



PULASKI
ACADEMY

Head of School Search

July 2024

Pulaski Academy

12701 Hinson Road

Little Rock, AR 72212

pulaskiacademy.org



The
Education
Group

The Position

As the leader of a large institution with a close community ethos, the Head of School is responsible for maintaining academic excellence while cultivating a warm, inclusive family environment.

The Head must inspire trust and be visibly present in the school community, an enthusiastic cheerleader for the multitude of school activities. The Head of School will be supported by a committed administrative team and a faculty devoted to their students and should be both an inspirational leader and effective manager. Reporting to the Board of Trustees, the Head will both steward and reflect the school's mission and ensure the strength and vibrancy of Pulaski Academy.

Importantly, the next head of school will also be the benefactor of a year of intentional leadership and strategic positioning guided by the recently appointed interim head of school.





THE SCHOOL

An independent, non-sectarian school, for boys and girls aged 2½ through grade 12, Pulaski Academy is located in West Little Rock. PA has four divisions and enrolls over 1,300 students.

The attractive 32-acre campus, set on a hillside, includes nine buildings, several playing and practice fields, and age-appropriate playgrounds. Although all ages are located on the same campus, there are separate buildings for Early Childhood, Lower, Middle, and Upper Schools. The school's core values – Integrity, Responsibility, Respect, Excellence – are prominently displayed around the campus, as are numerous statues of bears – they are the Bruins!

The Connor Performing Arts Center, a state of the art facility, includes an auditorium with seating for 1800, spacious entry, and balcony seating, as well as professional lighting and sound. The Meyer Student Pavilion is a free-standing facility that includes Murphy Theatre, PA Cafe, Rutherford Gymnasium and meeting rooms.

Pulaski Academy is accredited by the Arkansas Nonpublic School Accrediting Association and the Southern Association of Independent Schools (SAIS). PA holds memberships in the National Association of Independent Schools (NAIS), the National Association of Secondary School Principals (NASSP), The College Board, The Cum Laude Society, and the National Honor Society.





ADMINISTRATION

Rachel Deems has been named interim Head of School beginning July 1, 2023. Recognizing the need to carry out a thoughtful and complete head of school search, Pulaski Academy has hired the expertise of a seasoned head of school to lay out the entry pathway for the permanent head of school beginning July 1, 2024. The leader of Pulaski Academy will be supported by the Heads of each division, Finance, Advancement, Enrollment, Counseling, Technology, Athletics, and Auxiliary Programs.

Mission

*“to inspire students
to explore, create, contribute,
and achieve”*





ACADEMICS

Early Childhood School

The Early Childhood School (Cub Academy to Kindergarten) program focus is a Reggio Emilia inspired curriculum that provides opportunities for early childhood students to increase their critical thinking skills in every aspect of the program throughout the day. Regularly scheduled integrated studies include Spanish, music, art, physical education/movement, library, and STEAM, each taught by teachers that are specifically trained in these disciplines.

Lower School

In Lower School, grades one to four, students will gain from learning in self-contained classrooms where children benefit from having consistency in access to their teachers and a cohesive social dynamic in the learning environment. Collaborative grade level teaching teams work to build continuity and a wide perspective in planning curriculum and program. With use of various educational technologies as tools to encourage research, application, and production of learning, students are offered opportunities to explore academically and socially as they begin to further skill development as foundations for the creative and academic process. Integrated enrichment classes include music, PE, art, Library/Research, Spanish, STEM, and a Humanities lab.





ACADEMICS

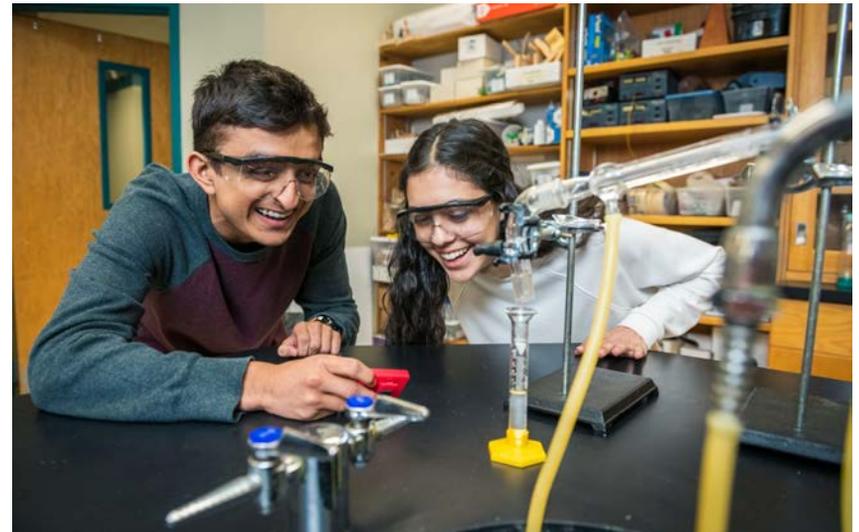


Middle School

Grades five through eight are formative years when students lay the foundation and study habits that will drive their future success. Middle School faculty work with a variety of learning strategies and each grade has a designated technology class to support the learning and develop essential tech skills. The Math curriculum culminates in the completion of Algebra I by the end of 8th grade with in-coming students placed appropriately. Introduction to World Languages begins in sixth and seventh grade; a full-year of Chinese, Spanish, or French is offered in eighth grade. Fine Arts exploratory classes or full-year electives are available at every grade level: Visual Arts, Band, Vocal Music, and Theatre.

