



**Foote  
School**



# **THE FOOTE SCHOOL**

## **Director of Development**

*An Executive Search by The Angeletti Group, LLC*



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# The Opportunity

The Angeletti Group invites nominations and applications to join the Leadership Team of The Foote School as its next Director of Development. This is an exciting opportunity for a creative, energetic and idea-driven candidate to oversee the fundraising communications, and external relations for this prestigious K-9 independent school in the heart of New Haven, CT.

An integral member of the Leadership Team, The Director of Development will report to the Head of School, and they will engage and manage a three-member development team. The new Director will build on this foundation to grow a culture of philanthropy at Foote by enhancing annual giving, parent relations, and major and planned gift prospecting.



## About Foote School

Founded in 1916, The Foote School is a thriving, highly regarded independent day school located in New Haven, Connecticut that educates 440 students in Kindergarten through 9th Grade. Students come from New Haven and 33 surrounding towns to form a diverse and welcoming community. The school's 120-member faculty and staff share a commitment to lifelong learning and to incorporating best practices in elementary and middle school education.

The Foote School has had a long-standing commitment to excellence in academics through experiential learning. The culture of the Foote School is characterized by engagement and joy in learning and a mature commitment to the value of being a diverse and inclusive community. Discovery, authenticity, and community are School values that support the vision to inspire the next generation to change the world. The School's motto is: "Gladly will I learn and gladly teach."

### Mission

*Empower children to lead with courage, compassion, and purpose.*

### Vision

*Inspire the next generation to change the world.*

### Values

*Discovery, Authenticity,  
Community*



## Commitment to Diversity and Belonging

Families come to Foote from greater New Haven and around the world, bringing a range of perspectives and life experiences that deepen children's understanding about other cultures, as well as their own. Our teachers create inclusive classrooms that foster respect for differences, break down stereotypes and support each student's individual identity, giving children a sense of belonging. From Body Mapping and Persona Dolls in Kindergarten to the ninth grade Comparative Cultures course, students learn about other backgrounds and values while at the same time exploring their own identities.

## The Foote School At-A-Glance

- **440** students
- **7:1** student/teacher ratio
- **39%** students of color
- **19** languages spoken by Foote families
- **12** varsity sports
- **48,000** print volumes in library
- **25%** of students receive financial assistance

*“When a school knows who it is and can speak proudly about itself, then it reminds parents why we’re here, why we’re supporting the school. It reinforces our allegiance to the school.” – Parent*

## An Engaging Campus

Foote's 18-acre campus features 11 classroom buildings, a 48,000-volume library, science and technology labs, a black-box theater, music rooms, art studios, a gymnasium, playing fields, teaching gardens, a wooded area for outdoor education, and a state-of-the-art science and technology building. Students benefit from our central location in New Haven, which presents off-campus learning opportunities from museum visits to service learning projects.

*“The physical plant was a huge draw—the way it’s incorporated into the curriculum, the way students and faculty bring the outdoors in, and bring class outdoors.” – Parent*

## Inspiring Leaders: The Embodiment of Excellence: Foote's Strategic Plan

During the 2021-22 school year, The Foote School embarked on a comprehensive strategic planning process designed to provide a long-range view of school priorities. The resulting Strategic Plan represents Foote's commitment to leading with compassion and courage, embracing diversity and discovery, and encouraging students to be their authentic selves. Learn more about the strategic goals as School leadership executes implementation and action plans, including an upcoming Master Planning process to ensure Foote remains a distinct educational choice for deserving families.

**CLICK TO EXPLORE  
THE STRATEGIC PLAN**



# The Director of Development

The Director of Development will promote the school's culture of philanthropy and bring new, original ideas to fundraising, communications and alumni/parent relations. The ideal candidate is a thoughtful, articulate, and experienced frontline advancement professional who demonstrates the ability to think strategically and creatively, communicate effectively with a diverse constituency, and engage the community in support of a common goal. The Director will be experienced in identifying and utilizing the talents of staff to create an inclusive and engaging team and liaison with the Director of Communications and Marketing to ensure

cross-messaging among all departments. Working with the communications team, the director will help to spread the word about Foote to the wider New Haven community and grow partnerships with surrounding organizations.

The ideal candidate will have a strong ability to engage with parents, alumni, faculty, staff and the Board of Trustees in a common goal to help build a vibrant culture of philanthropy.

