

<b>SSATB: Comparative and Competitive Admissions</b>				
<b>Session B: Thursday, September 10:45 -11:45am</b>				
	<b>The Bush School</b>	<b>Hawken School</b>	<b>Castilleja</b>	<b>The Latin School</b>
<b>ADMISSIONS DIRECTOR BACKGROUND</b>				
<b>Number of years in Admissions</b>	15 years	20 years	35 years	21 years
<b>Other Schools</b>	Hathaway Brown School - Cleveland, OH	Santa Catalina School - Monterey, CA	Mills College-Oakland, CA	Choate Rosemary Hall-Wallingford, CT
	National Cathedral School - Washington, DC		Wheaton College-Norton, MA	Hamilton College-Clinton, NY
	Forest Ridge - Seattle, WA			Binghamton University-Binghamton, NY
<b>First job working in schools</b>	Lacrosse coach, Dean of Students	Assistant Director of Admission, Resident Faculty member	Admission Officer at Mills College	Assistant Director of Admission
<b>How did you end up working in admissions?</b>	Classroom teacher who loved the flexibility & creativity of administration/admissions; Alum/lifer at NAIS School	I was a student reader on my college's Admission Board. I also attending college fairs as an alumnae representative my first year out of college. I liked it much more than what I was doing professionally, which prompted me to look for opportunities in admissions for the following year.	Started in college as Saturday receptionist in admission office at Occidental and have never veered away	Challenged my university administration and ended up serving as an admission office intern.
<b>What other jobs/positions have you held in schools or outside of schools?</b>	Dean of Students; Director of Lower School & Early Childhood Admissions; Director of Middle School Admissions; Director for the Center for Girl's and Women's Leadership; Advisor; Field Hockey & Lacrosse coach; Outdoor Trip Leader;	Assistant/Associate/Director of Admission, Director of Admission and Financial Assistance, Director of Financial Assistance, Resident Faculty Member, JV Field Hockey coach, Class Dean, Advisor, Legal Assistant in a Corporate law firm	Assistant Director/Associate Director at Mills, Director of Admission at Wheaton, Director of Admission, Tuition Assistance and Summer Programming, Class Dean, Class Advisor, Diversity Lead	National Director of Programs at A Better Chance; Founder/Executive Director at IMA Foundation, Advisor to Students of Color at Choate. Several soccer and track positions.
<b>Favorite part of the work</b>	Big picture; Telling school's story; relationships	Creating access for students who wouldn't otherwise have the opportunity to attend Hawken. Talking about my school and the incredible opportunities it offers our students.	counseling families, story telling, relationships with kids	working with your people and supporting the disenfranchised to become warriors
<b>Least favorite part of the work</b>	Breaking relationships with rejected students and families of connected students; interpersonal challenges of school politics; email	Feeling as if I'm "haggling" with families (often the same families, year after year) about financial assistance grants; the amount of my time that I spend on email	held hostage by email, denying students	last week of app reading and performance reviews
<b>Additional responsibilities</b>	4 Board Committees; Co-Chair PSIS Common Dates Task Force; SSATB ALC; Coach 3/4th Grade basketball & lacrosse	Board Finance Committee, Affordability Task Force, ISACS Steering Committee	Director of Tuition Assistance and Summer Programming, Board Finance and Advancement Cttees, Diversity Lead	Member of the Diversity Committee
<b>Recent Professional Development</b>	Crow's Nest Institute; SSATB Annual Conference, SSATB ALC Workshop; NAIS Annual Conference; NAIS Aspiring Heads	Crow's Nest Institute, SSATB Annual Conference, SSS Conference, ISACS regional workshops	Crow's Nest, SSATB Conference, SSS Conference, Bay Area Admission Director Steering Cttee	Crow's Nest, SSATB, POCC
<b>Favorite pastime outside of school</b>	Running, rowing, la familia	Reading, spending time with my family, hiking	Cooking, time with family and friends, walking with adorable Goldendoodle	The Gunners...all about the gunners. Oh yeah, and spending time with my family.
