# Head of School Search

## ST. PHILIP'S EPISCOPAL SCHOOL | BEEVILLE, TX

## START DATE: JULY 1, 2027



The Education Group

# Mission

St. Philip's Episcopal School seeks to foster growth in scholarship, character, and spiritual formation through a challenging academic environment and a nurturing Christian atmosphere.

## Vision

Preparing tomorrow's leaders today through the principles of academic excellence, spiritual growth, physical well-being, and respect for oneself and others.

## Philosophy

At St. Philip's, we believe every child is a unique gift from God, deserving of respect, encouragement, and opportunities to discover and develop their abilities. Education embraces the whole child, nurturing intellectual curiosity alongside social, emotional, physical, and spiritual growth.

We believe academic challenges and personal attention belong together. In a small school community, strong relationships help teachers understand each student's strengths and needs, provide meaningful support, and encourage children to approach new challenges with confidence. Students are encouraged to ask thoughtful questions, think independently, work collaboratively, and take pride in their learning.

Rooted in the Episcopal tradition, our philosophy joins faith with inquiry and learning with service. We seek to cultivate honesty, compassion, responsibility, and respect for the dignity of every person. These values shape how we teach, how we learn, and how we care for one another.

We recognize families as essential partners in their children's education. Through a close partnership among school, home, and parish, St. Philip's seeks to prepare students for continued academic success and lives of purpose, service, and thoughtful participation in their communities.








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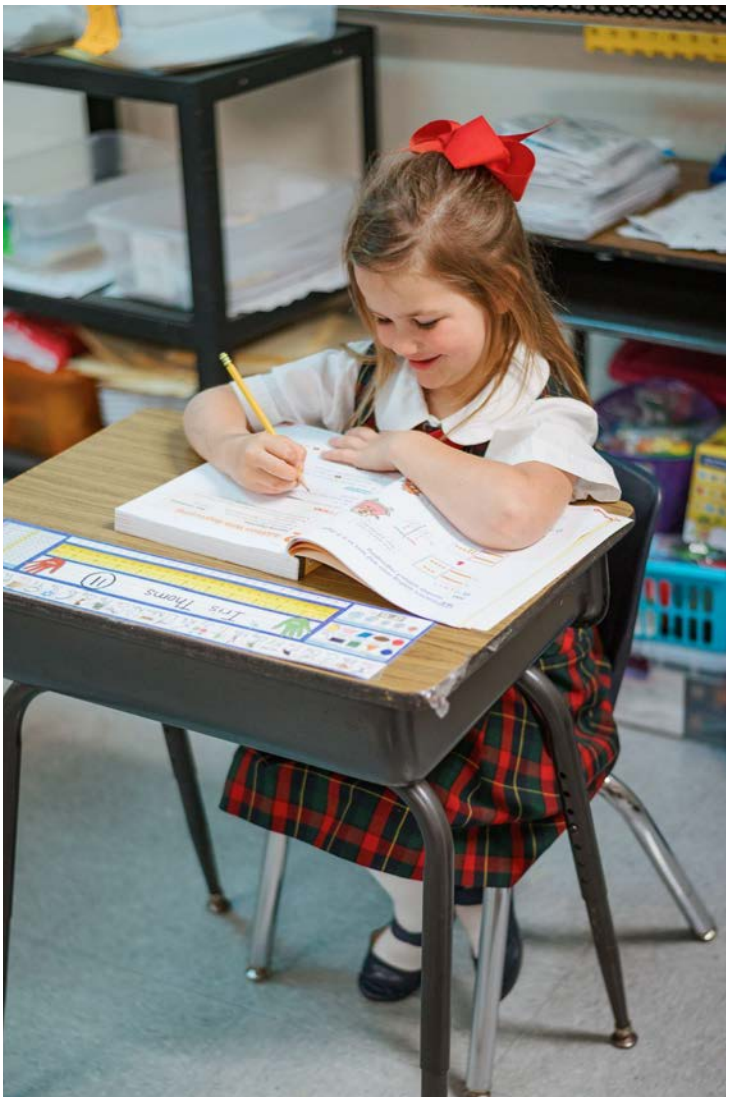
# Our History and Campus

Established by the Vestry of St. Philip's Episcopal Church in 1954, St. Philip's Episcopal School began with a single kindergarten class meeting in the parish hall. The Rev. John Worrell, then Rector of the church, served as its first Headmaster. From those modest beginnings, the school has grown into a community serving children from Preschool through Eighth Grade.

Over more than seven decades, investment by the parish, school families, foundations, and friends have supported the expansion of both the educational program and the campus. Classroom additions in the 1980s and a major expansion completed in 1994 created room for a growing school. Additional space for enrichment classes followed in 2016.

In 2020, the church and school acquired the Welder Home across Adams Street, adding nearly an acre to the campus and providing space for administrative offices and a middle school classroom. The school's continued commitment to middle school education led to the acquisition and renovation of a neighboring property in 2023. Dedicated as Williams Hall in August 2025, the building houses four middle school classrooms.

Today, St. Philip's offers an attractive campus with generously sized classrooms and spaces that support learning from the early childhood years through middle school. Its facilities reflect a community's enduring commitment to its children and provide a strong foundation for the school's next chapter.





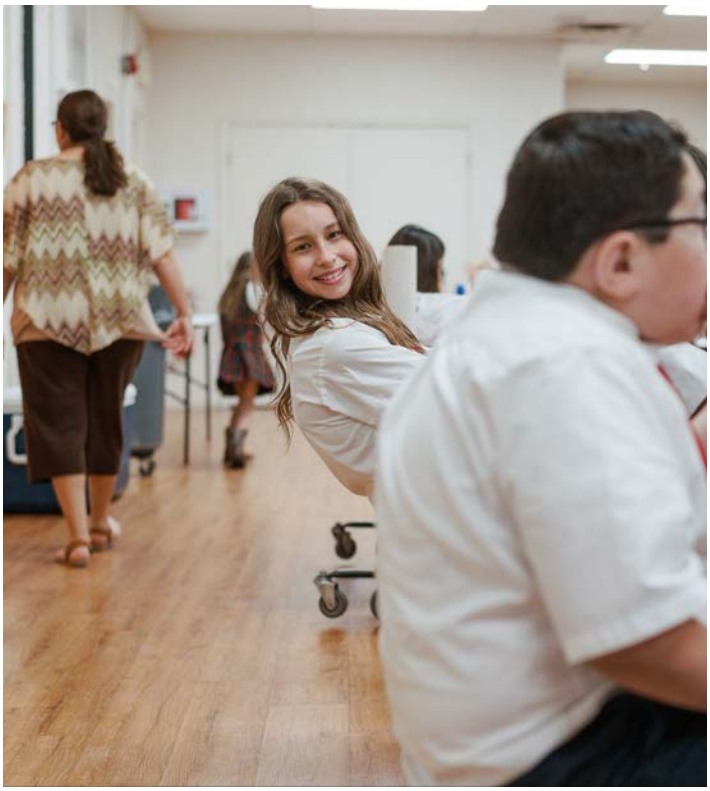
# Program

St. Philip's Episcopal School offers a dynamic academic program from early childhood through eighth grade. Across all three divisions, engaging instruction and personal attention help students build strong academic foundations, develop confidence, and become increasingly independent learners.

## The Early School

The Early School nurtures young children's curiosity through joyful, developmentally appropriate learning experiences. Themed activities, stories, songs, and games build early language and mathematics skills while supporting social and emotional growth. Frog Street Threes and World of Wonder Fours provide a foundation for exploration, friendship, and kindergarten readiness, integrating science, social studies, and music into daily learning.





# Program

## Elementary School

In kindergarten through fourth grade, students develop essential skills in reading, writing, and mathematics while exploring the world through science and social studies. Literacy instruction combines phonics, vocabulary, comprehension, and writing with opportunities for discussion and independent reading. The Singapore Math approach helps students move from hands-on experiences to visual models and abstract thinking, emphasizing understanding and problem-solving.
Hands-on science encourages students to ask questions, investigate, and apply the scientific method. Social studies introduces communities, history, geography, economics, and civics through inquiry and projects that connect learning to everyday life.

## Middle School

Serving fifth through eighth grades, the Middle School builds on these foundations while encouraging greater independence, deeper thinking, and responsibility for learning. Mathematics continues to emphasize conceptual understanding and problem-solving. English language arts progress toward literary analysis, thoughtful discussion, and increasingly sophisticated reading and writing.
Through investigations and real-world problems, science integrates STEM concepts and develops students' ability to explore, test, and explain ideas. Studies of Texas, United States, and world history broaden students' understanding of the past and their responsibilities as citizens. Together, these experiences prepare students for the academic expectations and opportunities of high school.





# Episcopal Identity and Chapel Program

Chapel is one of the clearest expressions of the joy that runs through St. Philip's Episcopal School. Chapel offers a window into a community where children are known, where adults delight in them, and where faith is part of the rhythm of each day. K-8 chapel is student-led.

From Monday through Thursday, Father Andrew, Rector of St. Philip's Episcopal Church, leads two chapel services. Preschool and prekindergarten children gather for songs, Bible stories, and prayer. Students in kindergarten through eighth grade attend a service adapted from Morning Prayer in the Book of Common Prayer. Scripture and prayer ground the service in the Christian tradition, while homilies and discussions invite students to consider how the day's message speaks to their own lives and faith traditions. To watch a chapel service, click here.

On Fridays, the whole school comes together for chapel, led by the Head of School and the Bible/Godly Play instructor leads the special programming. Classes from preschool through eighth grade take turns bringing a theme to life through a song or skit. Even the youngest children have a chance to lead, and students get to see and cheer on classmates from across the school.

Weekly Bible lessons give students time to explore the stories and ideas they encounter in worship. In preschool and prekindergarten, children hear and retell Bible stories with simple materials through Godly Play. From kindergarten through eighth grade, Bible lessons invite students to engage with Scripture in ways suited to their age. For the next Head of School, a close partnership with the Rector will help sustain this joyful expression of Episcopal identity and the sense of belonging it nurtures across the school.

