Trust, Commitment, Care

Leadership Development in the Upper School

Henry F. Heil
Head of Upper School
The Episcopal School of Dallas
Administrative Background

● 2 years at Oak Ridge Military Academy (NC) - co-ed, boarding/day, 7-12
  ○ Director of Athletics
● 13 years at Woodberry Forest School (VA) - all-boys, all-boarding school, 9-12
  ○ Assistant Dean of Students
  ○ Director of Residential Life
  ○ Director of Kenan-Lewis Fellows Program
  ○ 400 students
● 17 months at The Episcopal School of Dallas (TX) - coed, PK-12 day school
  ○ Head of Upper School
  ○ 1150 students, 440 in the Upper School
What is TCC for Davidson?

1. Trust
   a. Teammates must rely on and believe in each other and their coaches

2. Commitment
   a. Each member of the team must demonstrate his dedication to the team and its goals

3. Care
   a. Knowing and loving your teammates will result in strong, relevant connections
WINNING EVERY DAY
LOU HOLTZ
THE GAME PLAN FOR SUCCESS
How does TCC apply to educators?

1. Can I **Trust** you?

2. Are you **Committed** to my success?

3. Do you **Care** about me?
TCC as a Leadership Development Philosophy

1. We must demonstrate **Trust** in our students and faculty

2. We must be **Committed** to their success

3. We must **Care** for their well being along the way
Leadership Development Levers

- **Student**
  - Formal Training
  - School Traditions
  - Created Opportunities
  - Community Service
  - Mentoring Programs

- **Faculty/Staff**
  - Talent Recruitment and Retention
  - Professional Development
  - Stipended Roles
  - Volunteer Roles
  - Community Engagement
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How can CLP help learners with learning differences?

- Personal Question and Answer (PQA)
- Circle
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In-House Review Team Members

- Megan Murphy
- Joshua Dill
- Valerie Groch
- Jennifer Bronnen
- James
- Karen
- Mary
- Kimberly Roper
- Mark

The Job Description

- Conduct thorough reviews of applications
- Provide feedback and make recommendations
- Collaborate with colleagues and stakeholders
- Maintain confidentiality and professionalism
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