



# Head of School Search

**Start Date: July 1, 2024**

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High Point Friends School  
800-A Quaker Lane  
High Point, NC 27262

[www.hpfs.org/](http://www.hpfs.org/)

# Overview



High Point Friends School (HPFS) is a PreK-8 Quaker institution in High Point, NC, founded by members of High Point Monthly Meeting of Friends (Quaker) in 1963. Right from the start, HPFS was intended as a school open to students from diverse backgrounds, in the Quaker tradition. It is an independent, primary and secondary school serving approximately 110 students, aged 12 months to 8th grade. The school is located on the grounds of High Point Friends Meeting at 800 Quaker Lane in central High Point. The campus includes a media center/library, a gymnasium with two rock climbing walls, a theater stage, gardens tended by middle school students and a small soccer field.

# History, Mission & Vision



## History

HPFS was established as a pre-school and half-day Kindergarten in 1963. In 1998, the school expanded to include grades 1 to 5. In 2003, the new Honbarrier Educational Center opened to house all functions of the lower school. In 2006, the school expanded to include a middle school, with grades 6-8.

## Mission

High Point Friends School provides an exceptional education grounded in the Quaker belief, “*that there is that of God in everyone,*” and nurtures the intellectual, physical, social, emotional, and spiritual gifts of all children, empowering them to contribute responsibly to our ever-changing world.

## Vision

Guided by the Quaker principles of Simplicity, Peace, Integrity, Community, Equality, and Stewardship we nurture that of God in every person through individual reflection and inquiry, so every child is empowered to become a lifelong learner, critical thinker, and compassionate individual who is civically engaged as a citizen in our community and our world.



# Philosophy of Education



As a Friends school, we focus on gaining knowledge and developing skills so students can become problem solvers, transforming students from passive recipients of information to active participants in the learning process. Learning is inquiry based and experiential and requires students to engage in hands-on activities, critical thinking, and collaborative problem-solving.

A Friends education values the inherent worth and potential of every individual and focuses on developing the whole person – intellectually, physically, socially, emotionally and spiritually. Our nurturing and inclusive learning environment encourages students to express their thoughts and beliefs freely, while listening respectfully to the perspectives and experiences of others. We are committed to ensuring our students develop empathy and cultural competence within a community of people from a variety of backgrounds.

Community plays a significant role in a Friends education, with an emphasis on building relationships and fostering a sense of inclusion. We prioritize community involvement and service, expecting students to actively participate in service-learning projects. Regular and meaningful service-learning activity in our local and global community is intended to open a student's eyes to the broader world, develop service as a habit of the heart, and challenge students to truly be loving of their neighbors.



*We create scholars who think critically and solve problems, not just at school, but in our world.*

*We cultivate a community that is welcoming and inclusive of people from all backgrounds, perspectives and experiences.*

*We develop servant leaders who are civically engaged and loving of their neighbors.*

# The School



High Point Friends School is firmly grounded in the Quaker vision and ethos. The school is committed to principles of peace and conflict resolution and sets a high priority on being a welcoming and inclusive community.



## Strengths of High Point Friends School

There is a great opportunity here to build something great! The current Board of Trustees, working in tandem with the interim Head of School, has stabilized the school's finances and has set the table for future growth.

The Quaker philosophy is “baked in” to the ethos of the school. High Point Friends School is described by members of the community as “a big-hearted place, highlighted by true love of neighbor, and not a judgmental place in any way.” Students are taught how to walk through this world in loving fellowship with others. Conflict resolution, inclusivity, and an atmosphere of peace are highly prized.

The school is poised for strong enrollment growth, and the demographics of the community are extremely positive for enrollment growth. Preschool enrollment is particularly strong at present.

HPFS has a unique place in the High Point area as a Friends school that believes in the spiritual development, not religious training, of children and welcoming broadly because difference is viewed as an advantage in a child's education.

# Opportunities & Challenges

Enrollment growth is important to the success of the school. As noted above, opportunities for growth abound, and this will be a high priority.

Retention of the high numbers in the preschool program will be part of the challenge of growing enrollment.

The financial work involved in “right-sizing” the school has laid the foundation for fiscally healthy management of resources, and it will be important for the next Head of School to both: a) Carefully evaluate adding staff positions back to the school as enrollment grows; and b) Nurture and cultivate staff morale and well-being.



*“If you are a builder, this is your place, and this position is for you.”*

# The Position

High Point Friends School has high standards and benefits from a legacy of inspiring and caring faculty, administrators, and trustees. The next Head of School will need poise, patience, confidence, and wisdom to effectively balance the demands associated with this exciting leadership opportunity. A successful candidate will be able to demonstrate the following talents, skills, attributes, values, and experiences in academic and school leadership, development and fundraising, and communication:

## **Academic and School Leadership:**

- Experience in building and implementing PreK-8 curriculum
- An effective relationship builder who leads by genuinely knowing and caring about students, employees, and families. An outgoing personality will be a strength
- Experience in leading a faculty, in team-building, and in mentoring
- Comfort in working within the framework of Quaker principles
- Commitment to the challenge of ongoing diversity, equity, and inclusion work
- Inspirational ability to help teachers be the drivers of school improvement
- Collaborative skills in thinking with others about the future of the school to ensure that it remains a leader in PK-8 education
- Experience and skill as a recruiter of administrators, faculty and staff
- Desire and capacity to thrive in the High Point Friends School community and region

## **Development and Fundraising:**

- Willingness to work effectively with a deeply committed Board of Trustees
- Ability to embrace fundraising with passion and focus
- Ability to participate enthusiastically, knowledgeably and effectively in the overall enrollment management process for the school

## **Communication:**

- An excellent listener and an effective communicator in writing, speaking, and interpersonal relationships
- Strong capacity to navigate difficult conversations, as well as knowledge and experience in regard to structuring effective decision-making



# Fast Facts & Tuition



**Founded:** 1963  
**Pre-School Enrollment:** 60  
**Grade K-4th Grade Enrollment:** 27  
**Grade 5th-8th Grade Enrollment:** 24  
**Total Enrollment:** 111  
**Average class size:** 9



**Faculty:** 18  
**Average years teaching:** 17.9  
**Average years teaching at HPFS:** 3.9



**Financial**  
**SY 2023 Tuition**  
**Toddler-PreK:** \$7,504-\$7,946  
**K-4:** \$10,703 - \$12,224  
**5-8:** \$12,507-\$12,753  
**SY 2022 Tuition Assistance:** 40% of Students

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# Living in High Point



High Point is a city in the beautiful Piedmont Triad region of North Carolina. Most of the city is in Guilford County, with parts extending into Randolph, Davidson, and Forsyth counties. As of the 2020 census the city had a total population of 114,059. High Point is the ninth-most populous in North Carolina, the third-largest municipality in the Piedmont Triad, and the 259th-most populous city in the U.S.



Major industries in High Point include furniture, textiles, and bus manufacturing. The city's official slogan is "North Carolina's International City" due to the semi-annual High Point Furniture Market that attracts 100,000 exhibitors and buyers from around the world. It is home to High Point University, a private Methodist-affiliated institution founded in 1924.

# How to Apply

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

- Letter of interest specifically addressing this position and school
- 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

*Candidates will be evaluated as materials are received.*



## Contact the Search Recruiter with The Education Group



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478-973-6986