



Director of Development Search

July 1, 2022

Bishop John T. Walker School for Boys
1801 Mississippi Ave SE, Washington, DC 20020
202-678-1515
www.bishopwalkerschool.org



**The
Education
Group**



OVERVIEW

Named after Bishop John T. Walker, the first African American Bishop of the Episcopal Diocese of Washington and a beloved figure to this day at numerous institutions, BWS is a diocesan day school serving boys primarily from the southeast area of Washington, D.C. and Prince George's County, Maryland. In 2008, the first operating year, BWS was located in the basement of St. Philips Episcopal Church in Anacostia, a neighborhood located in southeast, DC, and had an enrollment of 12 Junior Kindergarten students. Fourteen years later, BWS has an enrollment of 73 students in Kindergarten through Fifth Grade. Since its founding, Bishop Walker School has been a ministry of the Episcopal Diocese of Washington.

Unique in its commitment to creating life-changing opportunities for boys from DC's underserved communities, BWS strives to offer a wide range of support and social services to both its students and their families that enhances the School's sense of community and its students' chances for success in school and beyond.

THE RIGHT REVEREND JOHN THOMAS WALKER

Bishop John Walker, the first African American Bishop of the Episcopal Diocese of Washington, left a powerful legacy within the Diocese, the Episcopal Church in America, and certainly at the school that bears his name. Bishop Walker was a teacher, pastor, builder, urban ministry, relief worker, statesman, civil rights leader, and pioneer in social justice. He was particularly prominent in the fight against South African apartheid and became close to The Most Reverend Desmond M. Tutu, who was the Honorary Chairman of the School's Advisory Committee. At the core of his life and ministry



was the belief that education was the door to opportunity. He was the first African American seminarian at Virginia Theological Seminary and also the first African American teacher at St. Paul's School in Concord, New Hampshire, where he ministered to the children of the world's elite as well as to children who might have been easily forgotten. As an Episcopal priest, John Thomas Walker dedicated himself to assuring that future generations of African American children would find the doors of every educational institution open to them. In its mission and core values, The Bishop John T. Walker School mirrors this vision that Bishop Walker had for the future of the world's children.



ACADEMICS

Recently achieving a full seven year accreditation with the Middle States Association, The Bishop Walker School is committed to providing all of our scholars with academic programs that not only ignite their intellectual curiosity but also expose them to ideas and themes critical to their development as student leaders. At its core, the academic program is progressive, experiential, developmentally appropriate, focused on positive identity development and child-centered. Small class sizes averaging 16 students, skilled and innovative teachers, and differentiated instruction make it possible to meet the needs of a broad range of learners.

Our teachers have created a hands-on, engaging curriculum that integrates established, research-based curricula with a well-rounded, supportive learning experience.

All BWS academics are aligned to national and professional learning standards. The School works to ensure our students are able to compete scholastically with their peers in both independent and public schools in the region.



SUPPORT SERVICES

Most Bishop Walker students are first-generation independent school students who may face unique challenges at home and in their readiness for school. BWS recognizes the need to provide a range of support services for its students and their families to help support academic success. The School provides an extended day program, after-school activities, and summer learning opportunities so that there is programming for the boys eleven months out of the year, and three nutritious meals daily. BWS also facilitates children's health services, including hearing, speech, language, dental, and mental health screenings. Parental engagement is essential at BWS. Parents are required to volunteer at the School monthly and many go well beyond what is expected of them in support of their children and the School. The Parents Association and school co-sponsor discussion groups and speakers on a number of topics relevant to all parents and especially to those served by BWS. This shared sense of involvement and responsibility, by parents and school staff, enhances the sense of community at BWS and helps to ensure student success. 4



ACADEMICS



ARTS & ATHLETICS

In the pursuit of educating the whole child, our visual/performing arts and physical education curriculum exposes our students to different forms of self-expression.

Music is learned through:

- Singing, movement, and games
- Evensong Service
- Christmas and Black History Month programs
- Family and Friends celebration

Art is learned through:

- Projects in drawing, painting, collages, and sculpting
- Focus on color, lines, shapes, patterns, and dimensions
- Exposure to a variety of artistic techniques and materials
- Student artwork displayed throughout the school

Movement and Athletics is learned through:

- Activities and games involving running, skipping, throwing, catching
- Exercise and play with scooters, parachutes, hula hoops, bean bags
- Noncompetitive games teach lessons in good sportsmanship and cooperative play



ACADEMICS



RELIGIOUS LIFE

Bishop Walker is a school and a ministry of the Episcopal Diocese of Washington. It values highly its role as an Episcopal school, one where the development of the whole child- morally, spiritually, intellectually, socially and physically- is at the heart of all that they do. As an Episcopal school, BWS embraces a life of faith and welcomes all students, whatever the faith traditions of its students and their families may be. The School's Episcopal identity is an essential part of its educational mission. Through weekly chapel worship, religion classes, and throughout the academic program, core values of honesty, respect, responsibility, and perseverance central to the life and legacy of Bishop Walker are developed.





THE SCHOOL



FINANCE AND FUNDRAISING

In its service to an underserved urban population drawn primarily from the surrounding neighborhoods, BWS has both a unique mission and challenge in terms of generating the revenue needed to operate under a tuition-free model. BWS relies on philanthropy to meet 80-85% of its annual operating expenses and has achieved an impressive level of community support for its mission among its large donor and volunteer base, some 2,300 in number, that includes trustees and school leadership, Episcopal parishes, foundations and corporations, and BWS parents. In 2020, the school completed a \$6.5 million capital campaign- Securing Their Future - which predominantly funded the school's presence at THEARC. Looking ahead, The new strategic plan, adopted in January 2022 will set the course for the next three to five years of the school's growth.



