



Linden Hall School

Linden Hall

Linden Hall School
212 East Main Street
Lititz, PA 17543

Mission:

Committed to excellence in the education of young women in a diverse community, Linden Hall provides a rigorous and multifaceted college-preparatory experience where each student is nurtured and inspired to reach her highest potential.

The School

Tracing its origins to a humble school founded by the Moravian Church in 1746, Linden Hall is the country's oldest residential school in continuous operation for the education of young women. Linden Hall is located on a historic 49-acre campus on Main Street in the welcoming, picturesque town of Lititz, PA, just six miles north of Lancaster. The School enrolls 207 girls in grades 6-12/PG, 62% of whom are boarding and 38% are day students. Linden Hall's residential students come from 45 different countries and 13 states, with students also enrolled from 37 towns in Pennsylvania, making it one of the most geographically diverse schools in the country. Terms like "family" and "sisterhood" are often used to characterize the special bond members of the extended school community feel toward Linden Hall and to one another.

Throughout the School's more than 270-year history, core Moravian principles - that girls should develop a love of knowledge in order to reach their full potential, that learning takes place through the senses, and that older students can be role models and mentors to younger ones - have been at the foundation of Linden Hall's educational philosophy. Today's Linden Hall is a diverse, academically rigorous community where girls are valued and known and where the focus is on developing independent, curious and compassionate global citizens, as is articulated in the School's statements of Mission, Promise and Community Values. Wide-ranging opportunities inside and outside of the classroom, and faculty who foster the development of the whole child enable Linden Hall students to pursue their individual passion, take risks and grow in a safe and supportive environment.



Promise

As an academically rigorous community where girls are valued and known, we promise to provide an environment that fosters curious and independent leaders who are prepared to contribute as compassionate global citizens.

Community Values

1. Scholarly Achievement
2. Character Development
3. Cultural Awareness
4. Physical Wellness

The School enjoys what has been termed “a historically respectful presence” in the town. School and town complement each other, looking in some places like time has stood still but in others like a perfect fit for the 21st century. Although the School is no longer officially attached to the Moravian Church, traditions abound at Linden Hall; weekly Chapel remains as do student talks at Chapel and at all-school assemblies, and the stories of generations of Linden Hall students are told by the photos and paintings adorning the halls. Yet in the faces of its students, the juxtaposing of old and new in its campus architecture, and in its Makerspace, STEAM, Arts, Aviation and Equestrian programs, for example, one is reminded of the continuity and strong foundations that have given rise to the modern Linden Hall.

This blending of the old and the new was aptly described in Linden Hall; *Enduring Values, Changing Times* to commemorate Linden Hall’s 250th anniversary in 1996:

As an institution, the School cuts across many historical eras and reflects many of the most significant events and movements which have shaped girls’ secondary education in America. In Linden Hall’s long and successful existence, it has dealt with choices and decisions, conflicts of values, and questions of meaning and purpose that mirror the changing dilemmas of society over the years.

Linden Hall has strong ties to a network of independent schools, regionally and nationally. The School is a member of the National Association of Independent Schools (NAIS), the Pennsylvania Association of Independent Schools (PAIS), the Association of Delaware Valley Independent Schools (ADVIS), the National Coalition of Girls Schools (NCGS), and The Association of Boarding Schools (TABS). Linden Hall is accredited by the Middle States Association in association with PAIS.

For the Linden Hall School historical timeline, see the following:

[Linden Hall School Timeline](#)

And for a students’-eye view of Linden Hall:

[Linden Hall is a place...](#)



“Linden Hall is still the best thing that ever happened to me. There has been no time since this experience that I have been surrounded by such a diverse community.”

– Alumna

The Position

Linden Hall has identified a number of priorities for its next Head of School. Among them are effectively articulating and promoting the mission and value-added qualities of the School, including its high quality academic and co-curricular programs, its support for diversity in its many forms, its history and traditions, its commitment to all-girls education, and its nurturing boarding/day mix. Matters of financial sustainability, including sustaining an effective enrollment management program and building a culture of philanthropy, are critical to the School’s ongoing success. Forging strong connections with its alumnae and its diverse parent body, and collaborative professional relationships among its staff are also high among the set of expectations for this role.

