



#WorldChangersTogether



ANNOUNCING THE **SUPERINTENDENT SEARCH** AT LANCASTER MENNONITE SCHOOL

The Executive Board of Lancaster Mennonite School, affiliated with Mennonite Church USA and Mennonite Education Agency, has launched an international search for the school's ninth superintendent. The search committee invites applications, nominations and expressions of interest.

669 STUDENTS - 95+ ACRES - \$10 MILLION ENDOWMENT - \$7.5 MILLION BUDGET



Elementary, PreK-4th Grades (English & Spanish Immersion Tracks)

THE SEARCH PROCESS

Nominations and/or applications with cover letter and resume may be submitted to the Superintendent Search Committee via email: lmsearch@lancastermennonite.org.

The search committee will begin reviewing applications in May 2022 and continue until the position is filled. The new superintendent is expected to assume office sometime in summer 2022.

An application, job description and additional information may be obtained at www.lancastermennonite.org/employment.

Lancaster Mennonite School admits students of any gender, race, color, national and ethnic origin to all the rights, privileges, programs and activities generally made available to all students at the school. The school does not discriminate on the basis of gender, race, color, national or ethnic origin in the administration of its educational policies, admissions policies, scholarship programs and athletic or other school-administered programs.

THE IDEAL CANDIDATE

Organizational & Educational Excellence

- Lead in creating a unified campus culture, engage in strategic planning, and into our next creative and faithful steps on the journey.
- Maintain a long-term focus on advancing the organizational mission and vision of LM, and short term attention to synthesizing curriculum and educational priorities.

Leadership Characteristics

- Visionary, innovative leader who values transparency.
- Inspirational leader who is accountable and bases decisions on what is best for students. Builds a culture of openness, trust, and respect, and leads with integrity.
- Brings vibrant presence, whether quietly or boldly, that provides confidence via a humility that hears and highlights everyone's voice equitably.
- Functions from a systems perspective, strong in articulating vision, while purposefully building teamwork throughout the organization.

Personal Characteristics & Anabaptist Values

- Embody a strong personal commitment to Anabaptist Christian values, seeking Jesus wholeheartedly and building bridges of peace while integrating a restorative justice approach within the educational system, and living it out.
- Demonstrated commitment in both belief and behavior to the Anabaptist ideals around restoration, healing, and hope to build a community of global citizens that is rooted in scripture and lived out in community.
- Function out of well-developed personal identity and strengths, informed by intentionally chosen principles. Important interactional styles will include the capacity for warm engagement on a personal level, along with the ability for effective public engagement.

Previous Leadership & Life Experiences

- Administrative experience in leading transition within an educational setting with expertise around governance, regulatory knowledge, people management, networking, crisis management and fiscal management.
- Bring their whole self to the role forged from cross and intercultural experiences. Further grows and develops in and amongst the Lancaster community's present and growing diversity so they can lead an increasingly diverse population through the various expressions of self that are necessary for the full development of students.



Middle School, 5-8th Grades



High School, 9-12th Grades

STRATEGIC PRIORITIES

These are the Strategic Priorities the Board of Directors has identified for the Superintendent:

1. Unification of Campus
2. Capital Campaign
3. Strategic planning for the future
4. Peacebuilding in the midst of polarization
5. Building relationships with local churches
6. Ongoing work around tuition, affordability, financial aid and competitive wages

CAMPUS UNIFICATION

In the fall of 2022, we will be unifying our three campuses to have grades PreK-12 all on one campus at our Lincoln Hwy E location in Lancaster, PA. It is a very exciting time of change for our school community to re-envision not only spaces but curriculum and many other areas.

During the 2021-22 school year we have begun renovations on the Lancaster Campus to accommodate all of our students for the 2022-23 school year. Numerous projects will begin and continue over the summer once school is out with the plan to be ready for the start of school in August 2022.

In addition to the physical renovating of spaces, we are intentionally focusing on unifying our curriculum around these key areas:

- Faith Integration
- Fine Arts
- STEAM (Science, Technology, Engineering, Arts and Math)
- World Languages
- Outdoor & Experiential Learning

MISSION

Lancaster Mennonite School provides PreK-12th grade education in a diverse community that nurtures students to become creative and innovative learners who are prepared for college, career and life. Centered in Christ and committed to educational excellence, students are empowered to change the world through Christ-like love, peacemaking and service.

CORE VALUES



Accredited by AdvancED (now Cognia) and Mennonite Education Agency.



**LANCASTER
MENNONITE**
FAITH • EDUCATION • COMMUNITY

SUPERINTENDENT SEARCH

ABOUT LM

Founded in 1942, Lancaster Mennonite School provides PreK-12th grade education rooted in Anabaptist Mennonite values. The school is a diverse community that nurtures students to become creative and innovative learners who are prepared for college, career and life. LM is committed to a student-centered, holistic education that helps students thrive academically at all levels of learning. Our values-based and hands-on approach infuses faith and LM's core values into the total program, which builds a solid foundation for social and cognitive development.

The school is a leader in developing a vision that embraces students from many backgrounds and religions. The school currently serves students from more than 139 churches and many faith traditions. We've had international students from 30+ countries that have accounted for as much as 20% of the student body. There is a residence hall onsite for international and domestic students.

After the two local public schools, School District of Lancaster and Conestoga Valley, LM is the third most most racially diverse school in Lancaster County. An increasing number of students are from typically under-represented and/or racial-ethnic minorities. Currently 40% of our students identify as BIPOC (Black, Indigneous, or Person of Color). We award \$1.2 million in financial aid annually as well as scholarships and other discounts, which

results in greater socio-economic diversity on the school's campus.

There is an Equity Design Team with numerous subcommittees that focus on areas of Hiring Practices, Curriculum & Professional Development, Student Life, and Policies. Each cross-functional group has developed areas of focus to build an equitable school environment for all.

The student-teacher relationship is the heart of our programming since their interactions and development of meaningful relationships helps to foster an educational climate that puts students at the center of all that we do. Our dedicated teachers equip students to grow, and also to make a positive impact on the world.

To help students of varying abilities and interests, the school offers a comprehensive education from pre-kindergarten through high school. In addition to providing an excellent college-prep program with 28 Advanced Placement and Honors classes, and 5 Dual Enrollment Courses with Eastern Mennonite University and Harrisburg Area Community College, the school offers classes in STEAM, Family and Consumer Sciences, Agricultural Sciences, and many more. Students who learn differently are given a chance to realize their full academic potential.

An outstanding fine arts program provides numerous art classes, music courses and performance opportunities. The Advanced Music

Program for gifted and talented students, in conjunction with Millersville University, provides advanced instruction for LM students with world class potential.

Other innovative programs include Spanish Immersion starting in kindergarten, and project-based learning and MakerSpace class, which integrates design thinking in an interdisciplinary approach that engages students in inquiry-based problem solving and learning.

Along with its academics, LM is noted for interscholastic athletic successes. The high school fields eighteen varsity teams in the competitive Lancaster-Lebanon League.

- **669 Students**
- **11,577 Alumni**
- **8 Countries**
- **28 AP/Honors Courses**
- **25+ Clubs & Extracurricular Activities**
- **11 Varsity Sports**
- **45 League, District and State Champions**
- **\$10 million Endowment**
- **\$7.5 million Budget**
- **89% of students go to 2-4 year college or service**
- **100% student college acceptance rate**