

# THE EPISCOPAL SCHOOL of DALLAS



ATHLETIC  
DIRECTOR  
POSITION  
STATEMENT





# POSITION STATEMENT

The Episcopal School of Dallas seeks a dynamic Athletic Director to serve as a strategic and collaborative leader to oversee its comprehensive athletics program. The Athletic Director will provide strategic administrative leadership, direction, and oversight for all athletic programs in grades PK-12, overseeing an associate athletic director, coordinator of athletic operations, director of sports performance, as well as a strong group of program directors and coaches. The Athletic Director will be expected to promote excellence in education through athletics, establish the highest level of sportsmanship among coaches, players, and community, and ensure that the mission of ESD athletics is upheld and implemented in all aspects of department functions. As a valued member of the Executive Leadership Team, the Athletic Director will participate actively in strategic and operational discussions and communicate proactively with division heads and other program leaders. The school's physical education department is overseen by a separate department chair who reports to the Chief Academic Officer. The Athletic Director and PE chair cooperate on facilities usage and policy.

A member of the Southwest Preparatory Conference

(SPC) which includes 19 schools across Texas and Oklahoma, ESD competes at a high-level in its 17 varsity sports and supports those programs through a robust group of JV and middle school teams. Almost all head varsity coaches - known at ESD as Program Directors - are full-time employees, ensuring alignment athletics with the school's mission of "Igniting Lives of Purpose."

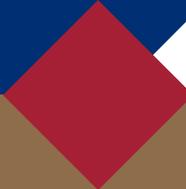




# OPPORTUNITIES AND CHALLENGES

ESD approaches the 50th anniversary of its founding with excitement and anticipation. Located in one of the fastest growing and most dynamic cities in the country, the school is developing the next plan for how it will best fulfill its mission of igniting lives of purpose in 21st century students. School leadership is looking for an Athletic Director who can partner with them to fulfill this goal.

On average, 13 percent of the graduating class will continue to participate in their chosen sport at the collegiate level.



## KEY SUCCESS FACTORS

The next Athletic Director will be stepping into a well-resourced, high-functioning, and successful athletic program that boasts outstanding facilities. A successful candidate will have strong interpersonal skills and a visible presence that connects all constituencies to this most public of ESD's classrooms.



# OUR EPISCOPAL IDENTITY

ESD was founded on the belief that every child was made in the image of a loving God. We believe our Episcopal Identity has to be incarnate. It is visible in how we all live and interact with one another and what we carry forth into the world.

At ESD, we value the dignity of every human being as a child of God. We strive to live with honor, integrity, and respect for all as expressed in our Code of Conduct. We are committed to creating, maintaining, and nurturing a diverse, safe and inclusive environment as we prepare young women and men for lives of service, intellectual discovery, integrity, morality, and purpose.





### **WE WORSHIP DAILY TO GROW SPIRITUALLY.**

We gather in Chapel for prayer and thanksgiving for God's blessings in our lives. Our worship conforms to the Book of Common Prayer. We welcome people of all faith traditions. Together, we wonder about how we can love God and our neighbor as we discern our spiritual gifts and bear God's image to the world.

### **WE EMBRACE DIVERSITY IN OUR SCHOOL COMMUNITY.**

Diversity enhances the quality of the education that ESD provides and is essential to the development of well-rounded people. The Episcopal School of Dallas values diversity in all its forms, including but not limited to socioeconomic background, ethnicity, religion, gender, and sexual orientation.

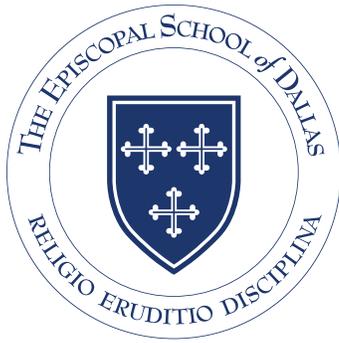
### **WE EXPLORE CHRISTIANITY AND RELIGIONS OF THE WORLD TO DEVELOP AN UNDERSTANDING AND RESPECT OF PEOPLE AND CULTURES.**

Such study expands our students' knowledge of a wide variety of sacred writings, theological interpretations, and moral reasoning. Religion classes encourage a deep and lifelong desire to pursue faith, justice, and truth.

### **WE SERVE THE WORLD AROUND US BY RESPONDING TO THE NEEDS OF OTHERS.**

Through community service, our students are instilled with a sense of lifelong responsibility for the world God has entrusted to our care. Serving others raises social awareness in our global context and develops compassion, empathy, and a heart open to others. We believe that we are following Christ's teachings when we share our blessings of resources, time, and commitment.





# OUR MISSION

Igniting a life of purpose  
through the development of  
an educated conscience.

The Episcopal School of Dallas is a co-ed independent day school serving 1,150 children in three divisions from PK3 through grade 12. Our college preparatory curriculum, led by a nationally recognized faculty, is complemented by a full array of artistic and athletic programs, daily chapel, experiences in the outdoors, and a myriad of opportunities to lead and serve others. ESD's balance of rigor and nurture inspires students to maximize their potential and ignite lives of purpose.





# OUR CURRICULUM

ESD's rich academic program aims to inspire, challenge, invigorate, and, ultimately, empower each student. The curriculum teaches students to read and reason critically, think creatively, write coherently, speak persuasively, and work both independently and as part of a team. Students are expected to develop a confident grasp of the arts, the humanities, foreign languages, mathematics, science, and technology. Opportunities for students to engage in open discussion, inquiry, discovery, research, and problem-solving are critical elements of the ESD academic experience.

- ◆ ESD is one of 14 Cum Laude schools in Texas, acknowledging our exemplary and rigorous college preparatory curriculum.
- ◆ Accomplishments of the 112-member Class of 2022 included 484 acceptances to 162 colleges and university with nearly \$11.2M in merit scholarship offers, over 17,000 hours of community service in four years, 21 AP artists, and 14 collegiate athletes.
- ◆ ESD offers 33 AP courses across all disciplines and administers over 700 AP exams per year; 119 students were named AP Scholar and above this fall.





## OUR STUDENTS

ESD serves approximately 1,170 students from Beginner (three-year-olds) through grade 12. The School's solid retention rate, averaging 96 percent in recent years, reflects the School's efforts to ensure the success of all students and its commitment to help each student meet his or her potential.

- ◆ The ESD student population resides in more than 73 zip codes across the Dallas-Ft Worth area.
- ◆ Approximately 22 percent of ESD's students are Episcopalian.
- ◆ The student of color population has grown steadily over recent years and currently stands at 20 percent.

Most typically, ESD students are well-rounded, in the best sense of this phrase: successful in the classroom, engaged in the arts, active in athletics and wellness programming, and community-minded in their embrace of service opportunities.



## OUR FACULTY AND STAFF

ESD's gifted faculty and staff are the backbone of our institution and paramount to the school's success. They are committed to inspiring, developing, and sustaining excellence, and are deftly able to balance the rigors of a college-preparatory environment with nurture and compassion. More than 250 serve the ESD community and all are appreciated and respected for their individual and collective contributions.

The Faculty Grant Program generously helps support ESD's culture of distinction and merit. Established more than 20 years ago by the Parent's Association the program now offers more than \$500,000 each year for professional development experiences ranging from graduate coursework to collaborative conferences to foreign travel.

- ◆ The student:teacher ratio is 7:1
- ◆ Over 65% of our teaching faculty hold advanced degrees
- ◆ ESD offers \$500,000 annually for professional development grants

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Like our students, ESD teachers are lifelong learners, and we greatly benefit from the opportunities and enrichment the grants offer.

– ESD Faculty Member

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## PROCEDURE FOR CANDIDACY

*The Finney Search Group has been engaged to provide candidates to ESD. All interested individuals are encouraged to submit their resumes via <https://www.thefinneysearchgroup.com/esd-ad-application>  
Deadline for receipt of full application materials is February 26, 2023.*

*It is the policy of the Episcopal School of Dallas to recruit, hire, train, and promote employees without discrimination based on race, sex, sexual orientation, age, religion, national origin, veteran status, or disability.*

# THE EPISCOPAL SCHOOL *of* DALLAS

ESD is a co-educational college preparatory school for ages 3 to Grade 12  
4100 Merrell Road, Dallas, Texas 75229 . 214.358.4368 . [esdallas.org](http://esdallas.org)