Director of Cultural Competency and Inclusion

The Savannah Country Day School seeks candidates and nominations for the position of Director of Cultural Competency and Inclusion to begin in July of 2021.

About Savannah Country Day
Savannah Country Day traces its origins back to the 1905 founding of The Pape School, an institution long recognized for its academic excellence and college preparatory curriculum. Led by a group of visionary parents who saw the continued need for a first-rate college preparatory school in Savannah, the founders of Savannah Country Day acquired the assets of the Pape School including Pape's faculty, curriculum, the majority of its student body, and its facilities east of Forsyth Park. Savannah Country Day School is the successor to Pape's recognized tradition of academic excellence.

Savannah Country Day has been blessed from the beginning with an extraordinary assemblage of talented people. Whether it was the persistent and progressive force of the Pape School's founder, Miss Nina Anderson Pape, the vision and commitment of the parents who founded Savannah Country Day School in 1955, or the faculty members whose brilliance and dedication have profoundly impacted the lives of thousands of students during the previous one hundred years, the people of Pape and Savannah Country Day have made the School what it is today.

Savannah Country Day School is Savannah's preeminent college preparatory school providing a rigorous, supportive learning environment, especially for students who wish to challenge themselves with high expectations. Country Day is the wisest investment a parent can make in preparing their children for success in college and beyond.

Mission
The Savannah Country Day School seeks to prepare students of academic and personal promise to meet with confidence, imagination, and integrity the challenges of college and of life. In partnership with supportive families, we strive to cultivate in each student the desire and the discipline to grow in wisdom, to lead lives of personal honor, to appreciate beauty, to pursue physical well-being, and to serve others with a generous, compassionate spirit.

Diversity Mission Statement
In accordance with our mission, core beliefs, and strategic plan, we seek to foster and affirm a diverse and inclusive community at Savannah Country Day School. Members of this community reflect varied and multi-faceted backgrounds and identities and acknowledge these differences with sensitivity and respect. This community is critical to nurturing a sense of belonging in each student and inspiring lifelong intellectual and personal growth in all.

The Position
The Director of Cultural Competency and Inclusion will be responsible for overseeing the School’s cultural competency programming and curricula for faculty, staff, and students, and leading the School’s efforts to foster an inclusive school culture in which every student feels valued and supported. S/he will report to the Head of School.
and sit on the senior administrative team. S/he will lead a team that includes cultural competency and inclusion coordinators in each division.

The new Director of Cultural Competency (the School’s second person to hold the position) will have an opportunity to build on the work done by the School’s first Director and oversee implementation of the recommendations of the Board of Trustees appointed Equity Task Force, a diverse group of trustees, administrators, faculty, staff, alumni, and parents that began meeting in October of 2020 and is on the verge of completing its work.

The task force was charged with making recommendations to the board about ways in which Savannah Country Day School could more closely align itself with the best practices outlined by the National Association of Independent Schools in the area of Diversity, Equity and Inclusion. Specific charges included:

- Make recommendations as to how the school could develop and provide training for cross-cultural competency for all members of the community, including the Board of Trustees, parents, students and all school personnel.
- Make recommendations as to how the school could promote diversity, equity and inclusion in admissions, hiring, financial aid, and curriculum development, among other areas.

**Desired Qualities**

The successful candidate will have the following qualities:

- A bachelor’s degree (advanced degree preferred).
- A strong knowledge and understanding of all issues related to diversity, equity, and inclusion.
- Strong communication skills, including the ability to listen.
- Strong organizational skills.
- A keen understanding of the dynamics of a large traditional K through 12 coeducational independent day school in a city like Savannah.
- A proven track record of being able to work effectively with students, faculty, administrators, and parents in work related to diversity, equity, and inclusion.
- A commitment to our School’s mission and core values.

To be considered for the position, please send a cover letter and resume to Lisa Team, Administrative Assistant to the Head of School, at team@savcds.org.