



ALLEN ACADEMY



HEAD OF SCHOOL

BRYAN, TX



ALLEN ACADEMY

INTRODUCTION

Allen Academy (Allen) proudly claims its heritage as the oldest accredited, non-religious preparatory school in Texas. The Allen family's dream that started in 1886 has blossomed into an independent day school for more than 360 students from age 3 through grade 12 in historic Bryan, TX. Allen's 40-acre campus is located in a fast-growing part of the city, giving the school unlimited growth potential. Allen's students are served by talented, caring, and professional faculty, staff, coaches, and advisors. Allen is committed to providing a global perspective not only through a rigorous independent school curriculum but through hands-on, intentional learning experiences. A small, selective international program also brings students from across the globe to enhance an environment that values relationships, learning from each other, and preparing students for a world that has proved to require both great skills and considerable adaptability. Allen's unique combination of intellectual rigor and deep relationships makes its students some of the best prepared within the Brazos Valley.

Allen is also the only ISAS member school within a 70-mile radius. The academy is committed to grounding its students in a deep respect for the traditions and character of good citizenry, strong family values, respect for all people, and an openness to families and students of diverse backgrounds seeking its school's mission, vision, and passions.

Under the capable interim leadership of Benjamin Jordan, Allen has seen a strong and unified start to the 25/26 school year. Allen stands ready for growth and impact in the days to come.

MISSION

Through excellence in academics, athletics, and the arts, and an emphasis on character, Allen Academy empowers students to lead lives of purpose and impact.



CORE VALUES

- **EXCELLENCE:** Striving for our personal best in all areas of learning and growth.
- **INTEGRITY:** Doing what is right, even when no one is watching.
- **COMMUNITY:** Supporting and uplifting one another as we work toward shared success.
- **ADAPTABILITY:** Facing challenges with flexibility, creativity, and determination.





THE ALLEN EXPERIENCE

Allen is defining and refining a truly unique—and increasingly necessary— educational experience, as it becomes a recognized leader in teaching the skills and attitudes of Adaptive Expertise. Allen alumni are self-confident, engaged team players. They immerse themselves in their work with a work-hard/play-hard attitude. Our alumni feel and respect fear of the unknown, but are not afraid to make mistakes. They willingly take on seemingly impossible tasks. Instead of just “college prepared,” we want alumni to be fully prepared. Adaptive expertise in our alumni is about attitude: optimism and resilience.



ACADEMICS

Allen Academy strives for excellence in all academic areas. Faculty members are dedicated to the success of each individual student, and the college preparatory curriculum equips students for significant accomplishment in college and beyond.

Allen is about more than grades. Grades are critical, but the multiple outcomes of learning in an integrated approach extend the school’s value. Enrollment in an Early Childhood – 12th grade school allows students the years of progressive support within an accelerated learning opportunities program to identify, unleash, and showcase their potential surrounded by a community that knows, loves, and accepts them.



THE ALLEN ACADEMY AT A GLANCE

- Founded: **1886**
- Enrollment: **363**
- Upper School (9-12): **78**
- Middle School (6-8): **89**
- Lower School (PK-4): **151**
- JK (3 & 4 yr olds): **45**
- Alumni: **3000+**
- Employees: **80**
- Student/Teacher Ratio (US): **11:1 (by number of sections per grade)**
- Student/Teacher Ratio (MS): **15:1**
- Student/Teacher Ratio (LS): **10:1**
- Student/Teacher Ratio (EC): **6:1**
- Upper Tuition: **\$19,382**
- Middle Tuition: **\$18,757**
- Upper Elementary: **\$17,382**
- Lower Elementary: **\$16,044**
- Early Childhood (Pre-Kindergarten): **\$14, 728**
- Early Childhood (Pre-School): **\$13,625**
- International (US): **\$24,384**
- Budget: **\$8M**
- Annual Fund (2024-25): **\$120,000**
- Projected Annual Fund (2025-26): **\$125,000**



EARLY CHILDHOOD

With classrooms led by teachers with years of experience, Allen Academy's Early Childhood program nurtures a love of learning by inviting students to participate and grow through interactive lessons, games, and activities that are appropriate for each child in both age and maturity. Our program provides a well-rounded and challenging academic experience for children in Preschool (3-year-olds) and Pre-Kindergarten (4-year-olds). We place a strong emphasis on the uniqueness of each child so that they may learn to value others in the same way.

At Allen Academy, we believe it is important to nurture every child's cognitive and physical growth, as well as their social and emotional development, helping them learn the basics of cooperating, sharing, following directions, and self-acceptance. Using a theme-based curriculum that is developmentally appropriate and student-centered, we provide an environment where children are encouraged to be children. Play becomes the tool for learning in a warm and loving atmosphere that nurtures the child's total growth and development. School days are structured to provide a balance of inquiry, exploration, and play-based learning.



