

THE DONOHO SCHOOL

The Donoho School's purpose is to provide a quality college preparatory education for capable, highly motivated students. The school is committed to the development of the total child by providing a challenging curriculum in an atmosphere conducive to good citizenship, personal integrity, and devotion to religious principles. The school's academics, athletics, fine arts, and other student activities are designed to fulfill this commitment.

Head of School

October 2016
The Donoho School
Anniston, Alabama
340 students
PK4-12
www.donohoschool.com

The Donoho School Opportunity

The Donoho School in Anniston, Alabama, offers an exceptional opportunity for an individual to become head of a vibrant 21st century independent school. Building on a thoughtful and visionary strategic plan, our new head of school will continue Donoho on the course charted by Dr. James Hutchins and the administrative team during his three years at The Donoho School and will deepen and enrich our school's program and connections to our community.

Donoho's resources are stellar: a newly-renovated upper school computer lab and chemistry lab including the William H. Fargason, Jr. Center for the Arts and a brand new addition of our student athletic facility. We are a private, independent, non-parochial school with solid financial foundations based on decades of prudent stewardship by the board. Beyond the campus, Anniston is a progressive city enriched by several industries: Honda, Anniston Army Depot, General Dynamics, Federal Mogul, Kronospan, and Aerospace Coating International and with an outstanding four-year university, Jacksonville State University, just fifteen miles away.

Specific Opportunities

Continuing The Strategic Plan. Donoho's strategic plan is a formula for elevating the School. To implement the plan, we need a scholar-leader with a vision for globally connecting Donoho, continuing the shift toward 21st century teaching and learning, and cultivating a delicate balance among our academic, arts and athletic programs. Our parents strongly support this work to advance the School's mission through the strategic plan, and we seek a head who will partner with Donoho's administrators, faculty, parents and students to meet these goals.

Growing Enrollment. We seek a head of school to help us achieve our student enrollment goal of 400. This is our fifth year of partnership with Cambridge Institute in attracting International students to Donoho. Some grades are full already, and our new head will have a solid foundation on which to form tactics for completely filling the School at all levels. Because of this, we seek an educational leader with a clear concept of how to market an independent school in this type of community and the skills to implement a successful approach.

Technology Integration. Donoho has taken a measured approach to technology, viewing it as a tool to accelerate teaching and learning rather than an end unto itself. Because of this, we seek a head with a vision for how technology fits within a classical, innovative educational program and the skill to lead our faculty to embrace new instructional tools. We continue with our one-to-one iPad Program with fourth through twelfth grades.

Growing The Philanthropic Base. Our endowment has made our success for over fifty years possible, and an ever-broadening and deeper philanthropic program will be necessary to sustain Donoho in the years ahead. The new head should embrace the role he or she will play in relating the Donoho Difference to multiple constituencies.

The head of school would pursue the above opportunities with the full support of the board of trustees and an experienced and gifted administrative team. Like any school, Donoho has challenges but we believe the right head for Donoho will find these opportunities energizing and will want to be part of our community of learners.

Characteristics Desirable In Our New Head

Candidates should welcome a highly-visible position in a thriving small city. We want our head to be an integral part of the Donoho family and a persuasive and effective ambassador to Calhoun County. Qualities that will stand the head in good stead include:

- Integrity
- Maintain Academic Excellence
- Good manager of people, budget, and capital development
- Continue to develop technology as a teaching device
- Increase enrollment

The importance of these qualities cannot be overstated. In recent surveys, we have heard again and again about how central each quality is to leadership at Donoho. These are not mere "nice-to-haves," but essential qualities we seek in our next head of school.



ENROLLMENT



TECHNOLOGY



PHILANTHROPY



INTEGRITY

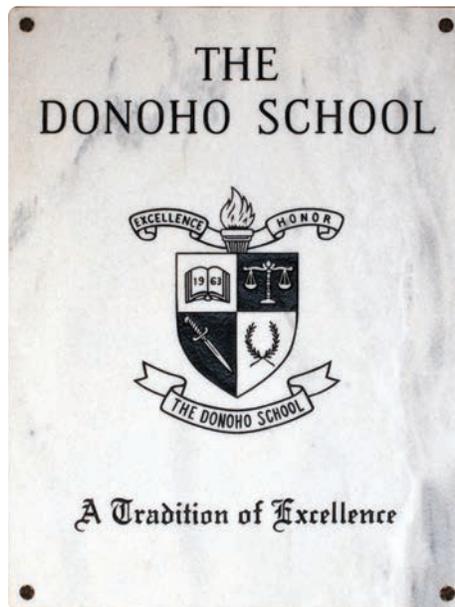
The First 53 Years...

The Donoho School is an independent, college preparatory day school located in Anniston, Alabama. It is coeducational and enrolls students in preschool through grade twelve. The school began its unique mission in 1963 and chartered under the name of The Anniston Academy. The school has enjoyed a healthy expansion to meet the growing needs of the community it serves.

The Donoho School has come a long way in the years since its founding. In 1976 the name was changed to The Donoho School in recognition of Mrs. Harriet Wallis Donoho, a founder and benefactor of the school, and The Episcopal Day School which was an independent elementary school merged with The Donoho School and became the lower school. In 1999, the campus had expanded by 25 acres.