There is a strong allegiance to and fondness for tradition at Foote. Candidates should be ready to dive into the school culture to energize constituents about the importance of philanthropy at Foote. The director will be a future-thinker who brings a new and innovative perspective to donor engagement.



# Key Responsibilities

## Leadership:

- Lead the Development Office with a strategic plan to enhance fundraising efforts and expand donor engagement.
- Build a culture of philanthropy by engaging parents, alumni, faculty, and volunteers to foster a shared vision of giving.
- Cultivate meaningful relationships with various constituents on and off campus to secure annual, major, capital, endowed, and planned gifts.
- Work effectively with volunteers, Board members, faculty and staff to instill affinity and cultivate volunteer leadership.
- Collaborate with the Head of School and Board to set and execute fundraising priorities and campaigns in line with the school's Strategic Plan.
- Lead all fundraising efforts to include the Foote Annual Fund, major gifts, capital, endowment, and legacy giving. As the school's lead fundraiser, manage a portfolio of leadership prospects and frequently visit with contacts to develop and deepen relationships.
- Mentor and guide development staff to maximize their effectiveness and build a high-performing team.

## Fundraising:

- Manage and continuously improve daily operations of the Development and Alumni Programs Office including gift

acknowledgment, database management and reconciliation of revenues with the Business Office.

- Draft compelling proposals and oversee donor stewardship to ensure lasting engagement and satisfaction.
- Guide development staff in preparation for annual events such as Grandparents Day, Young Alums Day, Alumni Reunion and other school functions.
- Oversee the planning of off-campus alumni programs.
- Provide regular, detailed reports and information to the Head of School and Board of Trustees; assist in orientation of new Board members; attend Board meetings; sustain strong ties with members of the Board, involving each in fundraising as appropriate.
- Serve as a visible leader at school events to build relationships and foster generosity.
- Perform additional responsibilities as assigned by the Head of School.
- Occasional evening and weekend days required.

## Communications/Marketing:

- Leverage the school's new branding and positioning language to ensure consistent messaging across all communication platforms—including the website, e-newsletters, social media, and the biannual magazine—to foster engagement and advance the school's philanthropic objectives.
- Collaborate with the Director of Communications and Marketing.

## Personal Values

- A high level of integrity, a strong work ethic, a positive outlook and a good sense of humor.
- A deep commitment to education and the importance of the learning process in a diverse, mission-driven independent school.
- A commitment to and interest in providing the Head of School and Board with strategic processes that serve the schools fundraising priorities.
- A commitment to diversity, sustainability and healthy cultures that lead to good living.



## Skills and Qualifications

- An open and collaborative management style, characteristic of a team player
- Excellent communication skills, both oral and written.
- Knowledge and experience managing an effective development office with multiple functions such as alumni relations, parent relations, and internal/external school communications.
- Familiarity in an independent school setting; familiarity with K-8/9 education setting is a plus.
- Appreciation of the importance of institutional history and tradition while forging new and innovative paths forward in fundraising.
- Proven experience soliciting major and planned gifts.
- Ability to oversee the identification, cultivation and solicitation of major gift and annual fund leadership prospects.
- Knowledge and experience in prospect tracking and reporting procedures.
- Proven ability to effectively market and communicate the values and mission of the school internally and externally.
- Experience managing volunteers, including members of governing boards.
- Bachelor's degree required.
- 10 years of advancement experience required.



## Application Procedure

Applications will be accepted until the position is filled, but candidates are encouraged to apply before February 28. To be considered, candidates should submit a statement of interest and resume to The Angeletti Group at [search@theangelettigroup.com](mailto:search@theangelettigroup.com).

### **Nominations and confidential inquiries can be made to:**

Kate Hughes  
The Angeletti Group  
(973) 540-1400  
[search@theangelettigroup.com](mailto:search@theangelettigroup.com)

*The Foote School offers a dynamic and supportive work environment, competitive salaries and a generous benefits package including a retirement plan, paid vacations, and medical, disability and life insurance. The Foote School is an Equal Opportunity Employer.*

*Foote School cultivates an atmosphere of mutual consideration and respect through close relationships among teachers, students and parents. We emphasize cooperative effort, accountability for one's actions, and the value of service learning. We are deeply committed to diversity and an inclusive curriculum and community. We actively encourage applications from candidates with broad and diverse backgrounds and from individuals of all races, nationalities, and beliefs.*

**Salary Range:** \$120,000 - \$170,000 commensurate with experience