The lower elementary (K-1) classrooms are self-contained, which provides for the nurturing element so greatly needed at this level. In grades 2-5, there is more departmentalization of the course load, which prepares students for success at this level and future success in Middle School.

All classes work with the core values of Independence, Adaptability, Integrity, and Vigor. Lower School teachers focus on nurturing cooperation, empathy, honesty, respect, and responsibility throughout their lessons and during daily interactions. There is a daily focus on character traits and social skill development.

Not all of our learning takes place in the classroom at Allen Academy. Lower School students have the opportunity to move and be outside daily. Each grade level attends physical education every school day for 40 minutes, and classes can frequently be found outside for different types of activities. Social development is an important aspect of our Lower School culture, and we ensure our students have approximately 30 minutes of outdoor recess time to learn how to play, practice their social skills, and interact with one another.

LOWER SCHOOL (K-5)

Allen Academy's Lower School encompasses students in grades Kindergarten through 5th. The accelerated academic program integrates curricula that focus on the foundational skills necessary for continuous intellectual growth and success through inquiry and project-based learning. Language arts, reading, social studies, mathematics, and science are core subjects. Lower School students are also instructed in music, art, Spanish, computer education, and physical education.





MIDDLE SCHOOL (6-8)

Allen Academy's middle school is a vibrant and dynamic environment, designed to foster the intellectual, emotional, and social growth of its students. Located in a nurturing campus setting, the middle school at Allen Academy provides a supportive community where students can explore their interests, develop critical thinking skills, and build lasting friendships.

Academics at Allen Academy's middle school are rigorous and comprehensive, with a focus on preparing students for the challenges of high school and beyond. The curriculum is thoughtfully crafted to encompass a wide range of subjects, including mathematics, science, language arts, social studies, and foreign language. In addition to core academic subjects, students have opportunities to engage in enrichment activities such as art, music, drama, and athletics, allowing them to explore their passions and talents.

Small class sizes and personalized attention from dedicated teachers create an environment where students feel valued and supported in their learning journey. Teachers at Allen Academy's middle school are not only knowledgeable in their subject areas but also skilled at nurturing students' curiosity and fostering a love of learning.

Beyond academics, Allen Academy's middle school places a strong emphasis on character development and community involvement. Students participate in service projects, leadership opportunities, and extracurricular activities that promote teamwork, empathy, and responsibility. Through these experiences, students learn the importance of giving back to their school, their community, and making a positive impact on the world around them.

Overall, Allen Academy's middle school provides a well-rounded education that prepares students academically, socially, and emotionally for the challenges of adolescence and beyond. With its supportive community, rigorous academics, and focus on character development, it serves as a foundation for future success in high school and beyond.



UPPER SCHOOL (9-12)

The Upper School at Allen is committed to providing students with an excellent college preparatory experience. Allen graduates enter college with the skills, knowledge, and attitudes necessary for success. An aggressive curriculum grounded by a tradition of moral development and social responsibility instills in the student the scholarship and empathy necessary for life as an intelligent, compassionate, and discerning individual. The Upper School academic program is an interdisciplinary curriculum that emphasizes higher-order taxonomy while reinforcing objective knowledge and test-taking skills.

A number of extra-curricular activities are scheduled by the school to provide students an opportunity to explore their passions and develop the social skills necessary for successful interpersonal relationships. Other clubs are student-driven with a faculty sponsor. Because the school believes in balance, dedicated periods for student choice, as well as a robust student life program, are scheduled each week.





EXPERIENTIAL LEARNING

Allen Academy has successfully integrated experiential education into its curriculum, enriching student learning through immersive, hands-on experiences. By incorporating real-world applications into academic lessons, Allen Academy cultivates critical thinking, problem-solving skills, and deepens student engagement. This approach fosters a dynamic learning environment where students actively participate in their education, applying theoretical knowledge to practical scenarios. Through the initiatives below, Allen Academy provides students with extensive opportunities for experiential learning. These programs enrich the educational experience by integrating diverse learning modalities and real-life experiences into the curriculum. By emphasizing both theoretical knowledge and practical skills, Allen Academy prepares students to excel academically and thrive in an ever-changing global landscape. This comprehensive approach ensures that graduates are equipped with the necessary tools to succeed in their future endeavors, combining academic rigor with hands-on learning to foster well-rounded individuals ready to make meaningful contributions to society.

- **LEAP Week.** Allen Academy's LEAP initiative—Learn, Explore, Adapt, and Play—embodies our commitment to holistic education that extends beyond traditional classroom boundaries. This approach is pivotal in shaping the learning experiences of early adolescents and teens, fostering critical life skills and personal growth.



