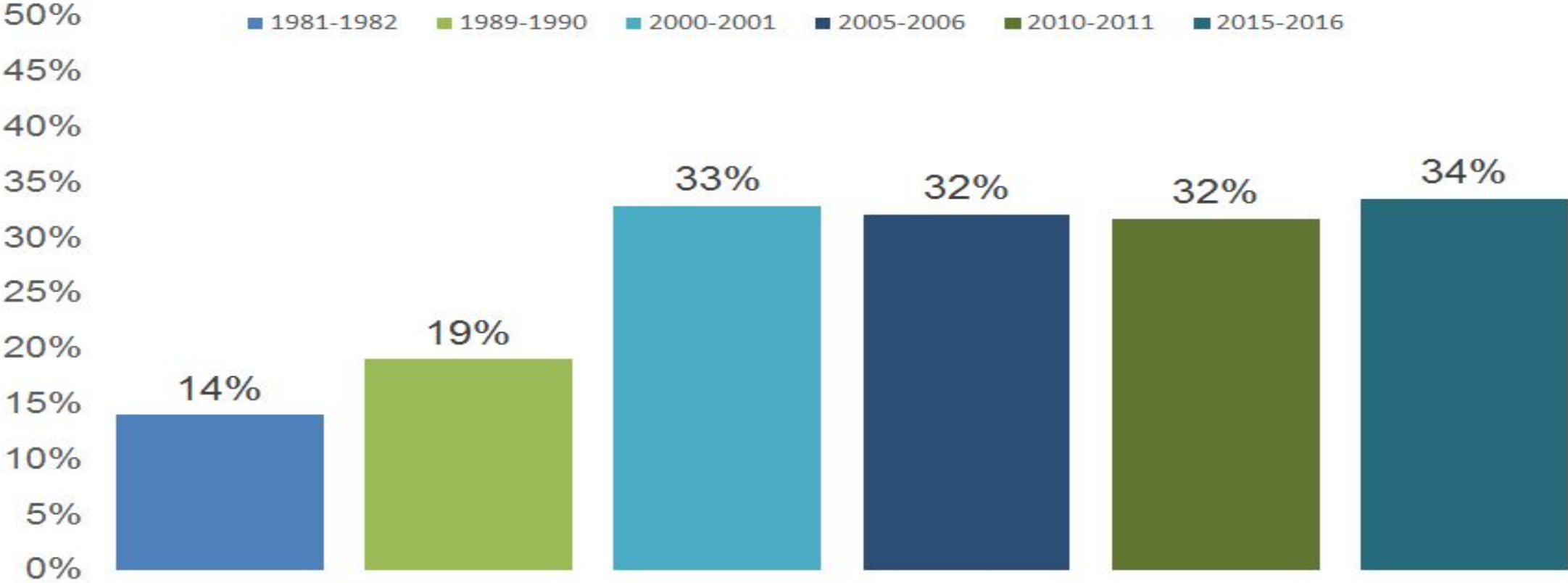




# Growing and Developing Women as Leaders for the 21st Century Independent School

Colleen Ramsden, Doreen Kelly, Susan Perry,  
