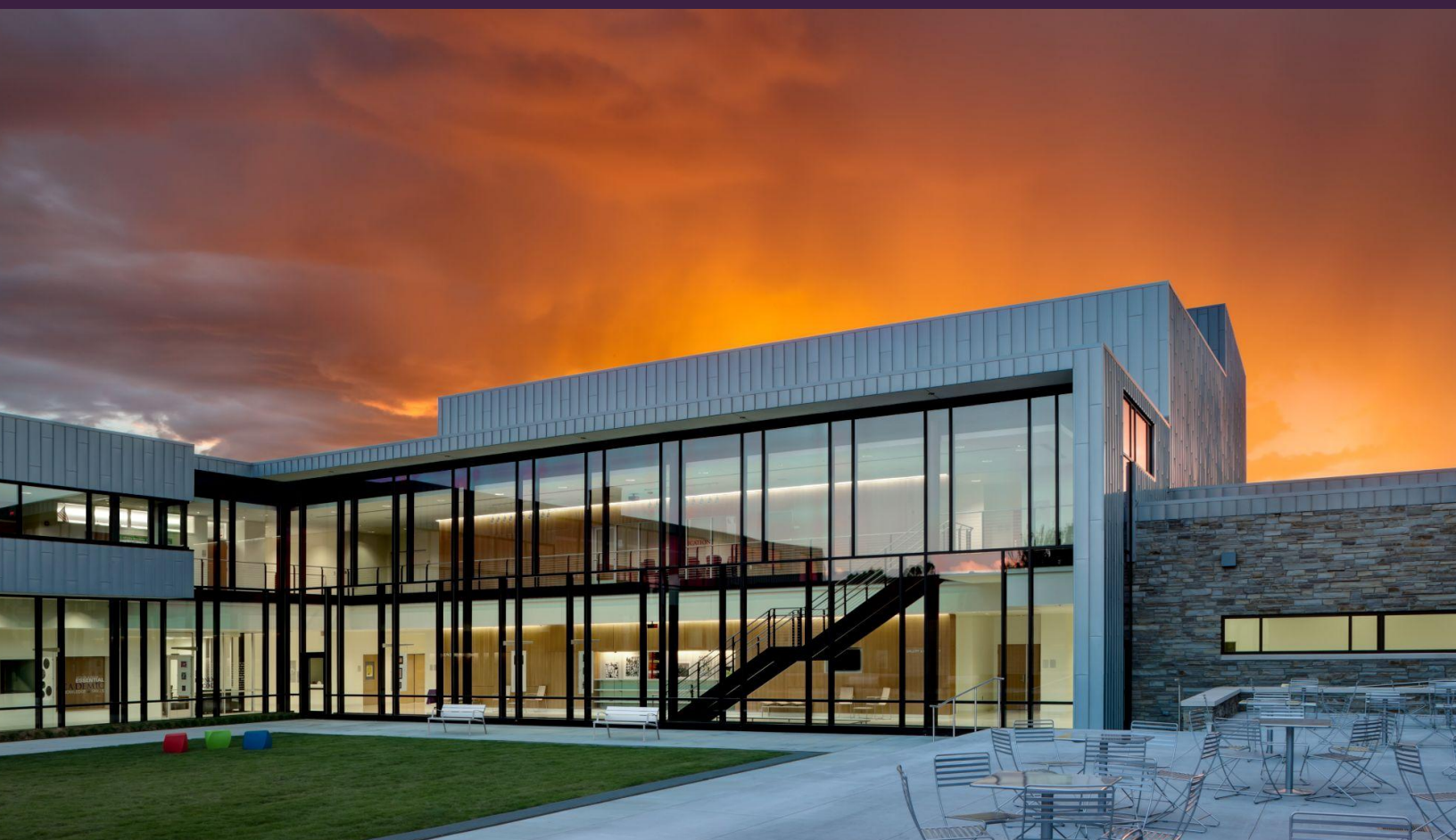




THOMAS JEFFERSON
INDEPENDENT DAY SCHOOL

Head of School Search

THOMAS JEFFERSON INDEPENDENT DAY SCHOOL | JOPLIN, MO
JULY 1, 2025



The
Education
Group

Mission

Through a dedication to academic excellence, Thomas Jefferson Independent Day School stands accountable for educating students to make the most of their abilities.