Linden Hall is looking to attract someone who can make a long term commitment to leading the School, and in so doing, help to usher in an extended period of stability and prosperity. When the current Head assumed his duties in 2015, he was Linden Hall’s fourth Head of School in four years. The School had operated well below optimum enrollment in the early 2000’s, creating serious financial challenges. Beginning in 2010, the School expanded its student recruitment efforts to Pacific Rim countries, and the financial picture improved significantly. Continuing efforts to connect with these new families, through visits and by other means, are very important. Over the last five years, reduced attrition rates and increased enrollment enabled the school to balance its budget and expand program offerings, although a heavy commitment to providing financial aid threatens this newfound prosperity. Again, helping the School to develop a sustainable financial model will be a key to the next Head’s success. Due to the relatively late announcement of the current Head’s departure, an Interim Head of School will be in place for the 2020-21 academic year. The next Head will take office in July 2021.

The Head of School reports to a Board of Trustees, numbering 17 members, and has an Executive Assistant and direct oversight of a team of seven administrators. They include the Assistant Head of School for Academics, Director of Enrollment Management, Director of Advancement, Director of Athletics, Director of College Counseling, Dean of Students and Chief Financial Officer.

Fast Facts

Student Enrollment

Total: 207
 Day Students: 78
 Five Day Boarding Students: 19
 Seven Day Boarding Students: 110
 Students Grades Six Through Eight: 48
 Students Grades Nine Through PG: 159
 Boarding/Day: 62%/38%

Student Diversity

International Students: 78 (38%)
 Students of Color (US Citizens): 31%
 Countries and Territories of Origin: 45
 States Represented: 13
 Pennsylvania Towns: 37
 Percentage of Students Receiving Aid: 53%

Faculty

Total: 27 (2 part-time)
 Teachers/Staff of Color: 3
 Average Class Size: 10

Financials (2019-20)

Endowment: \$2.5 million
 Operating Budget: \$6.5 million

Campus

Size: 49 acres
 Academic Buildings: 4
 Athletic Facilities: 3
 Residence Halls: 3
 Other Buildings: 7

Programs

As a leading college preparatory school for girls, Linden Hall is committed to the highest levels of academic achievement. With small class size, a diverse student body, and an all-girl focus, Linden Hall delivers an environment where students experience not just individual attention but an individualized course of study with purposeful guidance that challenges and enriches its students. Linden Hall also takes pride in striking a balance between academic excellence and a supportive community, encouraging girls to thrive and grow in bold ways as they prepare for college and for life. As such, the program encourages students to reach beyond themselves in service to others, to embrace diversity, and to practice inclusion.

The **Middle School** (grades 6-8) nurtures girls in grades 6 through 8 as learners, leaders, and friends, laying a strong foundation for success in a college-preparatory Upper School program. Sixth grade students engage in a variety of project-based learning experiences that connect multiple disciplines and have an introduction to coding. Innovative offerings include 7th grade Forensic Science, and a Women in History course, and in 8th grade, students can take Engineering and take a Civics course that includes an in-depth examination of elections and participation in a mock trial. Also, in 8th grade, students begin studying their world language of choice, enroll in math courses appropriate to their level, and take English courses that emphasize confident public speaking and fluent writing. Outside the classroom, through small-group advising, field trips, health and wellness classes, arts and athletic opportunities, and community service, Middle School students develop at their own pace physically, socially and emotionally.

The **Upper School** (grades 9-12) curriculum focuses on preparing young women to succeed in college and beyond. Rigorous standards and challenging curricula meet the needs of average to above average students. Every department offers Advanced Placement courses, and students are placed in the most appropriate courses available. For students for whom English is not their native language, the ESL Program in English and History provides appropriate levels of support and accommodation. A capstone of the English curriculum is the emphasis throughout the grades on not only literature and writing, but on public speaking, and all students, grades 10-12, make speeches to the school community each year.



“I made life-long friendships at Linden Hall with girls from all over the country and the world, from such different backgrounds than mine. I will always cherish this.”

– Alumna & Parent

Math courses are sequential from Middle through Upper School all the way through post-calculus offerings, and in addition to Middle School areas of emphasis, Upper School students take courses in ancient, world and American history, art history and economics. In Science, traditional laboratory-based classes in physics, chemistry and biology are taught, and World Language classes in classics (Latin and Greek), taken in 6th and 7th grades, serve as a grounding for instruction in modern languages in grades 8-12, with students choosing between French, Mandarin and Spanish.