# Fast Facts

## The School

- **Location:** Beeville, Texas
- **Founded:** 1954 by the Vestry of St. Philip's Episcopal Church
- **School type:** Coeducational Episcopal Parish School
- **Diocese:** West Texas
- **Rector:** Rev. Andrew Green
- **Chapel:** Daily, with a whole-school service on Fridays
- **Percent Episcopalian Families:** 12%
- **Colors and Mascot:** Red, Navy Blue, White, The Noble Knights



## Enrollment and Grade Levels

- **Enrollment:** Approximately 125 students
- **Early School:** Preschool and Pre Kindergarten
- **Elementary School:** Kindergarten through Fourth Grade
- **Middle School:** Fifth through Eighth Grade
- **Student-to-teacher ratio:** 8:1
- **Co-Curriculars:** Private Schools Interscholastic Competition (PSIA), Scripps National Spelling Bee, Bishop's Cup
- **Tuition:** $6,000/yr.




## Campus

- Spacious classrooms and dedicated space for music, Spanish, art, and physical education
- A separate building houses the church and school offices
- Williams Hall, dedicated in August 2025, houses four (4) Middle School classrooms





# The Position

St. Philip's Episcopal School seeks a Head of School who will be at home in a close-knit parish school and bring the leadership experience to guide its next chapter. At St. Philip's, children are known by name, daily chapel is a source of joy, and families and teachers share a deep affection for the school. The next Head will build on that trust, working with the Rector and Board of Trustees to sustain the school's Episcopal identity and put its mission into practice in the decisions that shape its future.

**Plan for the school's long-term strength. In partnership with the Board and parish:** The Head will lead a strategic planning process that connects enrollment, tuition, fundraising, and operating decisions. Priorities include telling St. Philip's story more widely to prospective families, reviewing tuition and discounts to balance affordability with financial sustainability, and broadening support through fundraising and grants.

**Build alignment from preschool through eighth grade:** The Head will work alongside faculty to identify what students should know and be able to do at each grade level and how those skills build vertically from year to year. Shared expectations, a review of curriculum and teaching practices, and greater consistency in classroom routines will help students make smooth transitions between grades and enter high school ready for its academic demands.

**Strengthen the systems that support a small school:** This opportunity will appeal to a leader who enjoys being present in classrooms and chapel, listens closely to families and faculty, and can turn shared priorities into steady, practical progress. The next Head will have the chance to strengthen a school whose Episcopal identity is visible in the way its people teach, worship, and care for one another.

# Desired Qualities in the Next Head of School

## Relational/Collaborative Leader

One who builds strong partnerships, models teamwork, and brings people together around a shared vision, reinforcing the school's sense of unity and purpose. Maintain strong relationships with students, parents, and faculty.

## Independent School Leadership Experience

Proven success as a Head of School or senior administrator in an independent school setting, with a deep understanding of governance, board relations, and the unique culture of Episcopal independent education.

## Faculty Leadership and Mentorship

Inspires and empowers teachers, offering mentorship and professional growth opportunities that strengthen faculty excellence and, in turn, student learning.

## Strategic Thinking and Long-Range Planning

Envisions the school's future with clarity, sets achievable goals, and implements thoughtful strategies to ensure sustainability and long-term growth.

## Strong Management Skills

Oversees operations with efficiency and effectiveness, balancing the needs of students, faculty, and families while maintaining a well-organized school environment.

## Business and Financial Acumen

Understands budgeting, enrollment management, and resource allocation, ensuring that the school remains financially healthy and mission-driven.

## Exceptional Communication Skills

Communicates with clarity, empathy, and transparency across all constituencies—students, parents, faculty, staff, trustees, and the broader community. Represent and advocate for St. Philip's.







# Opportunities and Challenges for the Next Head of School




## Uphold Standards of Excellence

Continue to advance the strong academic, spiritual, and co-curricular programs that define St. Philip's, ensuring that students are consistently challenged and supported at every stage.



## Recruitment and Retention of Faculty and Staff

Attract, develop, and retain exceptional educators and staff, while fostering a culture of professional growth, collaboration, and stability.

## Fundraising

Build upon existing advancement efforts by cultivating donor relationships throughout the Coastal Bend area, engaging alumni and parents, and broadening philanthropic support for the school.




## Maintaining a Strong Sense of Community

Nurture and strengthen the close-knit, welcoming community that is central to St. Philip's identity.

## Implementation of Strategic Plan

Lead the community in carrying forward the strategic plan, turning vision into action through clear priorities, accountability, and thoughtful leadership.

## Recruitment and Retention of Students

Sustain healthy enrollment by attracting new families to the school while retaining current students through exceptional programming, communication, and engagement.



# How to Apply

Interested candidates should provide a résumé, cover letter highlighting their interest in and fit for the position, a statement of leadership philosophy, and a list of five (5) professional references with contact information, as a single PDF attachment, by December 15. These materials should be sent to one of the consultants to this search listed below. Candidates will be evaluated as materials are received.

# Search Consultant



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