The School educates students to acquire and refine essential academic knowledge and skills; cultivate an appreciation of the arts; develop lifelong fitness skills; assume responsibility for their behavior; seek out challenge, welcome criticism, test new capacities; practice self-discipline; and find joy in learning.

The school brings students together with teachers who exemplify intellectual curiosity, a dedication to truth, and the advantages of living the examined life.



Fast Facts



FOUNDED
1993



CO-EDUCATIONAL GRADES
Pre K - Grade 12



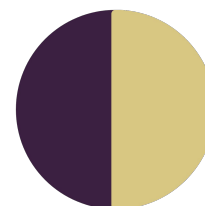
STUDENTS
320



CAMPUS SIZE
26 Acres



MASCOT
Cavaliers



SCHOOL COLORS
Purple and Gold



TUITION
\$12,125



FINANCIAL AID %
50% of families receive assistance



ANNUAL OPERATING BUDGET
\$4.5 Million



AVERAGE CLASS SIZE
22 Students



STUDENT TEACHER:RATIO
9:1

Overview

Thomas Jefferson Independent Day School (TJ) provides a classical liberal arts education to approximately 320 students in grades Pre-K through 12. TJ serves a diverse student population made up of students from dozens of communities in the wider four-states region.

Thomas Jefferson was founded in 1993 by a group of Joplin parents who were determined to give their children an exceptional educational experience that would prepare them for success in college and in life. The founders determined the best way to help children reach their full potential was through a classical liberal arts education with a Western civilization focus, delivered in a highly supportive, mission-driven environment.

In late fall 1992, the Founders set out to create Thomas Jefferson, forging a Mission Statement and Honor Code to guide students, faculty, administrators, and parents. The founders chose the school's name with care and intentionality, and developed the curriculum based on time-tested programs at some of the nation's most successful independent schools.



In August 1993, TJ opened its doors to 185 students in Pre-Kindergarten through grade 9. Situated on 26 acres, TJ has grown from 45,000 square feet to more than 90,000. The addition in 2011 of the Humphreys Arts and Student Life Complex doubled the size of the school facilities, enabling TJ to further develop its extremely strong arts programs, and to expand enrollment to meet growing demand for the school's exceptional academic program. The addition includes a world-class concert hall, Upper School library, commons area, courtyard, several classrooms, small group rooms, a second art studio, and music rooms.

In 2014, the school community dedicated the J.P. Humphreys Track and Field Complex, honoring a man who worked to improve education in the region and who donated the land for the school. TJ rededicated the Dr. Pat Doody Memorial Tennis Complex in 2016.

Today, TJ has approximately 320 students enrolled in grades Pre-Kindergarten through 12. Since its inception, TJ has distinguished itself academically, artistically, and athletically at the state and national level. TJ graduates regularly receive impressive enrollment and merit scholarship offers at a wide variety of colleges and universities, including some of the most prestigious schools in the country..



The Program

A carefully mapped curriculum, scope and sequence provide a clear framework for all core academic instruction throughout the program. Students have a wide range of opportunities for co- and extra-curricular instruction and participation in academics, athletics, and the arts. With an inclusivity policy, students are given unique opportunities to participate in any activity that is offered.

Thomas Jefferson Independent Day School offers competitive interscholastic athletics through the Missouri State High School Activities Association (MSHSAA) and the Ozark 7 Conference. Students in Middle School can participate in soccer, tennis, volleyball, cross country, basketball, cheerleading, and track. Students in the Upper School compete in soccer, volleyball, cross country, basketball, cheerleading, golf, swimming, tennis, and track.

Students may perform in vocal and instrumental ensembles, including a separate strings program, beginning in Grade 3. There are also performing arts opportunities through annual full-scale musicals in the Lower, Middle, and Upper School divisions.

