



AT A GLANCE

Founded 1974

Community

Independent, co-educational college preparatory school for students grades 7-12

Campus

Urban campus, 60,000 sq. ft. facility adjacent to St. Louis' cultural, medical and business communities

Number of students 222

Number of Faculty

Full-time 35
Part-time 4

Tuition

Grades 7-12 \$17,150

Accreditation

Independent Schools Association of the Central States

Memberships

National Association of Independent Schools
National Association of College Admissions Counselors
Independent Schools of St Louis

www.crossroadscollegeprep.org



CROSSROADS COLLEGE PREPARATORY SCHOOL

St. Louis, Missouri

Head of School

Opportunity begins July 2011

Crossroads College Preparatory School (CCPS) is the most diverse independent school in the Midwest and one of only six LEED Platinum schools in the country.

Located in the heart of St. Louis, MO, Crossroads College Prep is a vibrant school that truly reflects its culturally rich urban environment. Among exceptional independent schools in the region, Crossroads College Prep has a distinctive feel of a liberal arts high school within a warm and embracing educational community. Nearby are the highly respected educational and medical communities of Washington University in St. Louis and St. Louis University. Just five blocks away is the Missouri History Museum, St. Louis City Library, and Forest Park, and four blocks away is the DeBaliviere Avenue MetroLink stop which provides easy access for CCPS's students who come from over 60 zip codes across the St. Louis area.

Mission

Crossroads College Preparatory School offers an academically challenging curriculum to a diverse and inclusive community of students in grades seven through twelve.

Crossroads College Prep encourages its students to engage their imaginations in every endeavor, ranging from the sciences to the fine arts, and strives to develop respectful citizens, who apply scholarship, imagination, and critical thinking to civic and social responsibility in their communities and beyond.

"For me, Crossroads College Prep is a school where I can be myself. I want to be well prepared for college, and we have a great college record. But what I really like is the diversity here. You're appreciated for who you are, and you're not put into someone else's box. Everyone respects everyone else. That includes respect for our teachers as well."

Junior



Students and Programs

From the faces in the hallways to the varied interests students bring to CCPS, diversity is clearly a hallmark of the community. Forty-five percent of the student body are students of color. Students come from all socio-economic levels; they bring talents in the arts and in the sciences; and they share their engaging and always unique personalities in a creative, rigorous academic environment.

Crossroads College Prep attracts highly motivated students with average to gifted abilities who want to be involved in their own education as well as the larger community and, upon graduation, enroll in a competitive college. A small portion of CCPS students receive accommodations for mild learning disabilities. They too are college bound and achieve at a high academic level. Approximately one-third of the incoming students come from other St. Louis independent schools, a third from parochial schools, and the remaining third from public schools.

At CCPS, students find their potential is expanded and more fully realized by the school's academically traditional yet richly experiential curriculum. By the end of their high school years, most students will have completed six years of science, math, English, and social studies, and five years of a foreign language. Fine arts, practical arts, and physical education are other curricular expectations. A hallmark requirement for seniors at Crossroads is a semester of study at the collegiate level. The college course can be taken during the summer or during the regular school year.

Admission is competitive. The market finds many of the students also applying to other of the area's strong independent schools. In mid-fall of 2010, CCPS has already had 200+ inquiries for admission, and approximately 100 prospective students have visited the campus. The school has historically seen steady growth

during the last seven or eight years. Although this year was an exception with five fewer students enrolling, current admissions activity is ahead of last year's.

"One of the great things about Crossroads College Prep is its being a place where a child can safely try new things and discover hidden talents and who they are." Parent

This school year, there are 222 students enrolled as follows:

Grade	Students
12	26
11	41
10	47
9	43
8	37
7	28
Total	222

In its efforts to assure socio-economic diversity, forty-five percent of the students receive financial aid. For all students, Crossroads College Prep provides a place where, according to faculty and students, kids can be comfortable and supported, yet challenged.

Students comment about CCPS: *"It has strong academics . . . You know your teachers . . . In public school you didn't want people to know you were enjoying your studies; here everyone is excited about learning. . . There are so many talented people in so many things . . . We don't really have the cliques that other schools do, although you make friends and will gravitate toward them. What is different here is that you accept the kids who aren't in your group."*