The Linden Hall **Arts Program** – including music, theater, dance, and visual arts – develops students’ skills and appreciation for historical and contemporary aspects of the arts. These programs nurture each student’s creativity and celebrate her individuality. The Athletics Program at Linden Hall provides competitive opportunities for every interest and skill level, from beginners to elite athletes. As a member of the Pennsylvania Interscholastic Athletic Association (PIAA), the School fields teams in soccer, tennis, volleyball, riding, cross country, golf, basketball, archery and dance, and also fields an archery team. A cooperative program with Warwick High School allows students to participate on PIAA varsity and junior varsity teams in field hockey, lacrosse, swimming, track and field, softball, and bowling. Linden Hall is also home to a comprehensive Equestrian Program that establishes a strong foundation in riding and horsemanship with a focus on Hunters, Jumping, Eventing, and Equitation. Linden Hall riders at all levels compete in shows locally and in the Mid-Atlantic Region.

Student Support programs reinforce Linden Hall’s commitment to meeting students where they are and to developing each student’s gifts and talents to the fullest. The *College Counseling* Office helps students navigate the college search and application process. Each student is assigned a *Faculty Advisor* who serves as a guide to and a liaison between the student, her family, and the faculty and administration. *Academic Help* is time set aside throughout the week for students to meet with teachers for unstructured help. *Peer Tutoring* is offered across the disciplines, and the School maintains a list of Adult Tutors who can provide help beyond what is typically provided by the School.



Linden Hall offers seven and five-day **Boarding Programs** at all grade levels. Boarding makes possible for students from all over the United States and the world the same advantages available to Linden Hall's day students. In addition, their lives in this safe and tightly knit residential community are forever enriched by their common experiences in this program. Diversity and inclusion are also affirmed through Linden Hall's weekly **Chapel** services, where the School's Moravian heritage and the traditions of its multi-faith student body and school family are shared and celebrated.

Teaching at Linden Hall

The teachers at Linden Hall enjoy a very supportive community that encourages strong academics in an environment where students are comfortable expressing themselves and sharing their identities in a manner that inspires each student to be their best selves. Faculty and staff, whether they live on campus or reside nearby, are active members of the Linden Hall community. They cheer on sports teams, chaperone off-campus trips, participate in campus activities, and attend student performances. All of the teachers are involved in planning and supporting campus extracurricular programming. On weekday afternoons, there are indoor and outdoor games and activities, which provide physical exercise as well as the opportunity for the youngest students to unwind and get to know each other. Evening study halls are monitored by teachers who provide individual homework help as needed. Frequent dorm meetings focus on life skills as well as fun activities for 6th through 8th grade girls.

Each year, faculty and staff are encouraged to participate in some form of professional development. Teachers have the opportunity to take advantage of on-campus professional development and there are ample opportunities to attend workshops and conferences around the country. Teachers are also encouraged to present at conferences.

Alumnae

The purpose of the Alumnae Association of Linden Hall is to support and uphold the mission of Linden Hall School for Girls while connecting and strengthening relationships between the students, Young Alumnae, School Alumnae, and the Junior College Alumnae.



The Linden Hall Alumnae Association Board has a variety of functions which include, but are not limited to:

- Help with the annual Spring Auction
- Planning Alumnae Weekend
- Representing the school at admission events
- Participation in Career Day
- Providing tours for Juniors and Seniors at colleges and universities
- Supporting fundraising efforts

The *Linden Hall Alumnae Magazine* is a bi-annual publication provided to keep alumnae informed about academic achievements of faculty and students on campus and in the broader community. The magazine highlights social events, athletic events, and stories about community service and Linden Hall's connections with alumnae around the world. Alumnae are actively involved in meaningful ways in the life of their alma mater.

The Campus

Linden Hall is situated on a beautiful 49-acre campus in the historic town of Lititz, PA (pop. 9500), within an easy two-hour drive of Philadelphia, Harrisburg, Baltimore and Washington, D.C. and is just north of the town of Lancaster, PA. The campus facilities range from centuries-old stone structures to a modern academic building, with expansive arts, athletics and equestrian facilities.



The recently renovated Evita Allen Center for Academic Excellence (CAE) and the Steinman Arts and Science Building house state-of-the-art classrooms equipped with the latest technology. The Makerspace, with its focus on technology and hands-on learning across the disciplines, opened in 2017 in a renovated historic stone building. In the heart of campus sits the Fountain Courtyard, nestled between the Academic Center and the dorms.



Stengel Hall is home to Linden Hall's Administrative offices, and The Anne Brossman Sweigert (ABS) Sports & Fitness Center houses a dance studio, fitness room and a standard sized gymnasium that hosts athletic competitions, fairs, and other large group events. Other athletic facilities include tennis courts and soccer and lacrosse fields. Home to the School's Equestrian team, the Stables at Linden Hall are within walking distance of the academic buildings and dormitories.