Additional opportunities include math and science contests, music and art competitions, Science Fairs, Speech and Debate, National History Day and foreign language contests, and scholar bowl competitions. Students also participate annually in the Missouri Scholars Academy, Girls State, and Boys State. Success in academic and extra-curricular activities is recognized during the School's annual Honors Day celebration.



The Program cont.

Thomas Jefferson Independent Day School offers dozens of enrichment opportunities for TJ students and other children in the community;

- TJ's Music Academy offers after-school lessons from talented faculty in voice and several types of instruments.
- TJ offers a quarterly Saturday Enrichment Series on the TJ campus via our Young Scholars, Kids College, Destination Discovery, and Middle School STEM programs. These opportunities are open to 3-year-olds through 8th graders, and are open to all children in the 4-States area.
- TJ also offers a full range of academic enrichment classes for students in Pre-Kindergarten through grade 12 during the Summer Discovery Academy. These engaging half- and full-day summer programs are open to all students in the Four-States region.



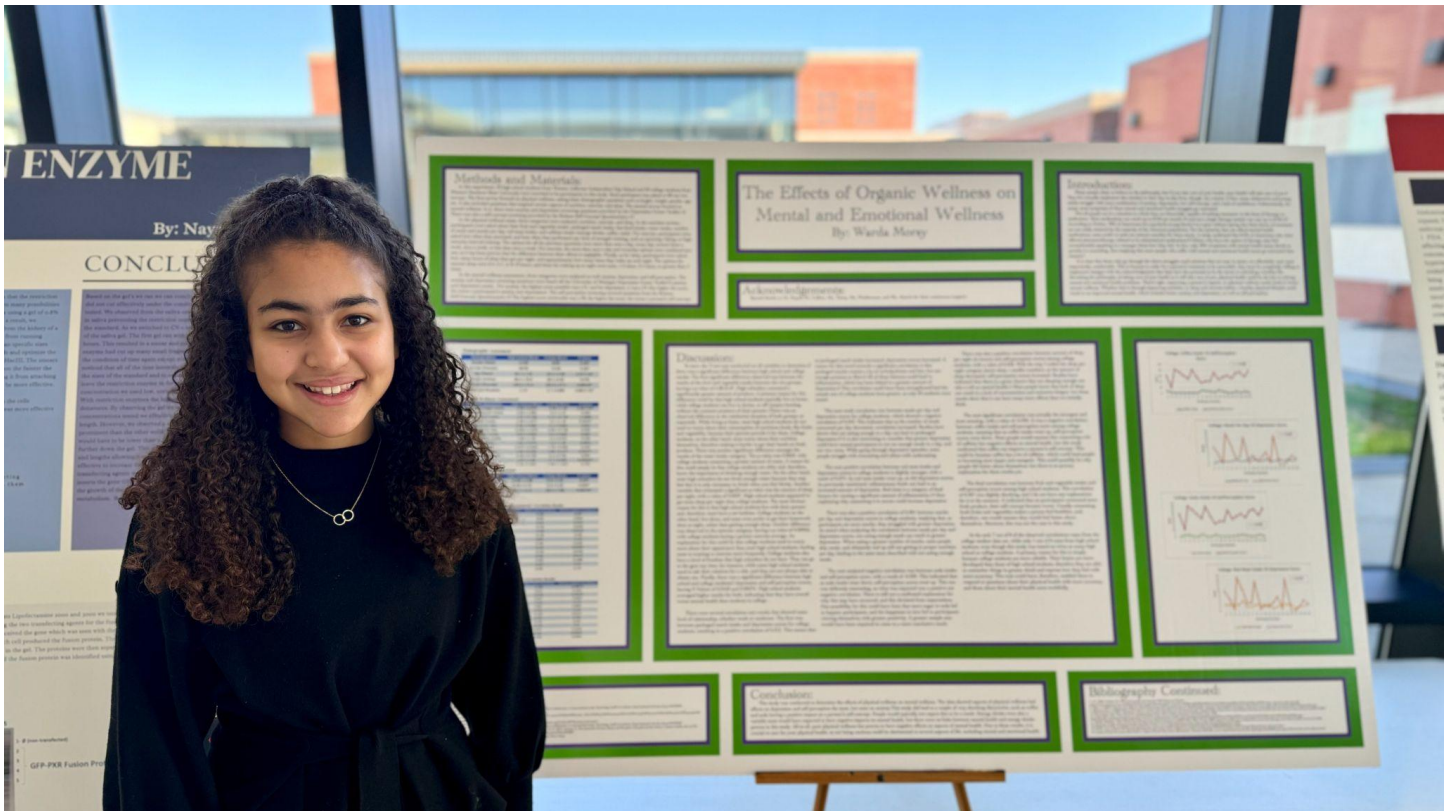
Results

One hundred percent of TJ graduates are accepted into four-year colleges and universities, including some of the most highly-selective institutions in the world. They also receive substantial merit-based scholarship offers. The last five graduating classes, for example, each earned more than \$4.25 million in merit-based scholarship offers. That is an average of more than \$200,000 in merit-based scholarship offers per student. The past five graduating classes have scored an average ACT composite score of 29.2. On average, 20% of the students in each graduating class are recognized as a National Merit Finalist or Commended Scholar.

Accreditation & Membership

Thomas Jefferson Independent Day School is accredited by the Independent Schools Association of the Central States (ISACS) and holds membership in the following:

- National Association for College Admission Counseling (NACAC)
- Educational Records Bureau (ERB)
- Missouri State High School Activities Association (MSHSAA—state activities association)
- National Honor Society
- Ozark 7 Conference



Governance

TJ has a twelve-member Board of Trustees with staggered 3-year terms such that each year four members stand for reelection. The School is incorporated as a not-for-profit, 501(c) (3) organization. All of the trustees have been involved as parents with children or grandchildren in the school, some since its founding. Board members are strongly invested in TJ, monitor its fiscal health, are leaders in generous financial support, and through the Board Chair work productively with the Head of School supporting his/her leadership through a partnership model.

Legacy Fund Gift

In 2022, in conjunction with its 30th anniversary, TJ received a multi-million-dollar legacy fund gift from co-founders Debra and David Humphreys. The Humphreys Legacy Fund enabled TJ to make its world-class education even more accessible to students and families in the four-state area.

- The Humphreys Legacy Fund gift provides \$15 million across the next decade to support more affordable tuition for all students.
- Full-price tuition was reset to \$11,000 (currently \$12,125), and current TJ students already served by scholarships and tuition assistance continue to receive those benefits.
- Substantial tuition assistance for families who qualify continues to be available at TJ.
- Dedication to academic excellence and support for robust co- and extra-curricular programs, including athletics, the arts, and STEM opportunities, were enhanced by this gift.



The Campus

Adjacent to a residential area of the city of Joplin, Thomas Jefferson enjoys an attractive 26-acre campus. The main complex houses classrooms for the school's four divisions (Early Childhood, and the Lower, Middle, and Upper School), all situated around a central courtyard.

- The well-appointed Early Childhood classrooms adjoin outside play areas.
- Lower School classrooms are clustered together adjacent the LS library, a state-of-the-art computer lab, art studio, and a large multi-purpose room.
- Upper School classrooms and small group rooms can be found throughout campus, with a dedicated US library and art studio.
- The entire student body shares a school cafeteria and kitchen area, a 425-seat concert hall with state-of-the-art features that allow students to participate both on and off the stage in performances and events, a field house athletic facility, an all-weather track, a newly rebuilt four hard court tennis court, and playing fields complete the campus.
- Ample acreage is available for future expansion if warranted.

