



Head of School

Position Description

OUR VALUES

The foundation of the Vanguard experience is based on our core values – **rigor**, **respect**, and **responsibility**.

VANGUARD COLLEGE PREPARATORY SCHOOL IS A NON-PAROCHIAL, INDEPENDENT SCHOOL IN WACO, TEXAS THAT PREPARES STUDENTS FOR ACADEMIC SUCCESS AND FULFILLING LIVES.

Founded in 1973 and sitting on a collegiate style 8.5 acre campus, Vanguard College Preparatory School is an independent, coeducational day school serving 290 students in grades 6-12.

Students use 21st century tools to support learning and enhance engagement. State-of-the-art computer labs are accessible to students. Art, drama, robotics, publications, service organizations and non-selective athletics are among extracurricular options. Vanguard is home to exceptional faculty and staff, many of whom are alumni and contribute to the school's low teacher attrition rate through their long tenures. The school's enrollment is at an all-time high and currently operates with a waiting list. Qualified students are admitted regardless of race, religion, or ethnic origin.

Mindful of the high standards of the visionaries who founded the school, the foundation of the Vanguard experience is based on our core values – *rigor*, *respect*, and *responsibility*. The community of Vanguard students, faculty, administrators, and parents are committed to a personalized learning experience that prepares each student to excel at the collegiate level and life through academics and focus on soft skills.

WWW.VANGUARD.ORG





ACCREDITATION

Vanguard College Preparatory School is accredited by Cognia and approved by the Texas Education Agency.



THE OPPORTUNITY

Since 2007, Vanguard School has thrived under the steady leadership of Head of School Bill Borg, who will retire at the conclusion of the 2024-2025 school year. As the Board of Trustees prepares for Vanguard's next chapter, the school seeks an experienced, visionary leader to build upon the school's success. With a multi-phased capital campaign underway, campus plans include a new state-of-the-art performing arts center, athletic facilities, cutting edge classrooms including a robotics and coding center, outdoor and collaborative learning spaces, and enhanced security.

The next Head of School will be well-positioned to carry the campaign through completion, and will require strategic vision to build on existing strengths while partnering with the Board to determine the priorities for the future.

BY THE NUMBERS:

Current Enrollment: **290**

Faculty & Staff: **45**

Average Class Size: **13**

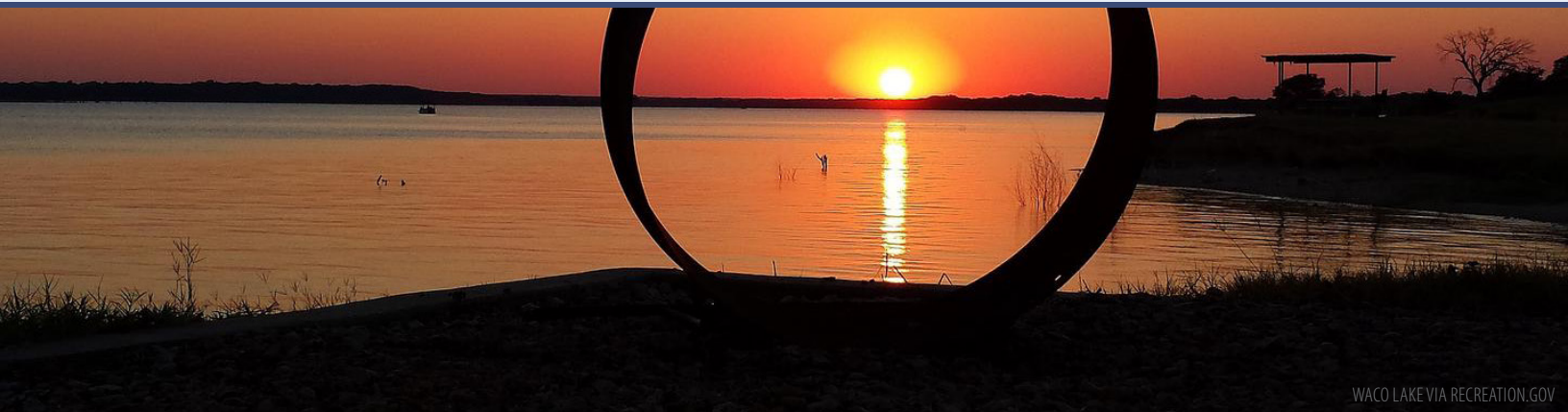
Average Grade Size: **45**

AP Classes: **16**

Average SAT Score ('21-'22): **1350**

National Merit Scholars ('94-'23): **59**





WACO LAKE VIA RECREATION.GOV

WACO

Waco, Texas offers small-town charm and big-city amenities, with a lively downtown area, beautiful parks, outdoor recreation opportunities along the Brazos River, and a relatively low cost of living. In fact, the cost of living is well below the national average despite the natural and cultural resources that make it a great place to call home.

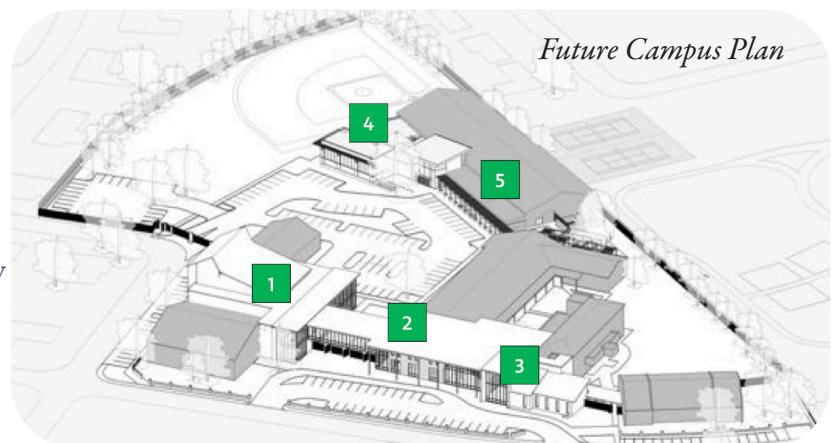
As a college town, Waco's events, restaurants, and attractions are tailored to students and families alike. Residents can pack McLane Stadium to cheer for the Baylor Bears football team, or explore vendor fairs and shops at the Magnolia Silos. Waco's central location, about 90 minutes from both Austin and Dallas, puts it within reach of major metropolitan areas while maintaining its unique charm and proud sense of community. The city combines Texas hospitality with innovative spirit to make Waco an ideal place to call home.

VANGUARD CAMPUS & FACILITIES

Vanguard's current capital campaign seeks to transform the school campus.

New facilities will include:

- 1 - Performing Arts Center and Art Gallery
- 2 - Classroom & Administration
- 3 - New Robotics & Innovation Center
- 4 - Weight Room & Lockers
- 5 - Renovated Swanson Athletic Complex





KEY EXPERIENCE & QUALIFICATIONS FOR THE NEXT HEAD OF SCHOOL:

- A substantive record of leadership
- A demonstrated record of sound financial management
- Significant fundraising experience
- A love for and understanding of Independent Schools
- An appreciation for Vanguard's unique place in the Waco community

THE NEXT HEAD OF VANGUARD SCHOOL WILL BE:

- A visionary leader who will work cooperatively with the Board
- A team-builder who works collaboratively with school and community stakeholders
- An individual who will understand both the Waco community and the value of independent education; an articulate advocate for the school
- A dynamic person with a highly developed, successful leadership style and strong communication skills
- A leader who is a daily visible presence on campus, at school events, and in the community





Please send a full resume, a letter of interest that addresses how your experience and interests will meet the challenges and opportunities of this position, and the names and contact information for at least five professional references.

Confidential inquiries are welcome.

SUBMIT MATERIALS ELECTRONICALLY TO:
Vanguard@ies-consulting.org

Review of candidate materials will begin immediately.

THE NEXT HEAD OF VANGUARD COLLEGE PREPARATORY SCHOOL WILL BEGIN
JULY 1, 2025.

CONTACT

DR. GEORGE CONWAY
President, IES Consulting
gconway@ies-consulting.org
434-253-4400

WWW.IES-CONSULTING.ORG

