



THE ATHENIAN SCHOOL

Director of the Carter Innovation Studio

SUMMARY

Location | Danville, CA

Post Date | April 15, 2021

Application Deadline | May 6, 2021 at 5:00pm PDT

Semifinal Round | May 13 and 14 (Remote)

Final Round | Week of May 17 (Most likely remote)

Decision Announced | Week of May 31, 2021

Start Date | July 1, 2021



Ed Tech
RECRUITING



SUMMARY

Innovation is at the doorstep of The Athenian School — or perhaps more accurately, at the base of Mt. Diablo. Athenian is a school where virtually every part of its 75-acre campus near the San Francisco East Bay hills is a space for discovery and experimentation. But what makes Athenian truly unique is the role of the student in the learning process. Students don't just own their learning, they live it — whether spending three months building musical instruments or spending three weeks camping in the wilderness.

The Carter Innovation Studio (CIS) is part of the newest learning commons on campus, having opened in fall 2018. This 5,200 square foot design lab features a shop area with metal and woodworking tools, an industrial arts area, a computer/CADD/3-D printer space, and three classrooms. Its central location at the heart of campus is no accident. The CIS is a hub of experiential learning activity for both middle and high school students. Athenian seeks a director of the Carter Innovation Studio with a passion for design, engineering, fabrication, and a welcoming presence to other teachers. This position reports to the assistant head of school and begins on July 1, 2021.

THREE STRATEGIC PRIORITIES AT ATHENIAN

1. PROGRAM

Athenian will lead the school world in creating the next generation of rigorous, project-based, experiential, and interdisciplinary curricula to deliver the knowledge and skills that students need to both succeed in an information economy and make a meaningful contribution in the world. In doing so, Athenian will be guided by the pillars or IDEALS of Round Square, an organization that Athenian helped found in 1966 and whose pillars continue to guide its curricular and strategic efforts. One initial focus will be a fully integrated community service and engagement program.

2. COMMUNITY

Athenian will continue to develop, foster, and sustain an inclusive and diverse school community in which all students, parents, faculty, alumni, and staff can be their authentic selves and thrive, academically, physically, and emotionally. Athenian takes collective responsibility to provide meaningful support to other communities—both local and global.

3. RESOURCES

Athenian will position its organizational assets to enable the school to achieve the strategic visions for program, community, and facilities well into the future.



ABOUT THE CARTER INNOVATION STUDIO

When it comes to design and engineering centers, at some schools the mantra is: build it, and they will (hopefully) come. At Athenian, the mantra is: we have come to build.



For years, Athenian students constructed airplanes in an old hanger. For almost as long, robotics teams prepared for competitions in a tucked-away corner of the campus. Programs like robotics and the airplane project — along with many others — had until recently relied on less-than-ideal facilities. Yet, because collaboration, innovation, and design are cornerstones of the Athenian teaching and learning program, Athenian students and faculty never let facilities challenges stand in the way of their true passions for hands-on, experiential learning. As a result, Athenian is a school that has launched two airplanes into flight and boasts a robotics team each year with about 30 – 50 highly engaged students.

But now, with the opening of the Carter Innovation Studio (CIS) in 2018, an exciting new chapter has begun. The CIS is a 5,200 square foot crown jewel that is more than just a STEAM innovation center. The CIS is a hub for fabrication, design, engineering, shop, and computational thinking. The CIS was designed not only to support its own classes, but also to invite existing classes to leverage and incorporate design and engineering principles into more traditional disciplines. The director of the CIS is at the center of all this activity, charged with overseeing a state-of-the-art facility, encouraging faculty to bring classes to the CIS, and expanding a program that is year-after-year growing in demand.



CLASSES IN THE CARTER INNOVATION STUDIO

Algorithms

Architecture

Art of Science and Making

Engineering I & II

Introduction to Programming

Applied Science & Engineering

Architecture using Reusable Materials

Computer Science

Entrepreneurship I, II, III, and IV

Robotics



MISSION STATEMENT

The Athenian School prepares students for the rigorous expectations of college and for a life of purpose and personal fulfillment.

We offer a challenging academic program with a difference: intellectual inquiry is active, learning is interactive, the disciplines are interrelated, and analysis and creativity thrive simultaneously. The acquisition of knowledge becomes authentic and joyous.

We cultivate the personal qualities of each student to become an integrated human being with integrity, strong moral character, aesthetic sensitivity, and physical well-being. The Athenian community requires students to face life directly through open communication, while developing their inner strength to exceed their perceived potential and emerge compassionate, responsible adults.



We instill an appreciation of the reciprocal relationship between the individual and cultures, society and the natural world. We value the power and beauty of multiculturalism within our diverse community. We embrace the principles of democratic governance, stewardship of the environment, respect for human dignity, and service as a way of life.

By providing an atmosphere of intellectual, artistic, and physical challenge within the warmth of a nurturing community, we develop in our students the confidence and skills required to meet the complexities of their future.

STATEMENT ON DIVERSITY

Equity, inclusion, diversity, and social justice are much more than social principles at Athenian; they are educational imperatives. Upholding them is at the core of Athenian's philosophy and a necessary precursor to meeting our mission goal of graduating culturally competent, global citizens who enter the world as community builders. Therefore, Athenian counts on its students, families, faculty, staff, and board members to support this ideal and respect the diversity of our community of varied race, national and/or ethnic origin, socioeconomic class, faith, political affiliation, sex, sexual orientation, gender identity, and gender expression. Required course work, all-school activities, student clubs and co-curricular programs advance equity, inclusion, diversity, and social justice at Athenian. Athenian is committed to upholding and protecting the dignity and worth of all people, recognizing everyone's shared humanity.



HOW ATHENIAN EDUCATES ITS STUDENTS

The Athenian curriculum focuses on the six Round Square pillars (International and Multicultural Understanding, Democracy in Action, Environmental Awareness, Adventure, Leadership, and Service). Students at Athenian immerse themselves deeply in coursework, inspiring each other to think critically and collaborate as global citizens.

STUDENTS WILL GRADUATE FROM THE ATHENIAN SCHOOL AS:

Learners, who find joy in the acquisition and application of knowledge to practical challenges and develop skills in critical thinking, physical and social-emotional wellness, communication, and project mastery;

Thinkers, who acquire a wide breadth of knowledge in the arts, humanities, language, mathematics, and sciences through a rigorous and innovative curriculum;

Creative problem solvers, who take responsible risks and engage in interdisciplinary and experiential learning, design thinking, computational thinking, and making;

Collaborators, who listen, reflect and express themselves in a variety of modes with purpose, clarity, and excellence; and,

Community builders and global citizens, who act in service to others with empathy, honesty, and integrity.



LEARNING OUTCOMES OF AN ATHENIAN EDUCATION

Critical thinking: Using data as the object of inquiry, analysis, synthesis, and reflection; Asking open-ended questions and drawing logical conclusions

Physical & Social-Emotional Wellness: Adventure experiences; Athletic fitness & competition; Movement expression; Mentorship and apprenticeship; Leadership; Self-advocacy

Communication: Written communication; Oral communication and listening skills; Visual expression; Performance

Project Mastery: Conceiving and completing projects; Organizing resources and assembling a product; Working independently and in groups; Optimization; Experimenting and failing; Responding to setbacks with resilience



ROUND SQUARE PILLARS AT ATHENIAN

An Athenian education is built on six Round Square pillars (know by their acronym, IDEALS) that are the foundation for everything the school does. Its mission and pillars encourage students to seek lives of meaning and purpose. Those pillars are:

Internationalism: Athenian students build cross-cultural skills that will serve them throughout their lives and help them come to see themselves as global citizens. The campus community includes international students representing nearly 20 countries, and most students participate in an array of international experiences.

Democracy: Students have a voice at Athenian and participate actively through town meetings, student forums, and classes like Democracy in Action. Through this hands-on involvement, they learn how to make positive changes in their communities.

Environmentalism: Athenian students show respect and care toward the natural environment, and they develop an awareness of problems that they can take an active role in fixing. Students build an understanding of the natural world and the human connection to it.



Adventure: In Athenian's outdoor adventure and travel programs, as well as The Athenian Wilderness Experience, students develop teamwork, cross-cultural skills, and the ability to step beyond their comfort zone.

Leadership: Through the Athenian experiences, students discover the importance and meaning of leadership, making a positive contribution, acting with integrity, and being of service to others.

Service: At Athenian, students develop qualities of volunteerism and compassion through community service and educational programs. Students are encouraged to find ways to apply their individual passions to projects that make a positive difference in the world.



LEARNING BY DOING AT ATHENIAN

EXPERIENTIAL EDUCATION

Earlier this year Athenian created a new position, dean of experiential education (DEE), to unite three programs: community service (all-school), Focus Fridays (Middle School), and March Term (Upper School). The DEE will also be empowered to serve as an instructional designer for faculty of traditional disciplines, by helping teachers integrate experiential principles into their core classes. In many ways the director of the Carter Innovation Studio, a role Athenian has had since 2019, serves as a parallel to the DEE, but in the engineering space. The CIS is an experiential hub, and its director develops curricular partnerships with faculty through an instructional design lens. The CIS director will likely collaborate frequently with the DEE. Both positions are part of a larger co-curricular directors group, all of whom report to one of the two assistant heads. Following are three experiential programs that could offer curricular partnering opportunities for the next CIS director.