and Laura Reed

# Percentage of Female Heads at NAIS Schools



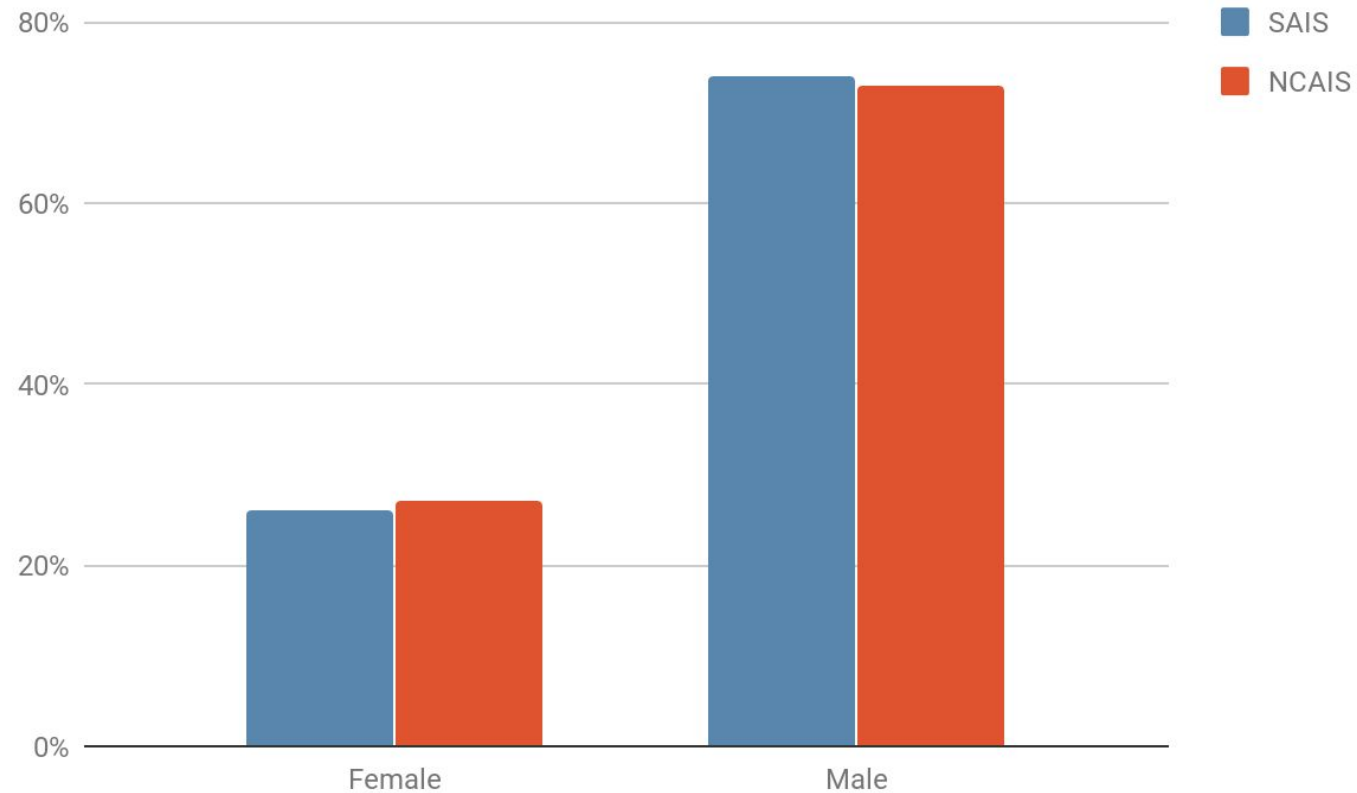
Source: DASL

# 2016-2017 School Year?

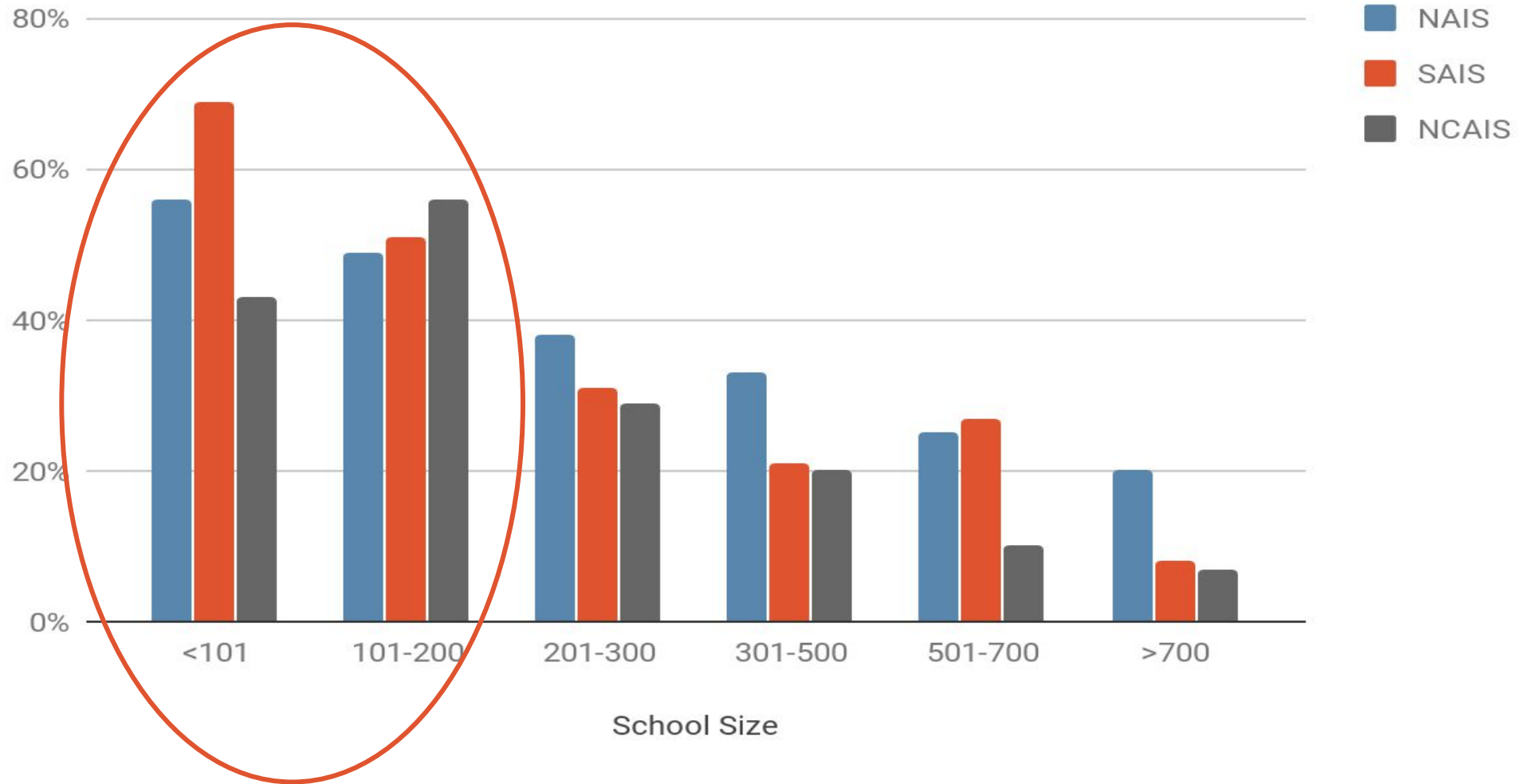