GIVING CAMPAIGN ★ JUNE 19 - JULY 5, 2021

THE CAMPUS

In 2012, the Town Hall Education Arts Recreation Campus (THEARC), east of the Anacostia River in southeast Washington, D.C., chose the Bishop John T. Walker School for Boys as its preferred partner to provide education for boys on its 16.5-acre campus. In 2018, the school was relocated from its Douglas Road and Holy Communion/Congress Heights sites to its new home at THEARC. THEARC owns the building, but the school occupies the space under a long-term lease agreement. The facilities are impressive and were built to the school's exact specifications. This partnership has enabled students to enjoy a wide array of resources available at THEARC including a gymnasium, state-of-the-art theater, the Levine School of Music, the Washington Ballet, the Boys and Girls Club, the Children's National Medical Center, and the Washington School for Girls. The campus also boasts a small garden and a community playground that are available for use by BWS.



BISHOP JOHN T. WALKER SCHOOL AT A GLANCE

SCHOOL



Established: 2008
Grades: K-5
Total Enrollment: 73
Early Elementary: 34
Upper Elementary: 39

FACULTY



Teacher/Student Ratio: 8:1
Average Class Size: 16
Faculty and Staff: 31
Advanced Degrees: 20%

MEMBERSHIPS & ACCREDITATION

AISGW | The Association of Independent Schools of Greater Washington



National Association of Independent Schools



MAESA

 National Association of Episcopal Schools
Excellence Through Association

 **CSEE**
 the center for spiritual and ethical education



COSEBOC
 COALITION OF SCHOOLS EDUCATING BOYS OF COLOR

 **ibsc**
 international boys' schools coalition

The Position

Bishop John T. Walker School for Boys is seeking an experienced professional to partner with the Head of School, lead a staff of two, and build philanthropic support for the school and the engagement of key stakeholders. Reporting to the Head of School, the Director of Development creates, implements, and supervises appropriate fundraising strategies to meet the financial goals of the School consistent with the strategic plan. Along with the Head of School, the Director of Development is responsible for strengthening a positive public perception of Bishop Walker School in the community, communicating the mission and objectives of the school, building relationships with donors, and obtaining the financial support necessary to ensure a strong and vibrant future. There will be tremendous opportunity for outreach well beyond the Washington, DC metropolitan area.

Key to the success of this individual is the willingness to embrace the unique and dynamic aspects of the school community. He/she will have excellent communication and interpersonal skills and must be able to demonstrate confidence, impeccable integrity, outstanding organizational skills with donors and colleagues, and be a motivational team player.

Responsibilities begin **July 1, 2022.**





QUALIFICATIONS



- Bachelor's degree, plus 5-7 years of experience in development/fundraising and/or significant relevant experience in education or business. Record of donor/client solicitation and closing, required.
- Commitment to ethical fundraising, collegiality, teamwork, and the mission of the Bishop John T. Walker School for boys.
- Excellent interpersonal and communications skills. This position demands the personal presence and poise required to instill comfort and confidence among board members, volunteers, school leadership, faculty, and major donors. Ability to tell the story of the Bishop Walker School with passion and persuasion, along with a genuine desire to build lasting relationships with the school's donor community.
- Strong motivation, initiative and the ability to prioritize. As this position enjoys a high degree of autonomy, it requires a driven and disciplined individual who can engage effectively with donors, prospects, and volunteers from a variety of backgrounds.
- Ability to work collaboratively and supportively with colleagues and high-level volunteers, including the Bishop Walker School Governing Board and Annual Dinner Committee members.
- Excellent writing skills, including the ability to craft thoughtful personal letters, compelling proposals, and other communications.
- Proficiency with G Suite and the Windows computer environment including MS Word and Excel. Experience with The Raiser's Edge® or comparable fundraising management software preferable.
- Openness to learning software applications and/or acquiring new skills quickly and effectively with an entrepreneurial spirit eager to develop or improve existing systems as needed.
- Availability and willingness to work outside the normal schedule, including early mornings, evenings, School holidays, and weekends to accommodate donor and volunteer meetings, and School/departmental events.



DUTIES AND RESPONSIBILITIES

- Organize, manage, and steward a fundraising program that raises \$3-\$5 million annually in philanthropic revenue from over 1,000 individual, foundation, parish, and corporate donors.
- Collaborate with Development Staff, the Head of School, and Senior Administration colleagues to plan and execute a comprehensive communications strategy.
- Plan and execute a direct marketing program to raise awareness and funds through mail, email, and social media.
- Collaborate with colleagues and volunteers to solicit and secure funds from individual and organizational donors to support the school's current operations and long-term aspirations.
- Responsible for planning and executing special events, including the Annual Dinner, the Juneteenth Giving Campaign, and small strategic events that boost awareness for the School.
- Strategize and plan appropriate opportunities for the Head of School, Board members, and key volunteers, and faculty members to participate in donor cultivation, solicitation and stewardship activities.
- Engage with members of the Governing Board to secure personal financial support, identify new potential donors, and strengthen relationships with donors in member's networks.
- Serve as the staff liaison to the Development Committee and work closely with the Committee Chair to identify and track the achievement of committee goals and objectives.
- Help to promote a culture of philanthropy among all of the School's constituents and seek to expand understanding of the important role philanthropy plays at BWS and be an active and visible participant in the life of Bishop Walker School.





How to Apply

Prospective candidates should send the following materials in a single PDF document to Linda Talton at linda@educationgroup.com.

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- List of five professional references with contact information



Linda Talton
linda@educationgroup.com

The Bishop John T. Walker School for Boys does not discriminate on the basis of race, color, religion, national or ethnic origin, gender, sexual orientation, or any other legally protected status in the administration of its educational, admission, financial aid or employment policies, or any other programs administered by the School.