- **Camp Allen.** Allen Academy Lower School strives to use as many hands-on activities as possible to engage the students in their learning. Camp Allen is an annual 3-day, 2-night field trip for the fifth graders to attend. While at Camp Allen, the students learn to apply what they have learned in the classroom in a real-life experience. The students learn more in-depth about the wildlife, habitats, constellations, teambuilding, responsibility, and much, much more.
- **AP Capstone.** Allen Academy proudly partners with the AP Capstone Program, enhancing our commitment to rigorous academic excellence and experiential learning. Allen Academy is the first and only private school in the Brazos Valley to offer the AP Capstone Diploma, an award valued by colleges across the United States and around the world as a sign that a student has developed college-ready skills in research, analysis, evidence-based arguments, collaboration, writing, and presenting.
- **Spanish Culture Fair.** Allen Academy integrates Spanish culture into its experiential learning through a vibrant annual tradition that engages all students enrolled in Spanish. This tradition culminates in a lively fair celebrating both the language and the rich cultural heritage associated with Spanish-speaking countries.





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- **Galveston Bay Trip.** Allen Academy, in collaboration with the Galveston Bay Foundation, offers Middle and Upper School students transformative opportunities in marine science and ecological conservation. Mrs. Hanover's classes, year after year, embark on comprehensive scientific expeditions to Galveston Island. During these immersive experiences, students engage in rigorous water quality testing and organism identification along both bay and Gulf sides. They meticulously analyze plant life to evaluate ecosystem health, providing crucial data for ongoing research on the Bay's oyster population.
- **Baylor TIP.** Allen Academy collaborates closely with Baylor University's TIP (Talent Identification Program), enriching our educational offerings with a strong focus on STEM (Science, Technology, Engineering, and Mathematics). Through this partnership, Allen Academy integrates advanced STEM coursework and enrichment activities into our curriculum, ensuring that gifted and talented students receive challenging and engaging educational experiences. This initiative not only enhances academic rigor but also fosters innovation, critical thinking, and problem-solving skills essential for future success in a competitive global landscape. By emphasizing STEM education, Allen Academy prepares students to excel academically and to make meaningful contributions to the fields of science, technology, engineering, and mathematics.
- **Project-Based Learning.** Allen Academy is proud to facilitate project-based learning opportunities for all students. Through an aligned curriculum, our students learn to understand and tackle real-world problems through higher-order thinking skills, inquisitive problem-solving, and collaboration. Our lower, middle, and upper school teachers all value these experiences and are dedicated to providing multiple opportunities for students to develop these skills throughout their time at Allen.

THE ARTS

At the heart of the fine arts education is the conviction that both the performing and visual arts form a central and important role in education as well as in the life of every student. Allen sees the arts as having a very central place in educating students. A strong art program develops and enhances the student's capacity for creative/critical thinking, analysis and judgment, imagining, problem solving, and, of course, personal expression. The arts



program invites students to be active participants in their world rather than mere observers of it, as many students have opportunities to compete and exhibit their expressions of the fine arts throughout the community.

While other schools may view the arts as elective offerings, Allen views the arts as a critical and necessary aspect of a superior education. To that end, all students in Preschool through Eighth grade participate in the fine arts. Allen is proud to offer many fine arts courses, including general music, band, orchestra, drama, theatre production and design, visual art, digital art, and art history. Students in the sixth through twelfth grades can also participate in annual spring and fall theater productions.



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ATHLETICS

The mission of the Allen Academy Athletic Department is for student-athletes to build life skills by working hard towards their goals, valuing teamwork, and being accountable. When challenged, these characteristics provide opportunity to achieve excellence in academics and athletics. This is done by developing physically, mentally, and emotionally healthy lifestyles, which creates "Ram Tough" teams and individuals. Interscholastic sports are one of several programs and experiences available at Allen Academy at the middle and upper school level to assist students in their personal growth and development. Allen Academy is dedicated to teaching life skills within an athletic setting. As such, athletics can help promote the acceptance of hard work, loyalty, and dedication to tasks, convey the importance of teamwork and team unity, develop the necessity of establishing and working toward goals, and encourage the principles relating to sportsmanship and fair play. The Allen Academy coaching staff embraces the opportunity to develop Allen Academy student-athletes who will become better people. Ultimately, building meaningful experiences through participation in sports as a Ram!

Allen Academy participates in TAPPS for Upper School sports and the Brazos Valley Junior High League for Middle School sports.

SPORTS & FACILITIES

The opportunity for student-athletes to compete in the following Upper School (V) and Middle School (MS) sports includes:

FALL -

- Cheerleading (V/MS)
- Cross Country (V/MS)
- Six-Man Football (V/MS)
- Volleyball (V/MS)
- Golf (V)

SPRING -

- Baseball (V/MS)
- Softball (MS)
- Golf (V/MS)
- Tennis (V/MS)
- Track and Field (V/MS)

WINTER -

- