

THE HOCKADAY SCHOOL



Position Statement for
Head of Middle School Search

The Hockaday School

Dallas, Texas
Start Date: July 1, 2027

Head of Middle School

POSITION STATEMENT | START DATE: JULY 1, 2027



HOCKADAY'S MISSION

Believing in the limitless potential of girls, Hockaday develops resilient, confident women who are educated and inspired to lead lives of purpose and impact.

OVERVIEW

The Hockaday School, a rigorous, innovative PK-12 independent school for girls in Dallas, seeks a dynamic administrator to lead its Middle School, effective July 1, 2027. The Head of Middle School holds comprehensive responsibility for all curricular and non-curricular activities involving students and faculty in Fifth through Eighth, overseeing the program, personnel, and daily operations of the nearly 350-student division. This full-time, 12-month position reports to the Assistant Head of School and serves on the Leadership Team.

Hockaday offers an exemplary college preparatory education in a diverse community of nearly 1,140 girls that is welcoming, challenging, and nurturing. Families, faculty, students, and alumnae share a strong sense of pride in the institution, connected by its traditions and core values.

The School is accredited by the Independent Schools Association of the Southwest and belongs to the National Association of Independent Schools, the International Coalition of Girls Schools, and many national academic and/or testing organizations.

Head of Middle School

POSITION STATEMENT | START DATE: JULY 1, 2027



SCHOOL HISTORY

Miss Ela Hockaday was a visionary who, in 1913, saw possibilities in girls' education where others saw limitations. At a time when girls' education emphasized refinement over rigor, she imagined a school for young women that would rival the intellectual challenge, prestige, and opportunity typically afforded to male students.

With 10 students in a house on Haskell Avenue on September 25, 1913, Miss Ela launched a school founded on the Four Cornerstones. These principles laid the foundation for a legacy rooted in tradition and driven by innovation, a duality that still defines Hockaday today.

As enrollment and recognition grew, Hockaday expanded in ways that reflected Miss Ela's vision and the community's belief in girls' education. One year after its founding, the School added a boarding program, extending its reach beyond Dallas. After six years on Haskell Avenue, it moved to Greenville Avenue to reflect its rising prominence. In 1961, the move to the Welch Road campus marked a new era of progressive learning, advanced academics, and world-class facilities.

Today, the Four Cornerstones continue to shape the School's identity, not as static ideals but as evolving commitments. At Hockaday, tradition is the foundation upon which bold ideas take root. The School values belonging and continuity while encouraging innovation, with modern programs in STEM, leadership, and civic engagement preparing students to meet and shape a complex world. The School is committed to diversity, equity, inclusion, and belonging so that every student is seen, supported, and empowered.



THE FOUR CORNERSTONES

Character: High moral standards promote self-assurance and the strength to withstand life's pressures. This Cornerstone challenges students to live with the courage of their convictions.

Courtesy: Courtesy is the outward expression of respect for oneself and others. It keeps us on the right path when outside forces would push us toward unwise or unethical decisions, and it is expressed at Hockaday through a supportive, positive, and caring culture that prepares students to practice courtesy in the world beyond.

Scholarship: Academic excellence is Hockaday's hallmark. This Cornerstone reflects our commitment to inspiring a love of learning and intellectual curiosity, with curricular and co-curricular programming that develops teamwork, leadership, and critical thinking.

Athletics: Inclusion of athletics among the Cornerstones was a modern idea for its time. Sports and fitness build wellness, strength, and confidence, along with an understanding of fair play in both winning and defeat.

Head of Middle School

POSITION STATEMENT | START DATE: JULY 1, 2027



HOCKADAY UP CLOSE

Hockaday is a dynamic, forward-looking institution that honors its founding principles while preparing girls to thrive in an evolving world.

ACADEMIC EXCELLENCE

Hockaday's academic program emphasizes depth and curiosity, teaching students to think critically, communicate effectively, solve problems collaboratively, and engage meaningfully with the world. The curriculum, spanning the arts, humanities, sciences, mathematics, and world languages, prioritizes both content mastery and interdisciplinary exploration while fostering independence and helping students discover their interests. Hallmarks of the experience include high student engagement, personalized support, and a growth-oriented approach to teaching.