The Community

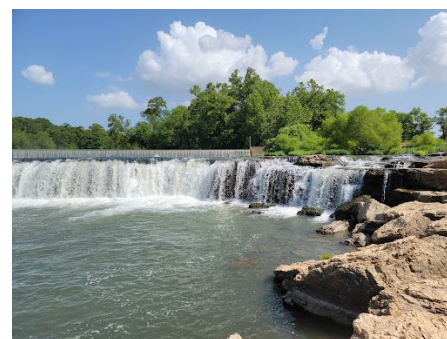
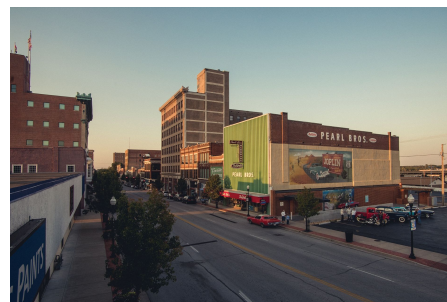
Joplin, located in southern Jasper County and northern Newton County in the southwestern corner of Missouri, is the largest city in Jasper County and has a city population of more than 52,000 people. Joplin enjoys the community lifestyle often associated with a smaller town, but also the amenities of a city that serves more than 250,000 people every day with jobs, medical care, education, retail, and entertainment. The 400,000 people within a 40-mile radius makes Joplin the state's 4th largest metropolitan area. It is routinely touted as one of the best, and most affordable, places in the United States to live, work and raise a family. From commerce and manufacturing to education and culture; from healthcare and recreation to sporting events and transportation, the Joplin region is a 5,000-square-mile growing area in the heart of the U.S and enjoys one of the lowest housing costs in the nation.

Medical care is strong in the region with two major regional medical centers based in Joplin and numerous community hospitals serving the nearby cities and towns. With major medical centers, there are treatment options for the majority of medical conditions. There is also a strong network of family physicians. The health care options also include numerous mental health options and physical therapy services. The area's universities support health care training for the region from med-tech to therapist to nursing. The pipeline to ensure quality doctors, and now dentists, is growing thanks to the new KCU South Campus.

Parks, sports, lakes, hunting, fishing, boating, biking, and entertainment characterize the Joplin region's quality of life. With a temperate, four-season climate, there is plenty of opportunity to enjoy the outdoors from community parks, to walking and biking trails to floating down one of the many area Ozark streams. But it's not just about the outdoors. The area is home to an eclectic blend of entertainment venues and festivals in nearly every community that make up the Joplin region. Shoppers and diners delight in the variety of shops and eateries offered throughout the region. Art galleries, museums and concerts add to the year-round quality of living in the area.

Relevant websites that provide meaningful information about the region are as follows:

- Joplin Area Chamber of Commerce
- Visit Joplin MO
- The Joplin Globe newspaper
- George Washington Carver National Monument
- Grand Falls
- Joplin Museum Complex





The Position

As the Board seeks its next Head of School, it recognizes the need for a dynamic leader who is passionate about educating students, being a part of the TJ community, and shaping the school's future while ensuring its faithfulness to its founding Mission. The school enjoys an excellent academic reputation and is known for a strong sense of mission and vision. The next head of school will steward a good and healthy school while championing the school in the larger community.

Qualifications

- Minimum of a bachelor's degree is required (an advanced degree is strongly preferred);
- High level of personal and professional integrity and ethical values;
- Superb critical thinking, decision-making, and communication skills;
- Strategic thinker and planner, able to impact all elements of TJ;
- Experience in operations (finance and accounting, marketing and communication, development, and the student experience to include recruitment and retention);
- Demonstrated ability to work cooperatively and productively with various internal and external stakeholders;
- Able to serve as the "face of TJ" and move the community to philanthropic support;
- Ability to set organizational and individual goals, measure progress, and ensure accountability;
- Knowledge of, and experience with, college preparatory curriculum and pedagogy and course offerings across the K-12 spectrum;
- Commitment to quality education for all students and an unwavering focus on student development and success.