The School

At Donoho, we believe students are worlds of potential, not just receivers of instruction. Nurturing this potential means educating the whole child and ensuring that every student has the ability to learn on a 100% drug free campus. It means surrounding every student with extraordinary opportunities, in academics, athletics and the arts, exploring possibilities, uncovering talents and to let those talents shine. Ours is a community of trust, where students are valued for who they are, develop the confidence to chart their own paths, and are inspired to reach beyond their known potential. Our honor code is followed by all students and faculty to uphold and improve their sense of honor, integrity, and absolute honesty in all their academic and social activities. Ours is a community of deep and abiding relationships where students are known, challenged, and loved. At Donoho, excellent teachers enjoy the autonomy to practice their craft, and parents and students share values that make us all better. Students are challenged by high standards and expectations across all areas of school life.



AT-A-GLANCE

- Founded in 1963, The Donoho School is a co-ed PK-12 college-preparatory day school located between Birmingham and Atlanta in Anniston, Alabama.
- Over 26.5 million dollars in merit-based college scholarship offers over the last five years
- 93% of graduating seniors over the last three years received scholarship offers
- Student-Faculty Ratio is 11:1
- Average class size is 14
- 33 AP Scholars over the last five years
- Individualized college counseling
- 2005 National Blue Ribbon School awarded by the U.S. Department of Education
- Dual enrollment classes taught on the Donoho campus by the Donoho faculty
- Advanced Placement (AP) courses available in all subject areas
- 17 AHSAA state championships in three different sports
- Two-time winner of The Birmingham News 1A All-Sports Award
- 21 athletics teams with cheerleading
- Quality Fine Arts department including private music lessons, Character Education, patriotic assemblies, and FCA/FCS opportunities
- Community service is required for graduation
- Student-elected Honor Council administers the School's Honor Code



OUR SCHOOL

Our School Community:

Donoho continues to have a deep commitment to attracting a diverse and able student body. Its admission philosophy is to seek the very best students and the most supportive families from wide - ranging backgrounds with an eagerness to learn and contribute to our community and programs. Donoho’s mission-driven admission practices are established to foster a student-centered learning environment for developing strong character, moral leadership and courageous habits of heart and mind.



Our Students

The students of Donoho consistently perform at a high level and excel in academics, the arts, and athletics. A culture of trust, freedom and responsibility is upheld through a student-governed honor system. In the Class of 2016, 100% of the members who pursued scholarship opportunities received academic, athletic, and special achievement awards valued at more than \$4 million. Our varsity football team had six players named to the Region 10 All Region Team. Our girls’ varsity volleyball team regularly competes in the state playoffs and has won two state championships in the last five years while our varsity basketball teams had three students named to the Class 1A 12 All Tournament Teams. Athletes in recent years have signed with Division 1A – 3A schools to play football and volleyball. Students actively participate in the visual and performing arts, many while also participating in one or more varsity sports and successfully managing a rigorous academic load. This past year, seventeen students were selected as State Ensemble Medalists, and fifteen students were selected to participate in the 2016 Calhoun County All-County Band. Students in our middle and lower schools participate and excel in Scholars Bowl, Robotics, band and choir programs, theater, competitive athletics, and many other opportunities that enhance their learning and advance the School’s mission.



Our Faculty

Donoho faculty members are committed to their own learning, and the School has invested significantly in professional growth and development.

Our faculty members are required to obtain a Masters Degree in their field within five years of employment. These committed men and women provide valuable lessons in and out of the classroom, as teachers, advisors, mentors, coaches, directors and lifelong learners. Faculty and students enjoy an environment of mutual respect, and our alumni credit their Donoho teachers with giving them the skills and confidence to succeed in college and beyond.



Our Graduates

Donoho graduates are well-prepared for their future. Virtually all graduates attend four-year colleges and universities, and young alumni report being well-prepared in core college subjects. Young alumni consistently highlight relationships and campus culture as the most important aspects of their Donoho experience. Donoho graduates have gone on to achieve success in their chosen fields, and our School is well-represented in the world of business, arts, and athletics.



School Finances

The Donoho School currently has a 3.1 million dollar operating budget with 88% of income provided by net tuition and fees. The balance is funded through the Donoho Annual Fund. The school has had a balanced budget the last five years, and is debt free.

Donoho Annual Fund

The Donoho Annual Fund is the most direct way to create a positive impact on the educational experience that touches the entire Donoho community. Gifts made to the school through the Donoho Fund provide extraordinary opportunities in academics, arts and athletics for our students.



Accreditation and Memberships

The Donoho School is accredited by the Southern Association of Independent Schools, recognized by the Alabama State Department of Education, and a member of the Southern Associations of Independent Schools, the College Board, National Association of College Admissions Counseling, the Alabama Independent School Association, the Alabama High School Athletic Association, and the Council for the Advancement and Support of Education.



The Donoho S C H O O L

Mission Statement:

The Donoho School empowers me to
Live with honor, Engage my passion, Act with humility, Delight in wisdom.



To Apply

Interested and qualified candidates should submit electronically the following materials:

- Cover letter expressing interest in The Donoho School Head of School position
- Current resume
- Statement of educational philosophy and practice
- Statement of leadership and management accomplishments
- List of 5 references with name, phone number, and email address

Send in confidence to email address headsearch2016@gmail.com

Reply by December 1, 2016 for priority consideration.

The Donoho School is committed to the principles of diversity. In that spirit, Donoho does not discriminate in violation of the law on the basis of race, religion, creed, color, sexual orientation, age, physical challenge, nation of origin, gender, or any other characteristic.