Community engagement and service

Service is a key component of the Athenian ethic. Middle School students participate in a variety of community service projects, which include the annual olive harvest on campus, volunteering at the food bank, and local shoreline cleanups. In the Upper School, students participate in two off-campus service projects on weekend days for the wider community. Examples include serving food at Glide Dining Room, doing trail work on Mount Diablo, and working at the National AIDS Memorial Grove in San Francisco. Juniors and seniors create their own service projects, demonstrating citizenship and leadership skills.

Focus Fridays

To allow for richer and deeper hands-on experiences that take longer than a class period, the Middle School breaks from its daily schedule every Friday for daylong activities that bring together elements from all classes. Middle School faculty have the unique opportunity to collaborate outside their class and department to create meaningful, interconnected experiences for students. Focus Fridays are one of the hallmarks of Athenian's Middle School experience. Recent course descriptions include:

Panathanaea: Perform a dramatic presentation in handcrafted dress, cook Greek food, participate in an olive harvest, and compete in Olympic Style games in groups representing Greek city-states in this culminating day integrating art, social studies, English, and science.

Softballs in the Gym: Spend the day devising creative ways to measure the odd shape of the gymnasium, by exploring how to answer, "How many softballs can fit inside Athenian's gym?"

Island Day: Travel between Pacific Islands (across Athenian's campus) with handmade goods for trade to experience the trade system firsthand.



March Term

All Upper School students engage each year in one immersive, three-week, mini-term class of their choosing, diving deeply into a subject area they otherwise would not get to explore. March Term offerings differ every year, are based on faculty and student interests, and offer experiential, hands-on learning opportunities that can only exist outside of the standard block schedule. These courses may include travel, hands-on student-driven projects, service work, or independent inquiry. Recent courses include: Architecture Using Reusable Materials; Bay Area Activism; Bearing Witness: Exploring the Holocaust through History & Art; California Water; Language & Culture of China & Taiwan; Practice of Poetry; South Africa: Making Democracy Post-Apartheid; and, Spanish Immersion.

OTHER SIGNATURE PROGRAMS

Several other signature programs are hallmarks of an Athenian education. Some have been around for decades; others were more recently formed, and others are in their early planning stages. Athenian boasts an inventive culture, and the director of the CIS will have an opportunity to imagine and implement similar programs. The pandemic has changed how the Athenian community views and interacts with technology, and the next CIS director will have a unique opportunity to contribute to the innovative spirit at Athenian.

Athenian WiSE (Women in Science and Engineering)

WiSE is an annual event designed to provide a safe, fun exploration of STEM fields for women of all backgrounds. It was started in 2017 when a group of like-minded high school students united to solve a serious problem in their community — and one that's common in many others. After surveying their peers, these students discovered that out of 185 respondents, 50.7% of males felt “very represented” in STEM, whereas only 10.7% of females believed that their gender was “very represented” in the school's STEM programs. After further investigation, they found that what harms girls the most is the lack of both confidence and exposure to these STEM disciplines. For more information on what the students have accomplished to date, please visit www.athenianwise.org.

Athenian Robotics

Although the robotics clubs were sidelined this year because of the pandemic, robotics at Athenian is vibrant and strong. Between 30 and 50 high school students participate each year in the FIRST Robotics Competition. The middle school also has a vibrant program and competes annually in the FIRST Lego League Challenge. The CIS is a central hub, providing space, equipment, and expertise to students. In the past, CIS technicians have served as team mentors. Although the next CIS director would not have to be the formal advisor to either team, Athenian would hope that the director would be excited about providing support and resources to this community of aspiring engineers. For more information on the upper school team, please visit www.facebook.com/athenianrobotics/.



Garden Labs

Throughout Athenian, there is excitement about the prospect of student-centered gardens (Garden Labs). This project will enable faculty to develop and enhance the curriculum through meaningful and authentic lessons on topics such as climate change, sustainable



ecosystems, the food system, and related public health and social justice issues. Pioneers at Athenian envision a distributed food production and resource management system, with multiple gardens, greenhouses, as well as rain barrels and composters spread across the Athenian campus. The humanities, science, and service curricula would be enriched by these tangible resources that are a wealth of hands-on learning opportunities, all of which would be rooted in the ideals of Round Square. As part of the Garden Labs, The Carter Innovation Studio would feature the high-tech and low-impact vision of indoor food production. Students would learn how innovation plays a role in resource management and

thus the food economy. The indoor environment would enable complete control of humidity, temperature, and light. The use of sensors and robotic components would allow maximum control of growing conditions and provide project integration opportunities for engineering, entrepreneurship, and computer science courses.