College Acceptances — Class of 2010

Amherst	Davidson	Maryville	Tufts
Augustana	Denison	McGill	Tulane
Austin Peay	Drury	Missouri State	U. Arizona
Bard	Earlham	New York U.	U. Chicago
Beloit	Eckerd	Newman	U. Dubuque
Benedictine	Embry Riddle	Northeastern	U. Kansas
Biola	Emory	Northwestern	U. MA-Amherst
Boston	Evergreen St	Occidental	U. San Francisco
Bradley	Furman	Princeton	U. Toronto
Butler	GA Southwestern	Quincy	U. Tulsa
Carleton	Gilford	Reed	U. Vermont
Carnegie Mellon	Hanover	Regis	Valparaiso
Case Western	Harvard	Rensselaer	Washington U
Catholic	Illinois St	Rice	Webster
Cleveland St	Illinois Wesleyan	Rose Hulman	Westminster
Colgate	Jacksonville State	St. Louis U	Wheaton
C. of Wooster	Jacksonville U.	Santa Clara	Whittier
Columbia	Kenyon	Skidmore	Willamette
Cornell College	Knox	SIUE	Wittenberg
Cornell Univ.	Linfield	Stephens	Xavier
Dartmouth	Loyola Marymount	Thurman St	Yale

Class of 2010 Test Results:

SAT Critical Reading	650
SAT Math	660
SAT Writing	630
ACT	27

Every year, 90% of seniors are accepted to either their first or second choice college. The class of 2010 earned over \$3.5 million in merit-based scholarship offers.

“Three out of our six children attended Crossroads College Prep and no one offers college admissions counseling like they do.”

Parent

Extracurricular activities: The culture of CCPS encourages students to participate in activities that are unfamiliar and present new challenges. Whether it is starring in a theatrical production, exhibiting photographs in a local museum, playing in the award-winning Jazz Orchestra, tackling athletics, or competing against the state’s and country’s most competitive chess players, students have wonderful opportunities to develop their creativity and special talents. They are bright, enjoy applied arts, play in bands, and participate in school performances. While not requiring students to play sports, athletics attract a significant number of students. This year, 85 percent of the students are participating in at least one sport; in the Middle School, that number is 90 percent. For all teams, whether varsity or otherwise, there is a “no cut” policy. As one student said, “You can play even if you’re not the best and don’t mind sitting on the bench.”

As the school strives to promote social responsibility, students step outside their school community into greater St. Louis. For example, they are involved in projects directed toward cleaning up the city’s rivers. They participate in raising money for the Scholarship Foundation of St. Louis. Tutoring projects and work with the homeless are other avenues for their volunteerism.

Describing the typical Crossroads College Prep student is impossible. Much easier is highlighting the types of students who make up this exciting school. For example:

Profile 1: A graduate of 2008, who is currently majoring in political science at Middlebury College, commuted to Crossroads College Prep everyday from Alton, Illinois. From seventh grade on, this young man excelled in the classroom, including taking four AP courses in his senior year and earning a grade point average of 4.0. One of the top junior hockey players in the St. Louis region, he also wished to play sports for Crossroads College Prep. Because the coaches knew about his work ethic, they allowed him to participate on the basketball team while competing in hockey. Deeply committed to both academics and athletics, this student/athlete had days that typically began at 5:00 AM with his drive from Alton and ended after midnight when he returned home after hockey practice in West County.

Profile 2: A current junior, this young woman has excelled in many fields but has found her niche in writing and journalism. While contributing significantly to school publications, she is soon to publish her first novel and has received the Greater St. Louis Association of Black Journalism scholarship award for study with professional journalists.

Billy Handmaker, the school’s current Head of School, describes Crossroads College Preparatory School’s students saying: *“Simply put, students at Crossroad College Prep are active participants rather than spectators; this is why the finest colleges and universities across the country want our graduates. Regardless of their interests, all of our students know that they have a responsibility to help their schoolmates, their fellow residents of St. Louis, and their global partners in an ever-increasingly interrelated world.”*

Faculty

The Crossroads College Prep faculty is a strong group of professionals who have as major commonalities their dedication to the school and students, their love for teaching, and their commitment to educating the whole child. Typical classroom responsibilities include teaching five sections of approximately 15 students each. English faculty assignments are limited to four sections. Similar to other independent schools, teachers serve as advisors, activity sponsors, and coaches. Their relationships with students are strong, and a collegial feeling is further emphasized by students addressing the adults in the community by their first names.

"I wasn't sure how I would like students calling me by my first name, but I must say that I have never taught at a school where I have felt so valued and respected by students. I feel like I am in another country."
Faculty



There are 35 full-time faculty and staff and 4 part-time. Tenures extend from a group of six teachers who have been at the school for over 10 years to a group of 11 new teachers who are at the school for their first year; several are also new to the profession. The average tenure is 10 years. Benefits for faculty include full health and dental coverage, life insurance, matching contribution to the TIAA-CREF retirement plan, and 50% tuition remission for faculty children. Currently there are seven children of faculty who attend CCPS.

