



The Judson Montessori School

*Head of School Search
San Antonio, TX*

Opening for school year 2008-2009

An independent day school for students ages 3 through 14, The Judson Montessori School (JMS) is accredited by the Independent Schools Association of the Southwest. The school was founded upon the teachings of Dr. Maria Montessori and is a member of the American Montessori Society (AMS). Its teachers are certified by AMS, AMI (Association Montessori Internationale), or MACTE (Montessori Accreditation Council for Teacher Education). Enrollment numbers 304 students during this 2007-2008 school year.

Mission

The mission of The Judson Montessori School is to provide a personalized education, using the Montessori method and philosophy, to support each student's development while furthering a love of learning.

We see ourselves as partners with parents, guiding students to achieve their full potential in academic, social, physical, intellectual, aesthetic, and moral development from early childhood through adolescence.

We believe in honesty, commitment, appreciation of quality, striving for excellence, cooperation, respect, and tolerance.

The School Community

The Judson Montessori School is located in a newly developed area of North San Antonio known as Rogers Ranch. The campus is moments off Route 1604 and Route 281, both major San Antonio arteries. The 24-acre campus is designated as an “environmentally sensitive” area and provides a charming southwestern backdrop for the school’s attractive facilities.

The present campus was opened in January, 2000. Architecturally, it was designed to complement Montessori educational activities. Spacious classrooms accommodate multi-age learning environments. Settings for the practical life inclusions in the curriculum are a part of each classroom. The learning environments surround a large library. Open meeting spaces, administrative offices, and facilities for music and Spanish are also included in the main building. Outdoor gardens, a soccer field, and a nature trail are other uses of the school’s acres, but there is ample space for further campus growth. One of the buildings most often suggested as a next phase in expansion is a multi-purpose/athletic facility. Currently the school is undertaking a strategic plan to determine its plans in several areas, including facilities.

Students and Instruction

JMS is described as a “big family.” There are 304 students, of which 142 are in the Early Childhood program. The Lower Elementary includes 83 students; Upper Elementary, 52; and the Middle School, 27 students. Student enrollment includes children who are African American, Asian, Caucasian, Hispanic, Middle Eastern, and Native American. Within JMS, 52 families have more than one child at the school. An active parents association provides support for school-wide activities, from book fairs to major fundraising and “friendraising” events.

There are an average of 24 students in each classroom with 1 teacher and 1 assistant. These numbers create wonderful learning interaction with a faculty to student ratio of 1:12. Students benefit from the multi-age setting where they can progress developmentally rather than by age. The learning environment is an active place with studies through an integrated curriculum. Organizing information, problem solving, and cooperative learning are major outcomes of their interactive studies. Inquisitive, self-motivated learners keep families at the school and generate students who are enthusiastic about their JMS experience.

JMS’s educational program is structured to be a continuum beginning in the early years and continuing through the Middle School. Following their time at JMS, approximately 60% of the students will enroll at other independent/private schools in San Antonio. Forty percent will attend public schools, and of these, 30% enroll in public school magnet programs.

Faculty and Administration

The faculty is cited by parents and Board alike as the school’s greatest strength. Among the 34 faculty and staff, the average tenure at JMS is approximately eight years. An undergraduate degree and Montessori training is the minimum expectation for each classroom teacher. Approximately 20% also hold advanced degrees. Teachers are encouraged to attend workshops and professional development activities. Fifteen hours of continuing education is expected each year. Benefits include medical, hospital gap plan, dental, Section 125 (cafeteria) Plan, life/accidental death and dismemberment, long-term disability insurance, long-term care insurance, AFLAC voluntary products, and a 403(b) retirement plan.

To assist in maintaining the school's Montessori integrity, a Program Coordinator oversees the curriculum and is responsible for working with the Elementary and Middle School program, faculty, and students. A Parent/Teacher Liaison oversees the Primary teachers and manages parent/student issues at those age levels.