INNOVATION AND COLLABORATION

Students embrace iteration, design thinking, and creative problem-solving from an early age. In Lower School, the Create, Collaborate, and Innovate (CCI) program introduces coding, engineering, and collaborative design through STEAM-based exploration. In Middle School, students take part in mixed-grade engineering challenges and robotics programs. The Independent Study and Research Program lets Upper School students explore subjects and interests beyond their classes. Areas of focus include girls and money, environmental stewardship, data science and AI, public health, entrepreneurship, and civil discourse.

THE DR. WILLIAM B. DEAN INSTITUTE FOR SOCIAL IMPACT

The Dr. William B. Dean Institute for Social Impact advances Hockaday's mission by helping students develop leadership, empathy, and civic responsibility through real-world problem-solving and community-based learning, organized around five outcomes: advocacy skills, empathy, purpose, real-world experiences, and designing solutions. Social Impact-designated courses in Middle and Upper School offer hands-on experiences that address complex social issues and foster collaboration, ethical inquiry, and innovative thinking. Across all three divisions, the Institute empowers students to act thoughtfully and lead change in their communities and beyond.

Head of Middle School

POSITION STATEMENT | START DATE: JULY 1, 2027



THE MIDDLE SCHOOL EXPERIENCE

Hockaday's Middle School, serving Fifth through Eighth Grades, is defined by curiosity, enthusiasm, and energy, with emphasis on critical thinking and individual expression across disciplines. Teachers act as facilitators, guiding students through a student-centered curriculum that builds cooperation and technology skills and develops lifelong learners who see challenges as opportunities for growth.

The curriculum reflects the developmental needs of this age group, with coursework in English, math, history, world languages, science, physical education, and fine arts that builds critical thinking, study skills, and collaboration. Students also have access to electives, after-school athletics in Seventh and Eighth Grades, an advisory program, and service learning. The Cornerstones Studies Program rounds out the experience by asking students to reflect on character and courtesy.

THE ARTS

Exposure, experimentation, and community are at the heart of the Hockaday Middle School Fine Arts program. The curriculum builds creative thinking, artistic exploration, and self-expression, giving all students a shared foundation in the arts through a rotation of courses. Over Middle School, students work across disciplines including Art, Dance, Film, Music, Theatre, Technical Theatre, and Vocal Music. All Eighth Graders take part in the interdisciplinary Eighth Grade Musical project at the start of the year.

PHYSICAL EDUCATION, WELLNESS, AND ATHLETICS

Health and fitness are major components of the Middle School curriculum, beginning with team and individual sports and health before shifting to fitness and lifetime wellness. New activities build fitness, apply skills in different ways, and add variety. Health rotations give students the knowledge to manage their well-being through emotional change and new decision-making challenges. In Seventh and Eighth Grades, girls may join competitive teams, competing in cross country, field hockey, volleyball, basketball, soccer, swimming, lacrosse, softball, tennis, and track and field.

Head of Middle School

POSITION STATEMENT | START DATE: JULY 1, 2027



CAMPUS

Hockaday's 88-acre campus offers state-of-the-art facilities for learning and growth. The Lyda Hill '60 STEAM Institute connects the sciences with the arts through science labs, outdoor space, an Idea Lab, engineering and robotics labs, a planetarium, and a large lecture hall. The Nancy A. Nasher and David J. Haemisegger Family Center for the Arts, opened in 2016, includes orchestra and choir rooms, a painting studio, individual practice rooms, a black box theater, a ceramics studio, a scene shop, production dressing rooms, and a theater for major productions, complemented by the Margaret Doggett Crow Amphitheater. The Liza Lee Academic Research Center houses the School's libraries, debate suite, photography and film labs, technology rooms, a science exploration lab, AV rooms, and publications rooms. Open, light-filled architecture connects these spaces indoors and out, with pathways winding through shaded courtyards and playgrounds.

Athletic facilities include a competition gymnasium, a Lower School gymnasium, an eight-lane track, multiple turf fields, practice fields, a softball diamond, and a cross-country path that circles the campus. Middle and Upper School students also use the Wellness Center for workouts and strength training.

The Ann Graves Child Development Center supports faculty and staff by providing care for employees' children, from infants through preschool age, in a safe and nurturing on-campus environment.



DALLAS, TEXAS

Dallas combines big-city energy with family-friendly living: good suburbs, reasonable housing costs, and no state income tax. The metro area is home to 24 Fortune 500 headquarters across banking, energy, healthcare, tech, and transportation, and offers strong domestic and international airport access.

The city's cultural scene centers on the Arts District, anchored by the Dallas Museum of Art, the Meyerson Symphony Center, the Winspear Opera House, the Wyly Theater, and the Nasher Sculpture Center. Higher education is well represented by SMU, UT Southwestern Medical Center, and UT Dallas, all based locally. Hockaday also benefits from a strong network of independent schools and an active nonprofit community.

Sports fans can follow four major franchises, the Cowboys, Mavericks, Rangers, and Stars, along with local rugby, cricket, soccer, and horse racing. Hockaday families, whether lifelong Texans or transplants, consistently describe the city as welcoming and full of things to do.

Head of Middle School

POSITION STATEMENT | START DATE: JULY 1, 2027



THE POSITION

The next Head of Middle School will lead a healthy division committed to the holistic development of adolescent girls, building on its tradition of success while fostering an environment that nurtures each student's intellectual, social, emotional, and physical well-being alongside a talented and dedicated faculty. The strongest candidates will be visible, relational, and energetic educators passionate about middle school girls' education.

MISSION AND LEADERSHIP

- Serve as the educational leader of the division, overseeing its day-to-day operation and ensuring congruency between the division's activities and the school's mission.
- Advocate for the division while collaborating with the school's leadership team on institutional goals and meet regularly with other division heads to maintain consistency across divisions.
- Make recommendations to the Assistant Head of School on faculty hiring, retention, and assignments.
- Communicate proactively with students, parents, faculty, and staff, and build meaningful connections with families.
- Be visible and accessible to faculty, staff, students, parents, alumnae, and campus visitors.
- Stay current on trends in Middle School pedagogy and ensure consistency in programming across the division and vertically with other divisions.

Faculty

- Observe, supervise, and evaluate faculty.
- Serve as a resource to teachers on classroom management, teaching methods, and school procedures.
- Lead regular faculty meetings addressing routine matters and educational and philosophical issues.
- Build trusting relationships with faculty and staff, identifying their needs and strengths and supporting their work.

Admissions

- Collaborate with the enrollment management team on admission and retention of mission-appropriate students.
- Participate in the admission process, including reading and reviewing admission files and evaluating applicants.
- Communicate the school's philosophy and practice to prospective families.

Other Duties

- Perform other duties as assigned by the Head of School.
- Attend conferences and professional development events to stay current on industry trends and best practices.
- Attend school functions, including evenings and weekends.

Head of Middle School

POSITION STATEMENT | START DATE: JULY 1, 2027



QUALIFICATIONS AND EXPERIENCE

- Master's degree in education or school administration.
- Experience in teaching and administrative leadership, preferably at the Middle School level.
- Strong understanding of the developmental needs of Middle School-aged students and adolescents.
- Proven success in collaborative educational leadership, with outstanding leadership, written, organizational, and presentation skills.
- Willingness to make decisions rather than avoid conflict, paired with an approachable, empathetic disposition and a balance of humility and confidence.
- Ability to respond thoughtfully and decisively to the needs of faculty, students, and families, and to communicate well with children through adolescents and their parents.
- Ability to problem solve, build consensus, and collaborate across all constituent groups.
- Ability to set priorities and pace change appropriately, balancing progress with reflection and sensitivity to the community.
- Deep appreciation for education, particularly in an independent school setting.



APPLICATION PROCESS

The Finney Search Group has been engaged to provide candidates to the School. All interested individuals are encouraged to submit their resumes via <https://www.thefinneysearchgroup.com/hockaday-headofms-application>

Your application will require the following documents:

- Cover letter
- Current resume
- Statement of Educational Philosophy
- Five references

The Hockaday School does not discriminate on the basis of race, color, national origin, ethnicity, creed, religion, sexual orientation, disability, or any other status protected by applicable law in the administration of its educational, admissions, financial aid, athletic, and other policies and programs.