Administration

The school's administrative team includes the Head of School, Business Manager, Director of Development, Director of Admissions, Administrative Assistant, and the Athletic Director. Other members of the administration are three deans: Dean of Faculty, Dean of Students, and Dean of Ethics and Social Responsibility who also teach three academic classes. The dean structure is a relatively new and innovative administrative arrangement having only last semester replaced a more traditional Assistant Head with division heads at the Middle and Upper Schools. Completing the administration is the college counselor, the assistant college counselor who also works in communications and marketing, and the guidance counselor.

The Campus

Crossroads College Preparatory School occupies approximately 3.5 acres in the city of St. Louis, adjacent to the Forest Park area and Washington University. The school is housed in a 60,000 sq. ft. complex valued at approximately \$9.8 million for both land and building. It includes classrooms, a library, gymnasium, cafeteria, black box theater, music room, and computer and writing labs. Although there is limited field space, the city's finest soccer fields and tennis courts are contracted for CCPS teams. This year the varsity soccer team took second place in their district and the girl's tennis team won its district and sent two players on to sectionals and the state championships. This is an active, dynamic school.

Finances

Tuition is \$17,150 for students at all grade levels. An additional \$2,000 is projected as the additional cost for educating each student. To supplement tuition income the Annual Fund provides approximately \$190,000 each year, and the school's auction which takes place each fall grossed \$125,000 this year.

A small endowment of approximately \$430,000 supports various projects and named scholarships. The school is fortunate to be able to award financial aid to 45% of the student body, a visible commitment to diversity. The operating budget for the 2010-2011 school year is approximately \$3.5 million. The school consistently operates on a balanced budget. Development activities are spearheaded by the Director of Development with close interaction with the Board's Development Committee and Head of School. The Patrons of Excellence Program recognizes levels of giving from the school's constituencies.

Patrons of Excellence	
Founder's Circle	\$10,000+
Trustee's Circle	\$5,000—\$9,999
Head's Circle	\$2,500—\$4,999
Educator's Circle	\$1,000—\$2,499

Governance

The school is fortunate to have a strong Board of Trustees which has established an excellent working relationship with the Head of School. The Board is composed of 19 members, 9 men and 10 women, which includes the Head of School. Trustee backgrounds bring expertise in higher education, medicine, real estate, public policy, law, finance, and technology. The Board has representation from both alumni and parents and benefits from long tenured members with their historical perspective as well as newly appointed talent. An active committee structure assures efficient and appropriate operations.

School History

Crossroads College Preparatory School, known formerly as Crossroads School, was founded by Arthur and Carol Lieber as a middle school in 1974. Believing that students are energized and prepared by City life experiences, the Liebers located the school in the City of St. Louis to allow students access to the many resources the City has to offer. Their goal was to take learning outside the classroom and into the community.

In 1981, the Liebers moved the school to the Skinker DeBaliviere neighborhood and added a high school. Since then, the school has grown into a college preparatory middle and high school with a strong record of engaging students actively in their learning and of educating students to think critically and creatively.

In 2002, Crossroads College Preparatory School completed its first successful capital campaign and doubled the size of the campus. The school is now in its fourth decade, ready to build on the many successes of the school's past. Enrollment has grown; students participate actively in a wide variety of extracurricular activities; colleges actively recruit the school's students; parents support the school in every way possible; and the Board of Trustees works to implement the school's strategic plans. After much research, the Board voted in 2006 to change the name of the school to Crossroads College Preparatory School to reflect its commitment to challenging students academically, preparing them for college and to achieve success in life whatever endeavors they pursue.

In 2009 the school completed its second capital campaign to add a 9,079 square foot addition for science classrooms and renovate 18,047 square feet of the existing building. The addition and renovation were certified by the U.S. Green Building Council as Leadership in Energy and Environmental Design (LEED) Platinum. It is one of the only six K-12 schools in the nation to earn such a distinction, the only K-12 LEED Platinum Certified school in the Midwest, and the first LEED Certified K-12 school building in the St. Louis metropolitan region.



St. Louis

As a community, St. Louis receives numerous accolades:

- One of the most affordable places to live well for its cost of living, quality of life, and arts and leisure offerings (Forbes)
- The best city for Young Professionals (Forbes)
- One of the smartest places to live (Kiplinger)

This mid-western city and immediate surroundings has a population of 2.8 million people. The median family income is \$53,190, comparing very favorably to the national median of \$52,029.

The City is rich in cultural offerings. Forest Park which adjoins Crossroads College Prep's campus is home to the Art Museum, the St. Louis Zoo, the Science Center, and the History Museum. The world respected Missouri Botanical Garden, the St. Louis Symphony, the City Museum and the Magic House are other of the area's attractions.