Global Education

Athenian students build important cross-cultural skills for their future in the global community. On-campus the community and classrooms include international day and boarding students from nearly 20 countries. Far beyond the campus, most students participate in extensive international experiences. Through Round Square, students take part in: an international exchange study, global conferences, and service projects outside the United States. An Athenian education encourages students to appreciate and respect different cultures, religions, and languages other than their own and understand themselves as genuinely global citizens.

The Athenian Wilderness Experience

Athenian develops in its students resilience and empathy, which are critical for their success in life. The Athenian Wilderness Experience (AWE) program lets students explore the beauty and enchantment of either the high Sierra Mountains or the Death Valley desert during their junior year. Students learn to collaborate, problem-solve, empathize, and believe in each other as they navigate off-trail terrain, cook group meals, rock climb, and set up camp during a 26-day remote adventure of a lifetime. This experience includes a three-day, three-night period when students are given a small area with defined boundaries in which they spend that time completely alone.



KEY STATISTICS

Founded: 1965

Campus: Athenian's 75-acre campus of rolling, oak-covered hills lies at the base of Mt. Diablo State Park in Danville, CA just 32 miles east of San Francisco.

Students: Approximately 530 students attend Athenian in grades 6 through 12 (175 students in middle school; 360 students in high school), including nearly 60 upper school boarding students coming from 16 countries on five continents. 100% of Athenian students who apply to four-year colleges are admitted.

Faculty and Staff: Athenian employs over 76 full- and part-time faculty, with a faculty-to-student ratio of 9:1. Approximately 74% of teachers have advanced degrees.

Diversity: Nearly 59% of students come from self-identified families of color. Over 30% of faculty are people of color.

Admission: An acceptance rate of 48% and a yield of 89%

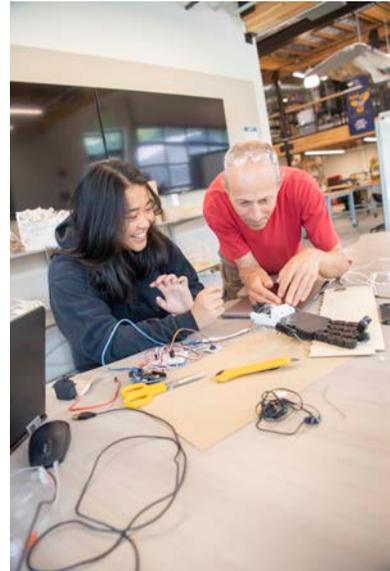
Accreditation: California Association of Independent Schools (CAIS) and Western Association of Schools and Colleges (WASC)

Relevant Associations and Memberships: National Association of Independent Schools (NAIS); California Association of Independent Schools (CAIS); California Teacher Development Collaborative (CATDC); Council for Advancement and Support of Educations (CASE); Round Square (RS); Green Schools Alliance (GSA); Bay Area Green Business Program; Bay Area BlendEd Consortium

Financial Aid: 24% of the student body receives financial aid totaling \$3.5 million.

Financials: Operating budget approximately \$24M; Endowment approximately \$10M

Website: www.athenian.org



QUOTE FROM THE HEAD OF SCHOOL

"The Carter Innovation Studio was intentionally placed in its location to serve as the 'front door' to the Athenian campus. The CIS is a symbol of the progressive, project-based, experiential, and student-centered teaching for which Athenian is known, and it is a hub from which innovation emanates to other parts of the program. The next director will be a critical member of a team committed to weaving these curricular ideals across all seven grades, and helping to continue bringing them to life in the years ahead."

Eric Niles, Head of School



DIRECTOR OF THE CARTER INNOVATION STUDIO

SPECIFIC DUTIES

Presence and Partnership

- Be a highly visible and active presence in the CIS, serve as the internal and external face of the studio, and supervise any and all staff.
- Collaborate, strategize, and partner with the dean of experiential education, the director of educational technology, and the library directors to promote and develop all-school curriculum and programs on innovation.
- Maintain an active presence in the local, regional, and national communities of design, engineering, and fabrication.
- Develop partnerships with external organizations to both support the mission of the CIS and provide additional learning opportunities for students.

Curriculum and Teaching

- With guidance from the assistant heads, develop and deliver learning opportunities that invite traditional classes to the CIS and oversee the EECS department (Engineering, Entrepreneurship, and Computer Science).
- Design and deliver faculty trainings, and serve as a faculty coach and mentor in the areas of design, engineering, and fabrication.
- Teach a class in the field of design, fabrication, engineering, entrepreneurship, computational thinking, computer science, or applied science.



General Leadership and Operations

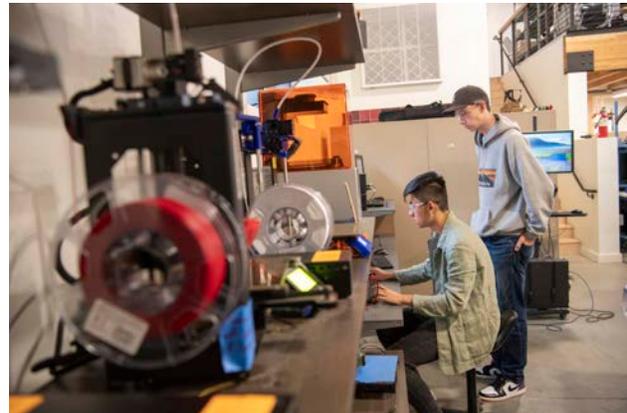
- Maintain ultimate responsibility for all operations of the CIS, including equipment maintenance, supply ordering, budgets, capital purchases, safety procedures, room scheduling, and volunteer coordination.
- Serve in a public-facing capacity to represent the CIS to external visitors.
- Perform other duties as assigned.



ATHENIAN IS LOOKING FOR CANDIDATES WHO CAN DEMONSTRATE...

Professional Qualifications and Experience:

- Multiple years of experience teaching or working in one or more of the areas: design, engineering, fabrication, applied science, CS, shop, or a related field
- Experience designing and implementing project-based or experiential learning
- Experience teaching in, partnering with, or coordinating the operations of, an innovation studio, shop environment, fabrication lab, robotics team, or design space
- Experience leading workshops, trainings, and projects, preferably to teachers
- Immersion in diversity work — both in training and in implementation — and a commitment to fostering culturally competent and inclusive classrooms
- A track record of establishing successful partnerships with faculty
- Possession of a bachelor's degree from an accredited college or university, which is a minimum requirement, though a graduate degree is highly desirable



Leadership and Personal Qualities:

- An explorer's mindset, and a genuine excitement to become more proficient in the disciplines of design, engineering, fabrication, robotics, woodworking, CS, and shop
- A willingness to help others catalyze new ideas and bring them to fruition
- Visionary, inspirational, pragmatic, diplomatic, and patient leadership
- Authentic empathy, warmth, and collegiality
- Confidence and humility, together with a sense of humor and warm personality
- Savvy communication skills and a proclivity for developing new partnerships
- A collaborative, cooperative, and growth-oriented mindset
- Enthusiasm for students to pursue their passions, talents, and interests, both in and out of the traditional classroom
- A passion for building community and facilitating adult learning



HOW TO APPLY

Ed Tech Recruiting is acting on behalf of Athenian to identify exceptional leaders in experiential education to fill this extraordinary opportunity. Please direct any inquiries to:

Gabriel Lucas
Principal, Ed Tech Recruiting
jobs@EdTechRecruiting.com

APPLICATIONS ACCEPTED THROUGH MAY 6, 2021.

All applications must be submitted online, via:

www.EdTechRecruiting.com/jobs/CIS

An application requires submitting four PDFs:

- Cover letter introducing yourself to the Athenian search committee
- CV or résumé
- A list of four references (include each person's name, current organization, title, phone number, email, and past connection to you—though we will not contact any references without obtaining your permission first)
- Response to the following prompt:

On page 7 and 8 of this document, three experiential programs are described: Community Service, Focus Fridays, and March Term. Propose three short ideas for experiential educational opportunities that you would want to offer in your first year as director of the Carter Innovation Studio (CIS): (1) a one-day Focus Friday experience for Middle School students in the CIS, (2) a three-week March Term course for Upper School students in the CIS, and (3) a community service partnership between the CIS and an external organization. How might you use these experiential educational opportunities to showcase the potential for teachers of traditional academic disciplines to incorporate principles of design and engineering into their classes?

The Athenian School does not discriminate on the basis of race, color, ethnicity, religion, faith, sex, gender or gender expression, age, ability, sexual orientation, familial or marital status. The Athenian School is actively seeking to create a more culturally diverse school community and as such, we encourage people of color and members of the LGBTIQ community to apply. Athenian's salary and benefits are competitive and include medical, vision, and dental insurance, a retirement plan, a smoke-free environment, and a daily prepared lunch.