

Westminster Academy

K-12 Education

Executive Placed

Ralph Janikowski
Head of School since 2015



Situation

How to maintain or grow enrollment while retaining its distinctive as the only JK-12th grade classical Christian school in Memphis. After some significant turnover in the Head of

School role, the board of WA desired to find a leader who would bring consistent, strong leadership for the school, and reduce the amount of uncertainty and instability.



Strategy Deployed

We led a nationwide search that focused on leaders within classical Christian schools, ideally those with Head of School or Assistant Head of School experience. A key

attribute we sought was true, stable leadership qualities, which could come from within or outside of a school setting.



Outcome

The selected candidate, Ralph Janikowski, was serving as Upper School Head at one of the most respected classical schools in the country, Rockbridge Academy. Additionally, Ralph had retired from a career in the Navy where he captained a \$1 billion vessel with 400 sailors. His leadership qualities were outstanding, and his heart for students and classical education were readily apparent.

From Board Chair Tim Keith:

“Ralph has been everything we expected and more. In his 4 years enrollment has increased from 287 to 388 going into next year. We are likely to be over 400 by the time school starts. That is a direct reflection of the strength of his leadership. The school has perhaps benefited even more however from his spiritual presence and in particular the way he and Linda spread grace around the community. Thanks so much for the integral part you guys played in the process of bring Ralph to WA and for your ongoing prayers.”