



1689
William Penn
Charter
School

DIRECTOR OF ATHLETICS
Opportunity Statement



A PENN CHARTER EDUCATION gives students classic academic keys, a Quaker moral compass to guide them, and friends of all backgrounds with whom to travel and explore the world. We integrate the power of arts and athletics into a vigorous academic experience. We give students a culture of service and leadership in which to grow. A classic education, only better.



Penn Charter has long been recognized nationally as a leader in independent school education. Since 2012, combining excellence and innovation, Penn Charter's program has evolved based on a bold Strategic Vision designed to not only prepare our students to thrive in the 21st century but to make a difference.

The Strategic Vision organized around six goals — Quakerism, Program, Teaching, Time, Space and Financial Sustainability. That vision advanced our educational program to provide students the knowledge and skills they need to thrive in a complex and changing world, skills like critical thinking and problem solving, collaboration across networks, initiative and entrepreneurship.

Our faculty are leaders in their fields. More than 75 percent hold advanced degrees and they routinely participate in professional development, often at the innovative Teaching & Learning Center we established as an on-campus venue for teachers to learn from each other and outside experts.



FAST FACTS

- Established in 1689 by William Penn and the Religious Society of Friends
- Pre-K to 12 Coed, 985 students
- 1:8 faculty student ratio
- 47-acre campus
- 109 family zip codes
- \$10 million financial aid





VISION

Educating students to live lives
that make a difference.



MISSION

Quaker principles and practice continue to guide William Penn Charter School, a Friends school founded in 1689.

Within a school community that honors difference, we seek that of God in each person. We value scholarship and inquiry. With excellence as our standard, we challenge students in a vigorous program of academics, arts and athletics. Through global connections, civic engagement and a focus on environmental sustainability, we inspire students to be thinkers, collaborators, innovators and leaders. We educate students to live lives that make a difference.



PENN CHARTER ATHLETICS

Penn Charter has a rich and storied tradition of excellence in athletics and an enduring belief in the importance of sports and fitness to the health and wellbeing of all students.

As a Quaker school that strives to prepare our students for life beyond Penn Charter and college, we embrace the opportunity athletics offers to teach life lessons about collaboration and competition, preparation and endurance, and so much more.

We are thankful for the ways competitive athletics enfuses PC with spirit and brings our community closer together.





ATHLETICS MISSION STATEMENT

At Penn Charter, athletics is an integral component of the educational experience.

Our athletics program operates according to the school's Quaker principles and practices. We strive for competitive success in a broad variety of interscholastic sports. Our program provides opportunities for every student to realize his or her potential as an individual athlete and a team member. Through these pursuits, our students develop sportsmanship, cooperation, dedication, leadership, respect and responsibility.

ATHLETICS DEPARTMENT GOALS

- Ensure that a student's athletic participation complements his or her overall educational experience.
- Ensure that our athletic teams are competitive.
- Ensure that the athletics program maintains a broad variety of offerings.
- Ensure that the athletic experience develops both skill and fitness.
- Ensure, through athletics, that students develop lasting life skills and values.





ATHLETICS LEGACY





PC is one of the original members of the Inter-Academic League, formed in 1887.

The first Inter-Ac event was tug of war held in Penn Charter's gym. The first track meet was held on May 25, 1887. Football was formally introduced in the fall of 1887 between Penn Charter and Germantown Academy; this historic matchup is the oldest, continuous schoolboy football rivalry in the country. The annual PC/GA Day now includes boys and girls and all fall sports. The venue switches each year between schools and attracts thousands of students, parents and alumni.

WE HAVE A PROUD HISTORY of championship athletics with graduates who go on to be NCAA recruits, Olympians and professional sports stars.





FACILITIES

In September 2021, Penn Charter opened the new Graham Athletics & Wellness Center. In 88,000 square feet, this \$45 million facility includes:

- Fitness center and cardio center, training room, hydrotherapy, nutrition center
- Wrestling room, basketball courts for team practice and PE program (the courts convert to two competition courts)
- Climbing wall
- Multipurpose room, classroom space, student and coach lockers, meeting spaces
- OPC Rail of Recognition and storytelling display of PC traditions
- Safe access to track / Maguire Stadium Field / Strawbridge Campus / Palaia Field / Kline & Specter Squash Courts
- Stormwater management features, nature landscape





On 47-acres Penn Charter offers athletes and fans:

- Three grass playing fields
- Three synthetic turf fields
- One all-weather, eight-lane track
- Seven tennis courts
- Ten squash courts
- Four competition basketball courts
- One swimming pool



VARSITY SPORTS

- | | | | |
|---------------|--------------|-------------------|------------|
| Baseball | Football | Softball | Water Polo |
| Basketball | Golf | Squash | Wrestling |
| Crew | Indoor Track | Swimming & Diving | |
| Cross Country | Lacrosse | Tennis | |
| Field Hockey | Soccer | Track & Field | |



Learn more at
penncharter.com/athletics

DIVERSITY, EQUITY AND INCLUSION

Penn Charter seeks to build a community representing diversity in race, religion, ethnicity, socioeconomic background, gender, sexual orientation — as well as learning style, opinion and hometown.

When you walk through Penn Charter's red doors, there is a reason our formal-looking school suddenly feels down to earth: the people. Penn Charter was founded not for some people but for all people. That is as true today as it was in 1689 when the school was established by William Penn and the Religious Society of Friends. Penn Charter was one of the first schools to open to children of all religions and races, among the first to educate girls and to offer financial aid.

Despite that history, our community is not immune from the racism, sexism, homophobia and intolerance that challenge our city and nation. At Penn Charter, the work for diversity, equity and inclusion (DEI) is ongoing, unfinished.

24% faculty/staff of color

33% students of color

49% students receiving some amount of financial aid





Senior class leaders cut the ribbon and flowed through the entrance of the new Graham Athletics & Wellness Center.

THE POSITION: DIRECTOR OF ATHLETICS

Director of Athletics

Description: Executive, Administrative & Professional (EAP) Exempt Position

Reports to: Head of School

The William Penn Charter School Athletics program, an integral part of the educational program, provides quality instruction and experiences to student-athletes and develops core values that stem from our beliefs and practices as a Quaker institution.

The Finney Search Group has been engaged to provide candidates to the school. All interested individuals are encouraged to submit their resumes via <https://www.thefinneysearchgroup.com/penncharter-ad-application>. Applications sent directly to the school will not be considered. Deadline for receipt of full application materials is February 15, 2022.



POSITION SUMMARY

The Director of Athletics will provide leadership for the comprehensive athletics program at Penn Charter, including oversight of day-to-day operations and long-term strategic planning. The Director of Athletics sets the direction for the Athletics Department while also overseeing a leadership team that currently includes two Associate Athletics Directors, a Middle School Athletics Coordinator, two full-time Athletic Trainers, two Strengths & Conditioning Coaches, an Equipment Manager and an Athletics Program Assistant. The Director of Athletics also oversees all PC coaches.

OPPORTUNITIES AND CHALLENGES

The Director of Athletics will be joining Penn Charter at an exciting time.

With the recent completion of the Graham Athletics & Wellness Center, there is tremendous positive energy surrounding PC Athletics and the potential for meaningful change. Athletics are an essential component of the Penn Charter educational experience and are seen as co-curricular, not extra-curricular. With our overall emphasis on wellness and physical and social-emotional wellbeing, there is an opportunity to better highlight the symbiotic relationship between the work that happens in the classroom and on the playing fields, courts, pool and track. Now is the time to acknowledge and celebrate the strengths of the department while also working to reinvigorate the athletics program to enhance all aspects of a student's athletic experience.

In addition to providing engaged and forward-thinking leadership to PC Athletics, the next Director of Athletics will embrace the following opportunities and challenges:

- Develop a long-term plan, aligned with the school's Quaker values, to improve Penn Charter's competitiveness to consistently compete for league and state championships.
- Commit fully to the school's ongoing efforts to support matters of diversity, equity, inclusion and belonging, as well as student health and wellness.
- Perform a comprehensive departmental review to establish areas for improvement and additional staffing needs.
- Prioritize active listening, open communication, and collaboration among all community members, including student-athletes, their parents, coaches, and PC Athletics staff, and work to cultivate an inclusive athletics program where all athletes and staff are known and valued for both their strengths and areas of growth.
- Collaborate with athletics department staff and coaches to develop an overarching coaching philosophy that aligns with the school's Quaker values and that honors where each athlete is in their development and then works to support their continued growth.
- Develop a strategy to recruit, retain, and develop a diverse and talented coaching staff composed of both teacher-coaches and outside community coaches while ensuring congruence with schoolwide hiring protocols and practices.
- In collaboration with the school's Chief Financial Officer and Director of Human Resources, review Penn Charter's compensation model for coaches and institute necessary improvements.
- Serve as a role model for students and a mentor to colleagues to foster strong relationships within the community so that all feel a genuine sense of belonging and trust in leadership.
- Collaborate with the school's admissions, development, and marketing communications teams to ensure the athletics program supports Penn Charter's mission and contributes to the broader strategic vision for the school.
- Recommit to a relentless pursuit of excellence that aligns with Penn Charter's mission and the goals within the academic and arts programs.

ESSENTIAL FUNCTIONS

- Manage daily operations of Athletics Department and athletics facilities.
- Provide strategic leadership of the Athletics Department.
- Hire, supervise, motivate and support Athletics Department coaches and colleagues.
- Collaborate with members of our Health, Physical Education and Wellness teams to promote and support the success and wellbeing of our student-athletes.
- Oversee departmental budget.
- Collaborate with school leadership, admissions office and advancement office.
- Work with division heads to recruit, retain and develop a diverse and talented coaching staff composed of both teacher-coaches and outside community coaches.
- Oversee athletics facilities rentals.

- Create an outstanding department through clear communication, teamwork and high expectations.
- As appropriate, teach a class, serve as an advisor, and/or coach a sport.
- Extend beyond the job description to support the mission and strategic goals of the school.
- Perform other related duties as assigned.

COMPETENCIES

- Demonstrated commitment to diversity, equity, inclusion, and social justice both in their approach to the work and in building relationships with students and other community members.
- Proven ability to mentor and strengthen leadership capacity with adults and students.
- Ability to engage in reflective self-evaluation in the areas of leadership, performance and professional growth.



- Ability to establish and maintain cooperative working relationships with all members of the Penn Charter community.
- Serve as a model of the school's culture and core values.
- Excellent verbal and written communication skills.
- Flexible approach and ability to organize multiple tasks and conflicting time constraints.
- Unpretentious, personable and a sense of humor.
- Eager to engage actively with different constituencies.
- A commitment to excellence.
- Highest standards of professionalism.

PHYSICAL DEMANDS

- Must be able to lift up to 15 pounds at a time.
- Must be able to carry, pull, push and lift necessary equipment as needed.
- Ability and willingness to work in unpredictable weather conditions.
- Ability to sit, stand or kneel for extended periods of time as needed to perform duties of this role.

REQUIRED QUALIFICATIONS

- Undergraduate degree (an advanced degree is preferred).
- Minimum of at least five years of administrative or executive leadership experience in the realm of athletics.
- Must be available evenings, weekends and holidays as required.



Prior to hiring, we ask all potential employees to be vaccinated and protected from the life-threatening impact of Covid-19. At Penn Charter we have supported our community's efforts to eradicate the spread of Covid-19 by facilitating access to Covid-19 vaccinations for all current employees and eligible students.

William Penn Charter School provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