Among the school's administrators are the Head of School, Administrative Assistant, Business Manager, Business Office Assistant, Facilities Director, Development Director, Admissions Director, the Director of Marketing and Community Relations, Director of Information Technology, Health Assistant, and a Secretary/Receptionist. An Interim Head of School appointment has been made for the current school year. While it is anticipated that a permanent Head of School will be in place by mid-summer, the community is committed to taking the time needed in order to find a good leadership match.

Board of Trustees

The next Head of School will benefit from a dynamic Board of Trustees. Board membership includes people from the wider San Antonio business and educational communities as well as JMS parents and past parents. The Head of School serves as an ex-officio member of the Board.

In recent months, the trustees have been reviewing a number of areas. Included have been trustee by-laws, trustee terms, committee structure, interaction school constituencies, policy determination, and strategic planning. Communications, transparency, and the school's leadership transition have been other areas of evaluation.

Finances

The school's operating budget is approximately \$2.9 million. Tuitions for 2007-2008 range from \$6268 for the youngest children to \$12,482 for Middle Schoolers. While there is a small endowment, most funding is from tuition revenues. Love of Learning, the school's annual giving fund, adds approximately \$157,000 to yearly operations. Revenues are also generated from the Child Care Program (extended day offering) and a small summer camp. JMS is fortunate that its careful financial planning has established reserves for both operations and small capital improvements and maintenance.

The Opportunity and Challenges

JMS, since its founding in 1974 by Gay and Jim Judson, has held a premier spot as one of San Antonio's strongest and most respected independent schools. The ensuing years have brought continued growth, a wonderful new campus, and increased excellence in its programs. With the current leadership transition, the school has the opportunity to further extend Judson's reputation in the city, state, and region.

Now, as the Board, administration, faculty, and parents plan for the school's future, a number of opportunities will capture the community's attention and demand the talents of an exceptional Head of School; among them:

- Strengthening the quality of the JMS Montessori education; addressing curriculum issues and vertical alignment; assuring academic excellence.
- Retaining and recruiting quality faculty; providing them with highly competitive compensation; and generating a spirit of camaraderie and shared purpose.
- Recruiting families; addressing attrition; establishing a pattern of enrollment through the Middle School; understanding admissions and enrollment as a shared responsibility among administrators, faculty, families and board members.
- Developing a stronger position in the independent school community and as a significant option for San Antonio families.
- Uniting a community which has experienced the loss of some key members while at the same time, integrating and mentoring new members of the community.
- Maintaining a culture which honors faculty, welcomes parents, and embraces the child.
- Projecting a vision for the next phase of the school's development; setting a strategic plan; and generating the support for the successful implementation of that vision/plan.
- Providing management skills to address needed areas of policy clarification, evaluation of programs and personnel, and fiscal oversight.
- Extending development activities in order to increase non-tuition revenues.

Whether with or without Montessori training, the next Head of School must fully embrace the Montessori philosophy; and, using the strong resources of the school's Montessori people, further the school's mission and educational programs. An advanced degree and experience as an administrator and/or teacher at an independent school are other position expectations.

Clearly, the next Head of School must be a strong administrator who will make thoughtful decisions based on the needs of children. He/she must interact comfortably with all constituencies and inspire their respect. The new Head must guide the Board and school community in a united vision. Most importantly, he/she must enjoy children and project an excitement about being a part of The Judson Montessori School.

Application Procedure:

Interested candidates are asked to submit their resume, a list of professional references, personal statement, and letter of interest at the earliest possible date. Credentials will be evaluated as received.

Please email materials to:

The Education Group
The Judson Montessori School Search
5952 Royal Lane, Suite 161
Dallas, Texas 75230
800-369-9102 or 214-696-3692
searches@educationgroup.com



The Search Committee will maintain the confidentiality of all applications until a candidate reaches final consideration.



www.judsonmontessori.com.

The Judson Montessori School admits students of any race, color, gender, creed, or national origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, gender, creed, or national origin in employment or in its administration of its educational policies, admission policies, financial aid programs, athletics, or other school-administered programs.