Andrews School
Stuart Hall School
Tallah Falls School
Woodberry Forest School

Day Schools

Cardinal Gibbons School
Carolina Friends School
Cary Academy
Durham Academy
Hill Center
Ravenscroft School
Trinity School

Colleges & Universities

Austin Peay State University
Barton College
Belmont Abbey College

Campbell University
Cornell University
Davidson College
Durham Tech. Community College
East Carolina University
Elon University
Georgia Southern University
Guilford College
High Point University
Kenyon College
Louisburg College
Morehouse College
NC A&T State University
NC State University
North Carolina Central University
Piedmont College
Shaw University
UNC Chapel Hill
UNC Charlotte
UNC Greensboro
UNC Pembroke
University of Florida
Vance-Granville Community College
Virginia Tech
William Peace University



ARTS AND ATHLETICS

The school believes that the arts stimulate creative thinking, nurture self-confidence, and enhance leadership skills and academic performance. Collectively, this right-brained activity also helps students develop overall discipline, perseverance, and commitment. To this end, classes in the arts are included in both the core program and the after-school clubs.

DNS believes that a healthy mind and body lead to better attentiveness and classroom performance. Team sports are an extension of the school program and an excellent avenue for developing and exercising character. Through the physical education program and team sports, students develop the necessary athletic skills to compete against other schools while learning and practicing good sportsmanship. The school fields competitive teams in soccer, basketball, and track and field. At the club level, students also participate in Aikido, tennis, and lacrosse.

SCHOOL LIFE

Durham Nativity School believes in a holistic approach to education that develops the whole child. The school encourages self-reflection, critical thinking, exploration, and respect for others. In addition to a diverse curriculum, the school further pursues these guiding principles through programs and clubs in which all students participate at various points.

Each Friday afternoon, volunteers lead student clubs, sharing their talent, passion, and expertise. Regularly offered clubs include music (intro to piano, percussion), athletics (tennis, lacrosse, Aikido), mock trial, cooking, math counts, first aid and disaster preparedness, video production, chess, and youth radio.



Service learning also plays a significant role in the student-life program. The school emphasizes community involvement across academic disciplines with awareness of current social justice issues. This student-directed, intra-community service model teaches students critical leadership skills and provides the Durham community with valued service projects.

CAMPUS

DNS is located in the Old Historic North Durham District, a quiet neighborhood a couple of miles from Duke University. The campus and building had been the home of the Grace Baptist Church of Durham, which donated the property to the school in 2015. Since then, the school has updated this impressive building to serve the educational needs of middle schoolers. A capital campaign raised \$2.6 million for the renovation of the building in 2016.

DURHAM, NORTH CAROLINA

Durham, a city of 280,000 in eastern-central North Carolina, is part of the Research Triangle Region (Durham, Chapel Hill, and Raleigh), known for its technology companies and scholarly institutions. Durham itself is a thriving and growing community. The major employers include Duke University and the Duke Medical Center. Other top employers include IBM and numerous pharmaceutical companies. The city is also home to North Carolina Central University, a respected HBCU.

A recently revitalized downtown has helped the city undergo an economic and cultural resurgence that has made Durham one of the more sought-after communities in the state. With its tree-lined neighborhoods, excellent restaurants and services, and still relatively affordable housing, the city has



been attracting a steady influx of young professionals. The city also offers plenty of opportunity for engaging in the arts. The Durham Performing Arts Center is one of the most attended performing arts venues in the nation. Between the Outer Banks and the Great Smoky Mountains, the Durham region also offers easy access to the great outdoors.

While summers can be hot and humid, winters are mild in North Carolina — a pleasant surprise for most residents moving in from out of state.

OPPORTUNITIES AND CHALLENGES

The uniqueness of the mission of Durham Nativity School dictates a certain uniqueness in the opportunities and challenges facing the next Head of School. Philanthropic support for the school and students is the top priority, as students receive full scholarships to attend DNS and, when necessary, additional tuition support in high school. The next Head will need to partner positively and genuinely with existing donors while cultivating new donors who will share a long-term passion for the school and its students. Importantly, the Head must engage as an external face of the school, telling the school's story and building partnerships across the city. The school anticipates launching a capital campaign in the near future. As the school enters its next chapter, there is also an opportunity to bring a questioning lens to current programs, policies, and procedures, leaning on best practices in education as faculty, staff, and trustees refine operations.

Additional opportunities and challenges include the following:

- Strengthening existing community partnerships, establishing new partnerships, and building the public presence of the school.
- Identifying, recruiting, and retaining mission-appropriate students.
- Defining and executing a new strategic plan.



- Recruiting and retaining quality faculty and staff.
- Leading the school towards long-term financial sustainability.
- Furthering program and facilities, particularly with respect to technology and athletics.
- Supporting the Board as it evolves in composition and scope.

DESIRED QUALITIES AND QUALIFICATIONS

Leading a school like Durham Nativity School is as much of a calling as it is a job. The families, students, and staff speak passionately about the pervasive feeling of family in the school. Therefore, the Head of School at DNS will be expected to lead with compassion, acceptance, love, and warmth while being able to chart a visionary course of excellence in all aspects of school operations.

An advanced degree is expected, along with a deep passion for diversity, equity, and inclusion. The school desires a Head of School who understands and relates to the young men and their families and the challenges they face. Additional attributes and characteristics that are important for the next Head include:

- Personal and professional commitment to diversity, equity, and inclusion.
- Strong public speaker and effective communicator orally and in writing.
- Ability to anticipate needs and plan for the future.
- Devoted to middle school boys and their needs.
- Relational, open, collaborative, and genuine.
- Inspirational, bold, and visionary.
- Problem-solver; willingness to take thoughtful risks.
- Servant leader, willing to “work in the trenches” to support the students and the school.
- Excellent fundraiser and friend-raiser.



TO APPLY

Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current resumé.

Selected candidates will also be asked to provide the following:

- Responses to writing prompts, in lieu of a traditional statement of leadership philosophy and practice;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission).

Candidates are invited to contact the consultants in confidence and to submit a resumé and cover letter to:

Barbara Daush
Senior Consultant
barbara.daush@carneysandoe.com

Marsha Little
Search Consultant
marsha.little@carneysandoe.com