

Hugh Aidan Robert Jebson

OBJECTIVE

Lead and be part of a mission-driven, aspirational school community to facilitate the development and implementation of substantive change and improvement in the content and delivery of Pre-K through Grade 8 educational programs.

QUALIFICATIONS

28 years of service to independent and Episcopal/Anglican education. Energetic and visible leader, team builder, mentor, lifelong learner, collaborator and global-minded visionary; demonstrated success in PS-8, 8-12, Pre-K-12 day and boarding schools in the U.S. and England; recognized nationally for excellence in teaching; frequent speaker at educational conferences; author of over forty published titles; former NCAA Division I student-athlete (Football).

EXPERIENCE

Head of School, All Saints' Episcopal Day School

Carmel, CA, 2016-Present

- Work with department heads and trustees to develop and oversee \$4 million annual operating budget.
- Lead ongoing efforts to strengthen community engagement. All Saints' experienced all-time high participation and support for annual giving from 2016-2018.
- Partnered with philanthropic leaders to fully fund and complete transformative capital projects, including the library learning commons to encourage and facilitate collaborative, inquiry-based learning, and the Bardis Family Little Schoolhouse (preschool)
- Engaged trustees and stakeholders from key constituencies to review and update the mission statement and marketing strategy to better define and articulate All Saints' value proposition
- Applications to All Saints' increased 200% since 2016; enrolment of mission-appropriate families increased over the same period.
- Initiated a school-wide curriculum review to ensure vertical integration and provide a framework for 21st century learning
- Empowered a faculty team to design and implement new professional growth and performance review models
- Strengthened institutional transparency and parent education
- Recipient of \$80,000 in grants from the Monterey Peninsula Foundation to further strengthen campus security and improve teaching and learning at All Saints'
- Taught Ethics (8th grade course)

Assistant Headmaster, Berkeley Preparatory School

Tampa, FL, 2010-2016

- Helped develop and oversee \$20 million annual operating budget
- Member of the Board of Trustees Master Plan team; partnered with board leadership in the development and execution of two strategic plans.
- Transformed the role of the academic department chair position to establish, maintain and evaluate best practices, and to nurture and leverage innovation
- Architect of Berkeley's school-wide professional development and teacher evaluation model for formal review (featured in *Independent School Magazine*)
- Collaborated with faculty and staff to develop and implement a school-wide mentoring program for new and 'veteran' colleagues
- Partnered with faculty and staff to develop and implement the Employee Standards of Conduct in Relation to Students

- Worked with the Director of Community Engagement and Service Learning to develop the Berkeley Academy
- Teamed with Tonbridge School Design and Technology Department to develop and introduce a 'design thinking' approach to teaching pedagogy at BPS
- Established an international partnership with the Tony Little Centre for Innovation and Research in Learning at Eton College, England
- Lead organizer of 2015 'TEDx Berkeley'
- Taught "Hitler and the Nazis: The Rise and Fall of Evil"

Upper Division Director, Berkeley Preparatory School

Tampa, FL, 2007-2014

- Architect of the BPS Global Scholars Program to enhance global awareness, promote cultural understanding and sensitivity to cultural differences
- Travelled with students to Australia, New Zealand, China and England as part of experiential learning for Grades 9-12, and Ghana to develop service-learning opportunities for Grades 6-12
- Created the Student Health Referral System, a wellness-oriented process for students to seek assistance with behavioral, health and relationship challenges
- Worked with others to establish 'Berkeley Bridge', a transitional program available to new families joining from non-independent schools, to provide supplementary academic preparation and support for eligible students
- Strengthened community bonds and traditions, and provided additional opportunities for students to serve others via the 'Wrap-In'
- Taught "Modern China" and coached 6th grade boys and 6th grade girls soccer teams

Head of the Upper School, Cincinnati Country Day School

Cincinnati, OH, 2003-2007

Re-evaluated curriculum, formulated goals, plans, policies, budgets, marketing and personnel actions; led efforts to strengthen the professional culture; taught "War and Peace in the Middle East."

Dean of Academics, Lake Forest Academy

Lake Forest, IL, 1999-2003

Oversaw the master timetable of schedules; taught World History, United States History, AP Modern European History; resident 'dorm parent'; coached football, basketball and softball.

Teacher of History, Director of Student Activities, Tonbridge School

England, 1994-1999

Teacher of History, St. Paul's School (Substitute position)

England, 1992-1993

Teacher of History, Resident Tutor (dorm parent), Ellesmere College

England, 1990-1992

EDUCATION

'Mini-MBA' (non-degree online program)

University of St. Thomas, Opus College of Business

St. Paul, Minnesota, 2013

Master of Philosophy (with Thesis)

University of St. Andrews

St. Andrews, Scotland, 1990

B.A. History and Political Science (double major)

University of Iowa

Iowa City, Iowa, 1988

PUBLICATIONS AND CONFERENCE PRESENTATIONS

Bibliography available upon request

PERSONAL

First generation immigrant to the U.S. Married to Danelle Jebson (Registered Nurse) since 1989, three grown children. Interests include: entertaining, travel, cooking, the arts and athletics.