<b>SCHOOL</b>				
<b>Year founded</b>	1924	1915	1907	1888
<b>Founder</b>	Helen Taylor Bush, progressive educator	James A. Hawken	Mary Lockey	Mabel Slade Vickery
<b>Size of School</b>	629	1022	438	1150
<b>Grade Levels</b>	K-12	PS-12	6 through 12	PK-12
<b>Size of Senior Class</b>	62 students	114 students	67 students	116
<b>Day/Boarding</b>	Day	Day	Day (previous day/boarding)	Day
<b>Co-ed / Single Sex</b>	Co-ed	Co-ed	All girls	Co-ed
<b>Head of School</b>	Percy L. Abram, Ph.D.	D. Scott Looney	Nanci Kauffman	Randall Dunn
<b>Mission</b>	To spark in students of diverse backgrounds and talents and passion for learning, accomplishment and contribution to their communities	Forward-focused preparation for the real world through the development of character and intellect	Castilleja School educates motivated young women to become confident thinkers and compassionate leaders with a sense of purpose to effect change in the world.	The Latin School of Chicago provides its students with a rigorous and innovative educational program in a community that embraces diversity of people, cultures and ideas. Latin inspires its students to pursue their passions and lead lives of purpose and excellence.
<b>Description</b>	Oldest K-12 School in Seattle; Progressive school	Largest independent school in Cleveland; progressive school, committed to experiential learning	Only girls, non-sectarian, independent 6-12 in SF Bay Area	Oldest independent school in Chicagoland
<b>Size &amp; Location of campus</b>	6 acres; urban residential	3 campuses: Lyndhurst (PS-8) 45 acres, suburban residential; Gates Mills (9-12) 325 acres, rural; The Sally and Bob Gries Center for Experiential Learning (K-12) urban extension campus	5 acres; suburban residential	three buildings, urban residential
<b>Ninth Grade Tuition</b>	\$31,045	\$28,565	\$40,930	\$31,735
<b>Financial Aid Budget</b>	\$2.6 million	\$6.9 million	\$2.8 million	\$3.7M
<b>Number of students on financial aid</b>	20% (120)	39% (400)	20% (88)	13%
<b>Endowment</b>	\$17 million	\$58 million	\$55 million	\$48M
<b>Operating Budget</b>	\$17 million	\$25 million	\$22 million	\$42M
<b>OFFICE / STAFF</b>				
<b>Number of people on staff</b>	6 staff	7 staff members	4 (3.3 FTE)	5
<b>Full time positions</b>	Director of Admissions and Financial Aid; Associate Director of Admissions; Administrative Assistant; Lower School Admissions Associate	Assistant Head of Enrollment Management; Director of Lower and Middle School Admission, Associate Director of Admission and Financial Assistance; 2 Administrative Assistants	Director of Admission, TA, Summer Programming, Asst Dir of Adm/TA,	Director of Enrollment Management and FA; Associate Director of Enrollment Management; Associate Director of Enrollment Management for Diversity and Inclusion; Assistant Director of Enrollment Management and FA; Assistant Director of Enrollment Management and FA
<b>Part time positions</b>	Middle School Admissions Coordinator (1/2 time); Financial Aid Coordinator (in season)	Associate Director of Admission (9-12); Assistant Director of Admission (4-8)	Assoc Dir of Admission (65%), Admission Coordinator (75%)	Enrollment Management Assistant
<b>Office Budget (minus salaries, including marketing, advertising)</b>	\$100K	\$195K		
<b>Location on campus</b>	First floor of old head of school's house	Lyndhurst campus: Just inside the main entrance of the original school building; Gates Mills campus: Second floor of the White House, a 28 room, historic home on campus	1st floor of Admin Bldg	Second floor in Upper School and second floor of lower school
<b>Website &amp; Application Program</b>	Whipple Hill (website) / Ravenna (application program)	Whipple Hill (website) / inResonance: PORTAL (admission database and online application)	Finalsite (website) inResonance (database), Ravenna (on line application)	Whipple Hill but transitioning to Finalsite (web) and Ravenna for application
<b>What are the qualities or values that best describe your admissions program ?</b>	We are a student centered program that gets to know students throughout the process; we are creative in our outreach and work to develop meaningful relationships with all constituencies; This year we are focused on developing systems around process and planning	"High-touch", personalised process for students and families; collaborative, team-based staff; data-driven; always looking for ways to improve what we do	Highly professional and personal with strong customer service component. High marks from families for warmth and care of admission team.	Data driven innovation with an emphasis on customer service. We are also acutely aware of issues around equity and access. We focus on protecting the integrity of a transparent process where all are treated with respect.