Upper School

Pulaski Academy upper school students are led by an inspired faculty who guide and encourage scholarship, and expect students to explore beyond their comfort zone. Students are expected to own their experience by participating with full effort and strong character. Twenty Advanced Placement and twelve Honors courses are available and upper school students consistently lead the way and set the standard for academic excellence in the state with numerous National Merit finalists and semifinalists. Students in the Senior Thesis class are regularly published in the *Concord Review*, upper school students have received national recognitions in National History Day competition, Science Fair competitions, Model UN and the National Peace Essay contest.





Academic Support

A learning support specialist is available for Early Childhood and Lower School students with accommodation plans at the classroom teacher's discretion during the school day for one-on-one or small-group instruction. This offers reinforcement of information taught in the classroom, specialized reading therapy, and extended-time testing if recommended on the formal evaluation. In the Middle and Upper Schools, the Learning Services department offers learning lab classes dedicated to students who have documented accommodation plans on file and desire the additional structure and support that this course provides. Pulaski Academy provides six learning specialists campus-wide. All are certified teachers with emphasis in either special-education, dyslexia and reading certification, or other specific reading intervention skills.

Diversity, Equity, and Inclusion

Pulaski Academy is an independent, college preparatory school that respects, embraces and celebrates diversity in its curriculum, student body, and staff. Pulaski Academy does not discriminate on the basis of race, religion, gender, color, national or ethnic origin in the admission of students, in hiring, or in the administration of its educational program.



Minority enrollment school wide is 25%

- ECS = 39.1%
- LS = 26.2%
- MS = 22.3%
- US = 22.6%
- International - 0.9% of total student body



Arts and Athletics

Pulaski Academy strives to exemplify the mission of the school with robust offerings in the performing and visual arts. Student offerings in the performing arts include choral and Orff-Schulwerk centered instruction in the ECS and lower school. Band, choral groups, and jazz ensemble are introduced in middle and upper school. The performing arts are offered as an elective beginning in the sixth grade. The PA Theatre Department produces three full-length productions a year: the fall play, spring musical, and middle school musical. In athletics, the tradition of excellence, building community and promoting the scholar-athlete honors the mission at PA. The School has won many team state championships and student-athletes have signed college athletic scholarships, with some participating in professional athletics. A full-time coaching staff allows 78% of students to participate in baseball, basketball, cross country, dance, football, golf, lacrosse, volleyball, soccer, softball, spirit squad, swim, tennis, trap shooting, and wrestling.



CORE VALUES

Integrity • Responsibility • Respect • Excellence

Living in Little Rock

Pulaski Academy is located in West Little Rock, an attractive area of the capitol city with rolling hills, residential areas, shopping, and excellent restaurants. It provides easy access to the outdoors including Pinnacle Mountain State Park and Two Rivers Park and to the urban center of the state capitol where the Arkansas river runs through downtown.

The Little Rock region is home to many large employers in a variety of industries. Government, healthcare, manufacturing/distribution, and banking/finance are the top employers. Little Rock has seen tremendous growth in FinTech and tech-related companies.





THE IDEAL CANDIDATE

Opportunities and Challenges

The new head of school will be expected to maintain the academic excellence for which the school is well known and to cultivate the warm community that characterizes PA. Outstanding communication skills are essential to ensure cohesiveness in this large school community. The head should be visible to students, faculty, and parents and enjoy attending athletic, arts, and other extracurricular events.

Desired professional qualifications include

- Ability to inspire trust
- Management skills
- Strategic, long-range planning abilities
- Ability to promote the school
- Faculty leadership/coaching ability
- Fundraising skill

Desired personal qualities include

- Strong communication skills
- Ability to inspire those around him/her
- Understanding of Pulaski Academy, Little Rock culture
- Ease in making fair and firm decisions
- Passion for education
- Warm/approachable personality



Areas of focus for next Head

- Uphold standards of excellence
- Maintaining a strong sense of community
- Maintain competitive advantage with other schools
- Recruitment and retention of faculty and staff
- Fundraising
- Strengthening leadership/evaluation of administrative team



PULASKI ACADEMY SCHOOL FAST FACTS

SCHOOL



- **Founding Date:** 1971
- **Location:** Little Rock, Arkansas (population 198,500)
- **Size of Campus:** 32 acres
- **School Colors:** Navy blue and gold
- **Religious affiliation:** As an independent, non-sectarian school, PA embraces all faiths, races and cultures.
- **Grades:** Preschool (2.5 years) through the 12th grade

STUDENTS



- **Enrollment:** 1345 students enrolled across the school
 - Upper School (grades 9th -12th) - 417
 - Middle School (grades 5th - 8th) - 374
 - Lower School (grades 1st - 4th) - 314
 - Early Childhood School (age 2.5 - Kindergarten) - 240

ACADEMICS



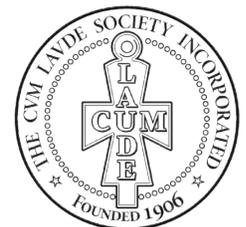
- **Last Five Year Averages**
 - Class Size - 96
 - SAT reading - 603
 - SAT math - 619
 - ACT composite - 27

FINANCE



- **Tuition**
 - PK3: \$7,065 - Grade 12: \$17,940

Memberships & Accreditation





How to Apply

Prospective candidates should send the following materials in a PDF document to dave@educationgroup.com or allison@educationgroup.com.

For further information about the position and application procedures, please contact the School's search consultants.

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- Statement of leadership philosophy
- List of five professional references with contact information
- Letters of reference, if available, but not required



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Search Consultant
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Candidates will be evaluated as materials are received.