A number of strong educational institutions provide for a dynamic and forward thinking environment. There is the University of Missouri at St. Louis, St. Louis University (SLU), and Washington University in St. Louis (WUSTL). In addition, the City benefits from several major graduate institutions including the medical communities associated with both SLU and WUSTL. Another important benefit for Crossroads College Prep is the quality of independent schools that provide options for the City's elementary and secondary school students. They include John Burroughs School, Mary Institute Country Day School, Whitfield School, and Thomas Jefferson School. Several Catholic schools and charter schools are also strong educational partners for CCPS.

“St. Louis is a big city, and unfortunately Crossroads College Preparatory School is little known. Bringing the school to a greater level of prominence is one of the challenges we face.” Parent

Today, St. Louis with its surrounding communities is a vibrant residential, business, cultural and educational environment. The climate provides four distinct seasons with temperatures ranging from lows in the 20s to highs in the 40s during the winter months and the 70s to 90s in mid-summer. It is a place where people can enjoy a rich variety of athletic possibilities both as participants and spectators; enjoy performances of the Muny Opera or a rock concert, feast in the city's wonderful restaurants, and be caught up in the rich history and heritage that have shaped this influential Midwestern city.



Among Crossroads College Prep's Strengths and Challenges

As we use this position profile to identify the leadership needs for CCPS, it should be clear that the new Head of School will enter a healthy, strong, mission-driven institution. During the last several years, the school has raised its academic profile. It has affirmed its commitment to diversity and celebrates it. The Crossroads community is enriched by its ethnic diversity, different life styles, socio-economic levels, and individuals with their unique personalities.

The new Head will be at the forefront of secondary education, working in an intellectual environment that is years ahead of other institutions in the areas of diversity, sustainability, all-school community service, and critical thinking, to name a few. The new Head will find a faculty whose members are strong and passionate about what they do. They are committed to helping students develop not only as top performers but as top human beings

Crossroads College Preparatory School presents its new leadership with forward thinking, innovative programs. CCPS is actively addressing social justice, sustainability and environmental issues.

The new CCPS Head will encounter a responsible and professional Board of Trustees. Board/Head

relationships are good, and trustees understand their roles. As a part of its board structure, there is the Head's Advisory Committee, a strong resource and sounding board for the Head.

Ongoing Challenges

- Communicate the mission and values of the institution within the internal constituency groups and outside community groups to increase awareness of the school, its purpose and its worth to the greater community
- Increase endowment and financial strength of CCPS
- Recruit and retain a diverse student body
- Hire and retain excellent teachers/staff that reflect our diverse community
- Find innovative ways to prepare a diverse population for college and beyond
- Balance educational excellence with social consciousness
- Improve facilities on an urban campus with limited space

The Next Head of School

CCPS seeks a new leader who will continue to provide the dynamic and effective leadership it has experienced during Billy Handmaker's tenure. Beyond strong professional qualifications which must include an advanced degree and extensive experience in school administration, preferably in an independent school, the new Head must enthusiastically embrace the mission and culture of Crossroads College Prep. He or she must also exhibit:

- Leadership which is innovative, educationally grounded, and insightful in making fair and firm decisions
- A commitment to different ways of learning and different paths to get to college
- An ability to connect with people from different socio-cultural groups
- The ability to create excitement, both internally and externally, for CCPS and its opportunities
- The wisdom, vision, and experience to guide the community in its strategic planning
- An ability to identify exceptional teachers, bring them to the school, and mentor and supervise their performance
- The understandings and skills to work effectively in the school's financial management and planning
- An ease in relating to all constituencies with an ability to attract students and their families to the school
- A talent for bringing greater visibility to the school and interacting comfortably with the city's leadership both in educational realms and beyond

- Skills in management and organization to provide smooth day-to-day operations
- Strong communication skills
- Development expertise and an excitement for cultivating giving
- Strong morals, ethics, and values
- Warmth, empathy, and approachability

“We’re looking for that special person who can inspire an internal spirit of life.”

Board Member

Application Procedures

Interested candidates are encouraged to submit their application materials at the earliest possible date. Materials required to complete an application include a letter of interest, resume, philosophy/personal statement, and a list of 5 references.

Timetable

Credentials will be evaluated as received. It is requested that materials be available for the Search Committee’s review by February 10, 2011 in anticipation of an announcement of the new appointee by mid-March. The next Head of School will assume responsibilities the summer of 2011.

Presentation of Materials

It is requested that credentials be sent electronically to:

Dr. Richard K. Jung
Education Access Strategies
dick@accesseduc.com
301-654-9732

or

Ms. Mary E. Kesler
The Education Group
services@educationgroup.com
800-369-9102



Crossroads College Preparatory School does not discriminate on the basis of sex, religion, or ethnicity, in the implementation of its programs, admissions of students, or hiring of personnel.