The historic Mary Dixon Memorial Chapel was built in 1885 and contains beautiful stained glass windows, a Hook & Hastings pipe organ, and a Baldwin Grand Piano. The two-sided Dining Hall overlooks campus drive towards the North, and the Alumnae Rock Garden towards the South. In the center of the dining hall is a raised platform that can be used as a stage or a dance floor and is sometimes used for additional seating.

For a virtual tour of Linden Hall see:

[Linden Hall Aerial](#)

Professional and Personal Qualities Sought in Next Head of School

The School seeks a passionate, dedicated educator who can build upon Linden Hall's strengths, particularly the high quality of its academic program, its diverse and talented student body, its ability to address individual needs and empower its students, its traditions and its strong sense of community. The successful candidate will be a proven leader who is someone with strong management skills who is well informed about the world of independent schools, and also trends in public schools, and who is adept at articulating and promoting the mission and value-added dimensions of Linden Hall. This person must be well-versed in the unique qualities and endorse the value of an all-girls education and have a record of embracing diversity and inclusion in all of its forms. Experience working in a residential program, historically at the core of the Linden Hall student experience, is also preferred.

Linden Hall's next Head of School must be a person of vision, a strategic thinker with strong communication and interpersonal skills who can inspire others and build collaborative relationships among the School's professional staff, parents, trustees and alumnae and within the local community. The School seeks someone who is self-aware and open-minded, an unbound, innovative thinker who is not afraid to take risks, and someone who can hire well and delegate effectively. Linden Hall wants to attract a fair yet firm decision-maker and listener who can skillfully manage difficult situations and inspire confidence by personal example and by a commitment to transparency.

Ideally, the next Head will also have had experience in some combination of school finance, fundraising or enrollment



“Students here are comfortable expressing their identities and are encouraged to be themselves.

— Alumna & Parent

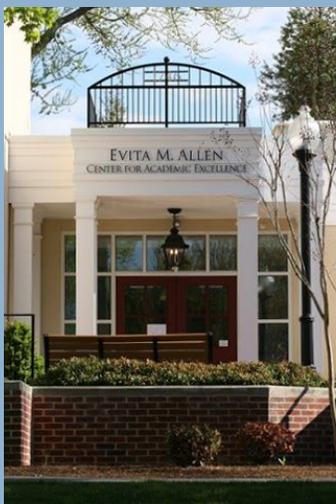
management, areas that are all central to bringing much-needed financial stability to the School. These experiences can be a major asset as the School attempts to build a strong culture of philanthropy, enhance relationships with its alumnae, sustain appropriate enrollment levels, and maintain its physical plant.

A Bachelor’s degree in a relevant field and an advanced degree are required.

Opportunities and Challenges

The next Head of School at Linden Hall will have an opportunity to:

- Provide the School with long term stability in leadership.
- Further strengthen and promote the distinctive value of the School’s academic and co-curricular programs in an all-girls educational setting.
- Address issues key to the long-term financial stability and well-being of the school. This includes strengthening its fundraising efforts in an effort to, among other things, complete a capital campaign, build a larger endowment, and maintain historic, but aging facilities.
- Articulate what sets Linden Hall apart from its competition and lead efforts to attract families and donors to the School, with its rich history, mission and traditions and proven record of educating and empowering generations of women leaders.
- Further strengthen the professional culture of the School, with a collaborative, transparent and inspirational approach to mentoring, mobilizing and enfranchising the teaching and administrative staff.
- Enhance the quality of communication and connection between the School and its alumnae.
- Continue efforts not only to attract but to retain highly qualified, mission-appropriate students and faculty.
- Continue work with the Board of Trustees to set attainable strategic, long-range goals for the School and articulate the means by which these can be attained.
- Continue and enhance long-standing efforts to sustain Linden Hall’s cordial, cooperative relationship with the town of Lititz, PA.



“Linden Hall’s small school size allows the girls to feel valued and known.”

— Staff Member

Application Process, Requirements

Prospective candidates should send the following materials in a single PDF document to the search consultants noted below:

- Letter of interest specifically addressing this position
- Resume (education and work experience)
- Statement of educational philosophy
- List of five professional references with contact information
- Letters of reference, if available, but not required
- Application deadline: August 15, 2020

Consultants

Bob Kirkpatrick

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Linden Hall provides equal employment opportunities to all employees and applicants for employment regardless of race, color, religion, religious creed, gender, pregnancy, national origin, age, physical or mental disability, the use of a guide or support animal for disability, relationship to a person with a disability, genetic information, veteran status, ancestry, sexual orientation, gender identity, marital status, military service, application for military service, having a GED rather than a high school diploma, or any other characteristic protected by applicable law.