About Broadwater Academy

Broadwater Academy is an independent college preparatory school serving students in Pre-Kindergarten through Grade 12. Through a rigorous program of academics, arts, and athletics, Broadwater Academy develops the next generation of respectful, civic-minded leaders and productive citizens. Broadwater Academy graduates demonstrate a sense of excellence, honor, responsibility, and a lifelong love of learning.

Students, faculty, parents, and alumni praise Broadwater’s family atmosphere and sense of community, where children receive individual attention from a dedicated staff of qualified, often long-serving faculty.

While Broadwater Academy offers a wide range of activities and resources, it is a college preparatory school at its heart. Upper School students take advantage of extensive Dual Enrollment (offered on campus through Eastern Shore Community College) and Advanced Placement courses and Broadwater’s high college placement rate is a source of pride that draws many families to the school.

As Broadwater Academy enters its 50th year, the school is searching for its next Head of School to build on the work of Mr. Jeremy McLean, who has served the school since 2007. In recent years, the school has upgraded facilities, renewed an emphasis on core academic subjects for younger students while expanding the breadth of educational opportunities in the Upper School, and continued Broadwater’s focus on preparing graduates for success in college and beyond. The next Head will be tasked with building upon this work while developing a strategic plan to guide the school’s future.

At-A-Glance

- Founded in 1966
- 342 students in Pre-K through 12th grade
- Student/Faculty Ratio: 9:1
- Average Class Size: 18
- Annual Operating Budget: $3.213 million
- Endowment: $1 million
- Annual Need-based financial aid: $336,000
- 100% college placement
- Accredited by the Virginia Association of Independent Schools (VAIS)

Search for the next Head of School
http://www.broadwateracademy.org
Located in Exmore, on Virginia’s scenic Eastern Shore, Broadwater Academy sits on 105 acres near the mouth of the Chesapeake Bay. The school serves the small town of Exmore as well as students from the Eastern Shore counties of Northampton and Accomack. Despite its rural location, Broadwater draws a limited number of international students from all over the world, including a small boarding program for Chinese students run through the Cambridge Institute of International Education.

Broadwater is the only independent college preparatory school serving the area and attracts students from the entire Eastern Shore. There are Broadwater families who have been cultivating soybeans and wheat from the fields and oysters, clams and crabs from the water for generations. There are artists who came here to be continually inspired by the natural beauty, scientists who are here because of NASA’s facility on Wallops Island or marine research, and entrepreneurs who can live anywhere with an Internet connection and proximity to an airport and chose to build a life here.

Broadwater Academy’s next Head of School will meet and work with people who are as educated, well read, and widely travelled as any in a more urban or suburban setting - and with those who found life here so satisfying they have never felt compelled to look far beyond it. The right person will be able to connect with and appreciate the perspectives of all of them.
The Broadwater Campus

Broadwater Academy’s 105-acre campus sits on the edge of the town of Exmore. Facilities include ample classroom space and athletic fields. Faculty seek to extend learning experiences beyond the classroom, taking advantage of the unique resources of the Eastern Shore as well as the proximity of mid-Atlantic metro areas.

Exmore & Virginia’s Eastern Shore

Just over an hour and across the Chesapeake Bay Bridge-Tunnel from Norfolk, Exmore and the nearby historic towns of Cape Charles and Onancock offer the charm of small town life with dining, bed & breakfasts, and plentiful outdoor activities. Ecotourism is a growing industry on the Eastern Shore, and both residents and visitors enjoy the beautiful waterways that dominate the landscape of the area.

Housing is affordable and while the location is rural, the resources of the Norfolk/Virginia Beach metro area remain accessible.
Challenges for the Next Head of School

1. Broadwater Academy’s next Head will need to systematically engage in a strategic planning process that will update the school’s current strategic plan and address, in a way the community can embrace, the roadmap for the second 50-years of Broadwater Academy.

2. Although Broadwater is the only comprehensive, non-sectarian, fully-accredited independent school on the Eastern Shore, competition for students is increasing from other non-public school options.

3. While Broadwater’s tuition is about half of the regional average, price is still a challenge for many people in the region. Therefore, the value proposition must be clear and compelling.

4. The school enjoys a spacious physical plant in an easily accessible location. However, there are areas which require a major expenditure of funds to repair and update facilities.

5. The next Head must be prepared to immediately work with the Board to regain momentum for fundraising to address plant needs and curricular innovations.

6. The International Program has been a valuable addition to the school at every level; but as the international market for students is shifting, the next Head must broaden the connections which bring students to this program and stabilize its enrollment.

7. Broadwater has students with a range of academic abilities. The next Head must oversee an ongoing review of the academic program to ensure the most effective use of resources to meet the needs of students.

8. Finally, a complete review of the administrative structure should be undertaken to ensure the school has the right administrative framework for its size.
Characteristics of the Next Head of School

1. An individual who easily connects with people and enjoys being engaged in daily school life. A person who can inspire and lead by example.

2. A skilled educator with a record of collaborative leadership that results in clear decisions and follow through. A leader who encourages as well as challenges in interactions with faculty and students.

3. An articulate spokesperson who can advocate for the value proposition of a Broadwater education.

4. An experienced professional with the business acumen to manage human and fiscal resources while identifying and pursuing new opportunities for growth to ensure a strong financial future.

5. A person with an entrepreneurial vision who can honor the traditions of the school while developing new ways of connecting a Broadwater education to opportunities like a shore-based curriculum that emphasizes environmental stewardship, STEM education and the new opportunities at Wallops Island.

To Apply

Candidates should provide:

- Letter of interest with qualifications for this position
- Complete resume with previous positions and responsibilities
- Statement of Educational Philosophy
- Five references with contact information

Confidential inquiries are welcome.

Send materials to:
broadwater@ies-consulting.org

Questions? Contact

Dr. George E. Conway
President
Independent Educational Services
gconway@ies-consulting.org
434.979.7375