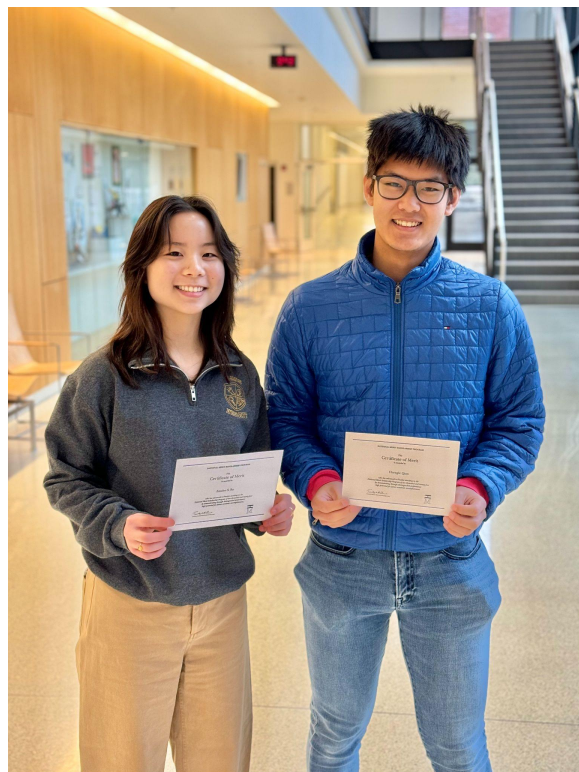
We Seek

An Inspirational Educational Leader

- Who will provide active and visible leadership built on a foundation of honesty and integrity demonstrably committed to the School's Mission and Honor Code;
- Who is a strong strategic and operational leader, philosophically aligned with a classical liberal arts Western Civilization curriculum;
- Who is an approachable personality with exceptional communication and people skills who visibly sets the tone on campus for humility, respect, energy, and passion for educating and supporting students;
- Who will strengthen and enhance all operational elements of the school and provide leadership in enrollment and advancement;
- Who will drive educational excellence;
- Who leads the processes for recruitment and retention of qualified students;
- Who can recruit, inspire, develop, mentor, and retain quality faculty and staff, and be supportive of faculty and administrators, objective and evenhanded in their review, and clear in articulating standards, goals, and priorities;
- Who is a strategic thinker and planner who will provide the wisdom and educational leadership to guide a forward moving institution.

A Strong Community Presence – in the school and at large

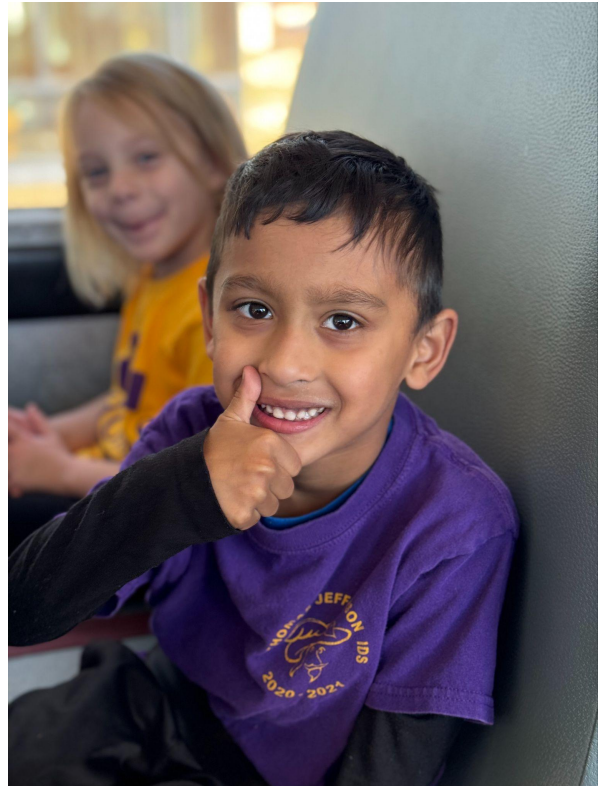
- A person who loves the job and enjoys interacting with people;
- A leader who will be an active, visible, and strategic leader in, and a member of, the wider Joplin community, engaging in regular public outreach to further the school's recognition and communicate its uniqueness in the community and beyond;
- A community leader, broadly and effectively communicating the school's mission and culture;
- A leader who works well with all constituencies – board, faculty, parents, students, and the community.



How to Apply

Prospective candidates should send the following materials in a single PDF document to the search consultants.

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



Search Consultants



MARCI MCLEAN

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Executive Coach, Search Consultant

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Thomas Jefferson Independent Day School admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.