33.6%

Nothing has changed

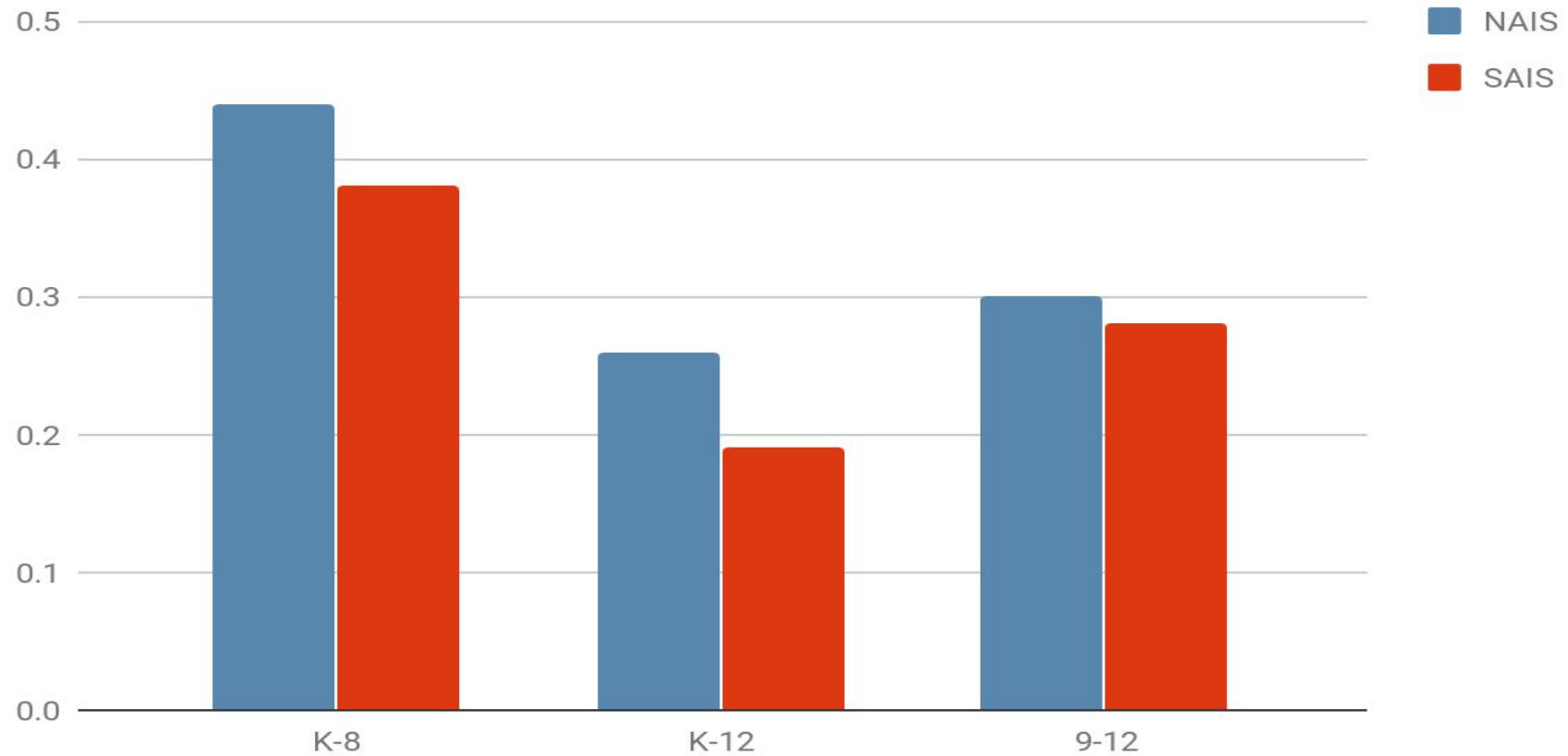
# Looking Closer to Home | 2016-2017 Overall Head of School Data By Gender



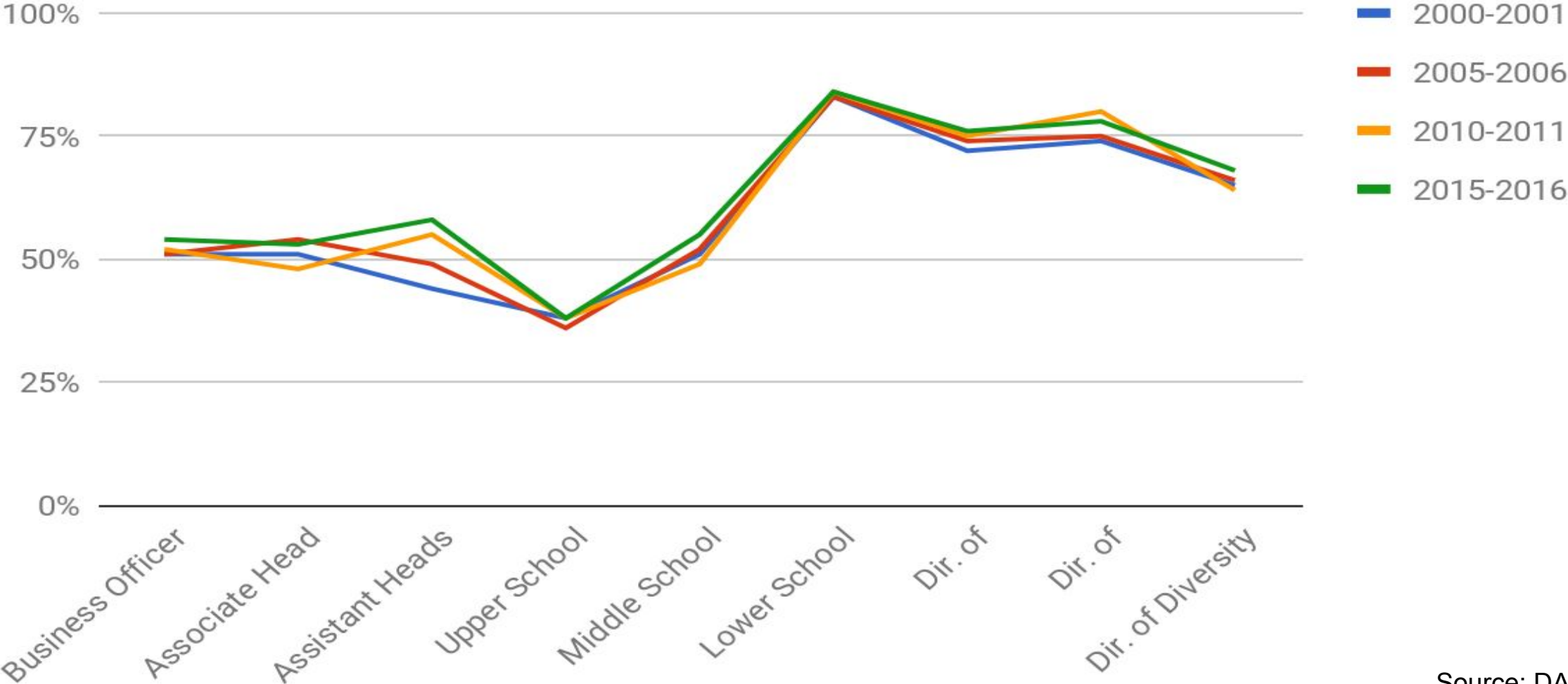
# Size of Schools Led By Female Head



# Types of School Led By Female Heads



# Females in Leadership: A National Snapshot Over Time

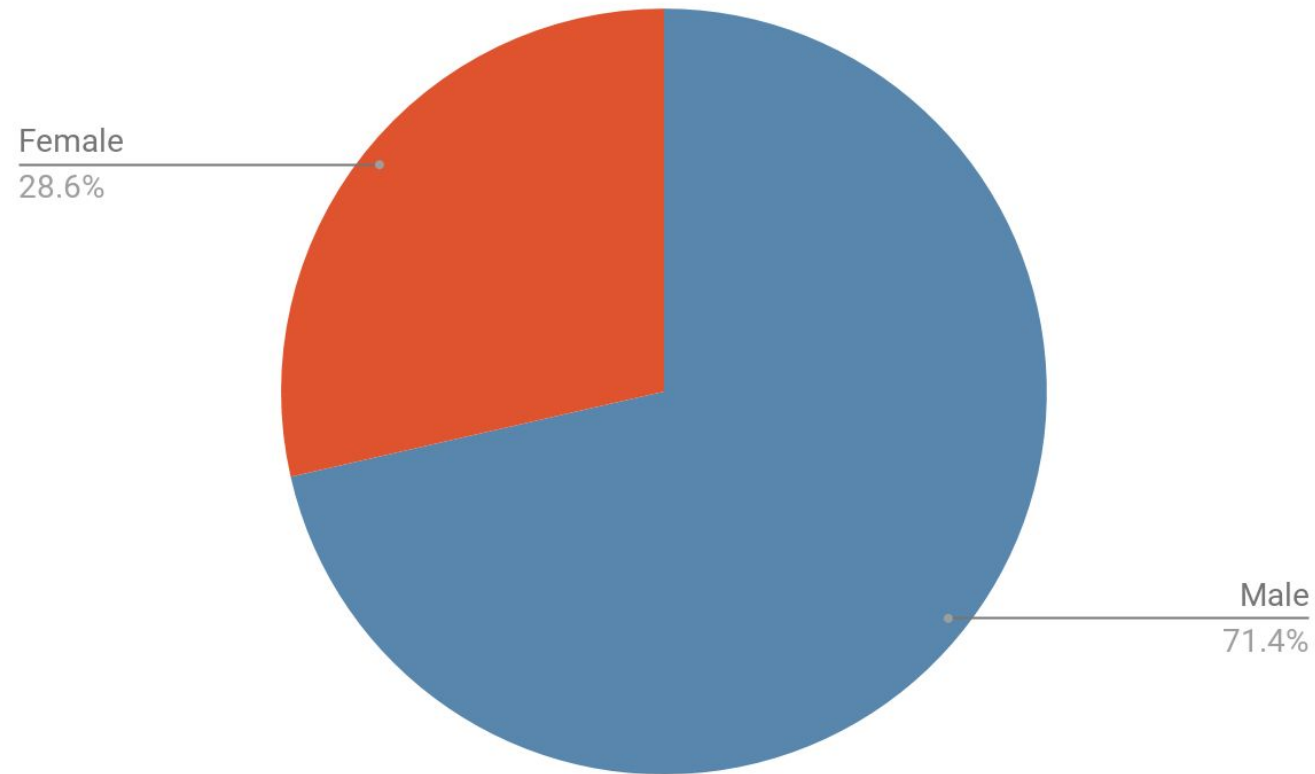


Source: DASL

# SAIS New Heads 2017-2018

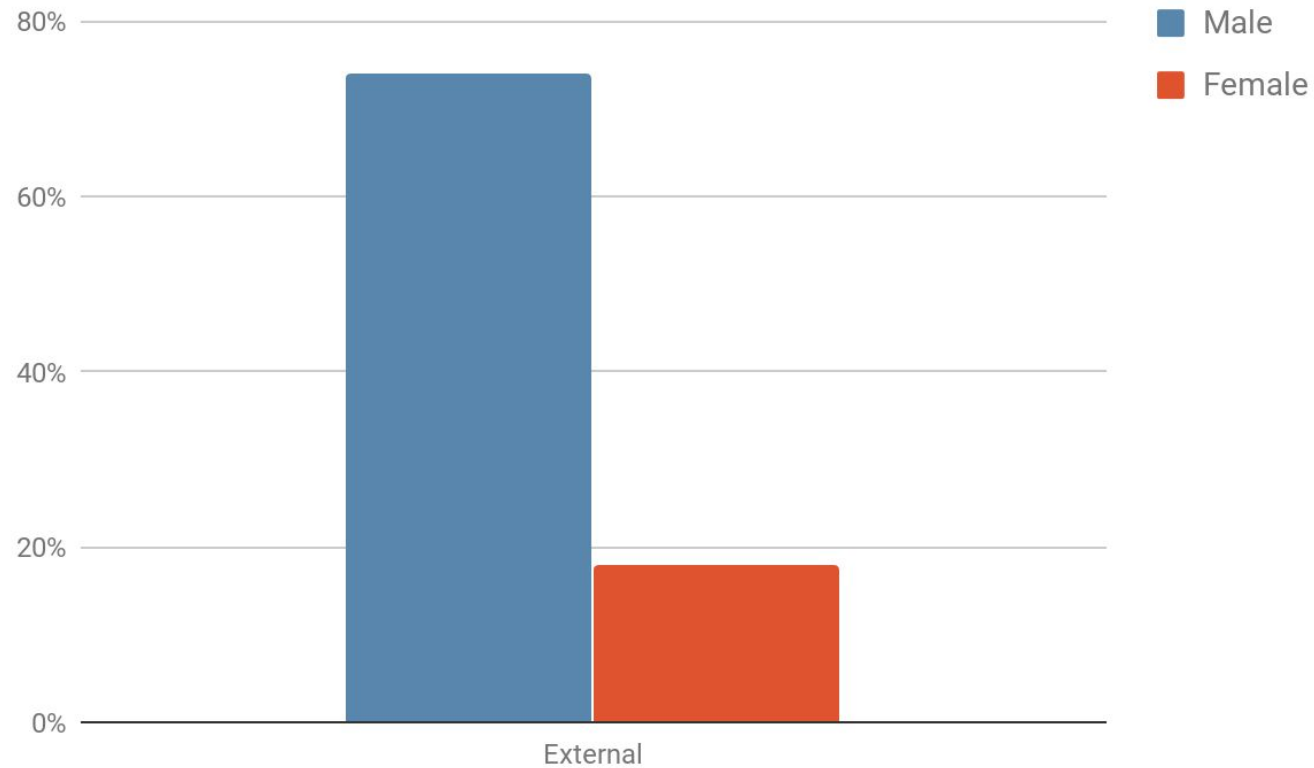


# 2017-2018 SAIS New Heads

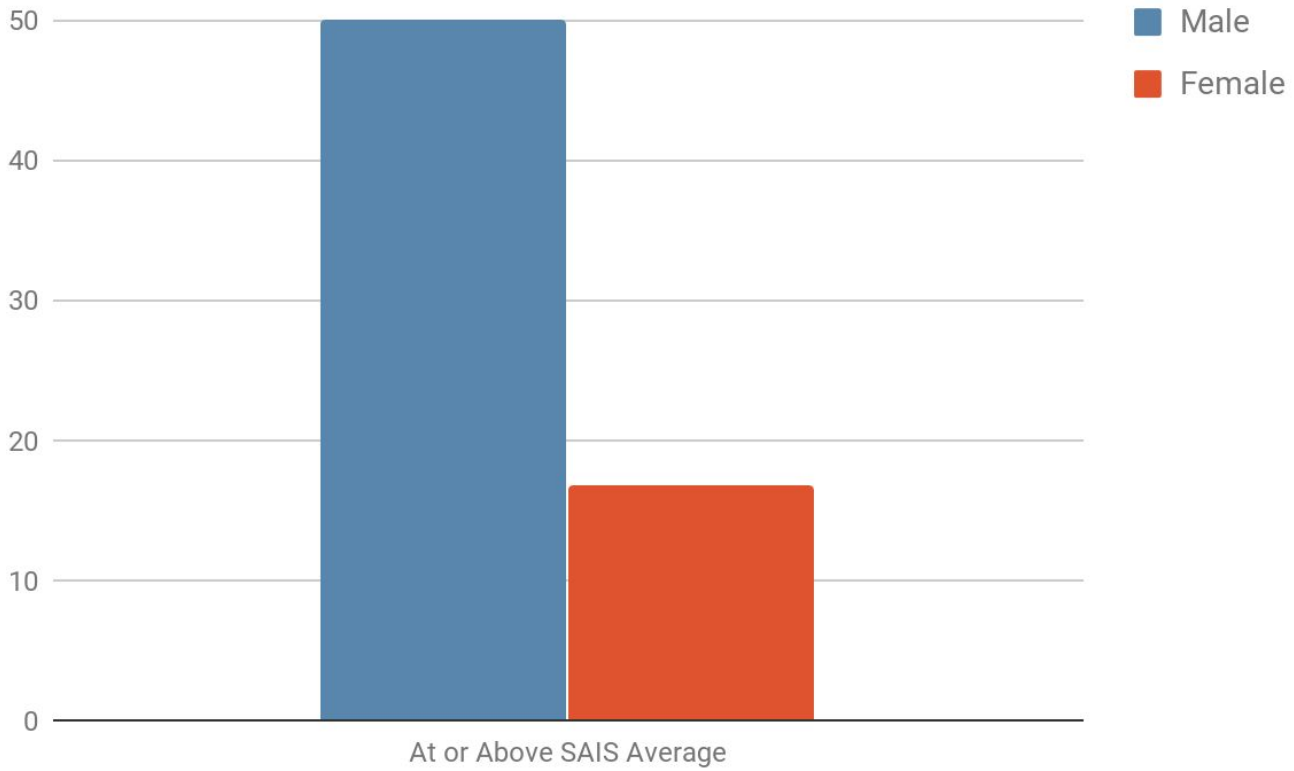


42 New Heads:  
30 Male  
12 Female

# External Candidates

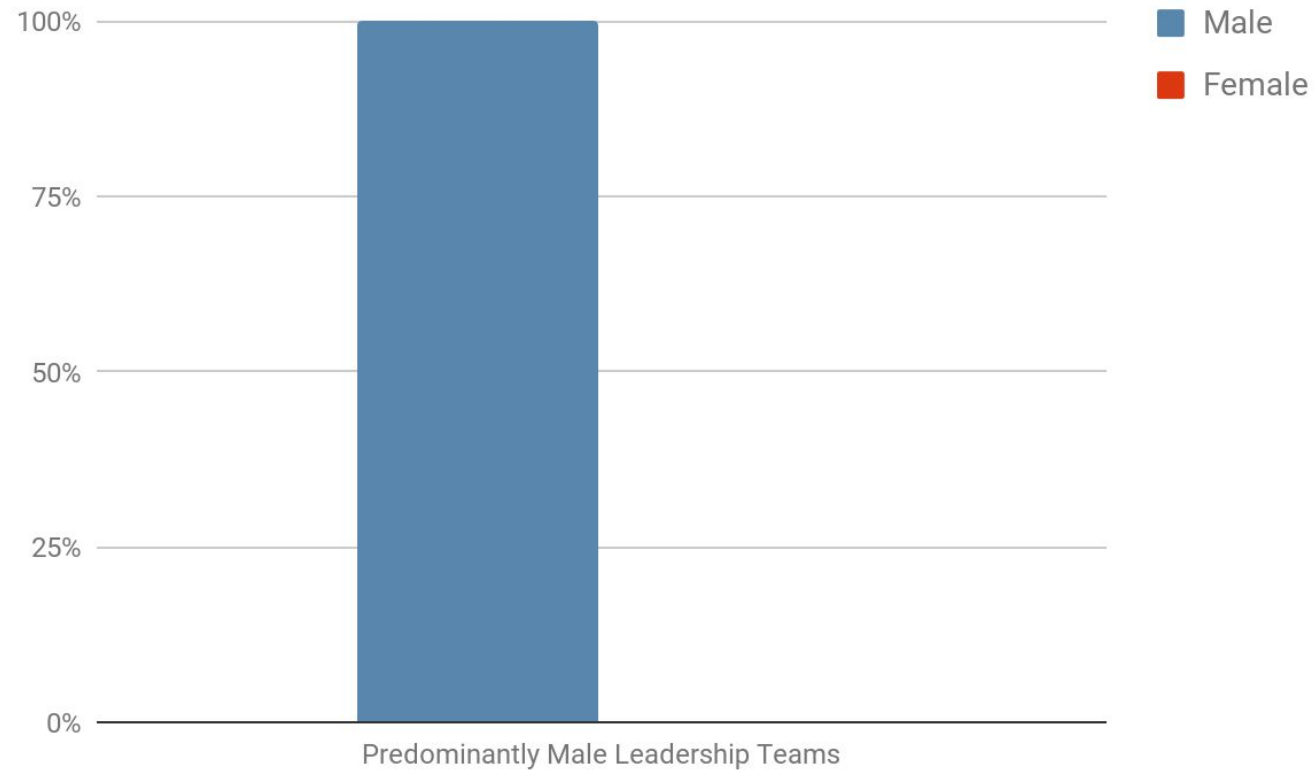


# School Size: At or Larger than SAIS Average of 635 Students





# Predominantly Male Leadership Teams: Who Was Hired?













# Applying What We Know to Our Own Leadership Journey



# NCAIS NEWS

[www.ncais.org](http://www.ncais.org)

Important News for Independent Schools

- Since 1970

## Dr. Joan Hill Named Head of School at Lamplighter School in Dallas



More than two decades after pursuing her passion, Joan Hill is continuing her career in education as head of the Lamplighter School, where she plans to further school initiatives and partnerships.

Hill, the former lower school head at the Columbus School for Girls in Ohio, said she made the move to Lamplighter because she shares its vision for education.

“The mission of this school so closely aligns with how I believe young children should learn,” said Hill, who completed her doctoral program at the University of Pennsylvania’s Graduate School of Education in 2012 with a focus on educational leadership.

Hill said she plans to continue the school’s Dolores Evans Speaker Series, which will kick off in January with *Mindset* author Carol Dweck, as well as launch a new parent education series next month. She also plans to build on a partnership with the Museum of Nature & Science, which will expose the faculty and students to hands-on learning.

Judy Gass, former interim head of school, said the school is in good hands.

“It has been a pleasure to hand the reins over to Joan Hill,” she said. “She and I have spent several weeks together, and I can enthusiastically testify to her warmth, humor, strength and intelligence. She and Lamplighter make a perfect match.”

10/27/17

## NCAIS NEWS

*Five Action Steps I am Taking  
to Get to my Goal  
by Colleen Ramsden*

- **Reflected on my strengths and areas for growth**

- Strengths: Building relationships; knowledge of pedagogy; avid reader of best practices in education
- Areas for growth: public speaking; knowledge of school finance, fundraising and board governance

- **Asked leaders to mentor me**

- Doreen Kelly, Head of School at Ravenscroft
- Joan Hill, Head of School at Lamplighter in Dallas, TX

- **Attended and presented at conferences and read books and articles about leadership**

- Attended NCAIS: Women in Leadership Conference
- Attended: Heads Network: Women's Leadership Seminar
- Read: *Lean In* by Sheryl Sandberg
- Presented: NCAIS 2015, 2016, 2017
- Presented: NAIS- 2016, 2017

- **Pursuing my doctorate**

- Educational Leadership at NC State

# THE NCAIS NEWS

[www.ncais.org](http://www.ncais.org)

North Carolina Schools' Place for Important Info

Since 1970

## INSERT YOUR HEADLINE HERE



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vituperatoribus.







# Women in Leadership

Saint Mary's School | Raleigh, North Carolina

June 2018

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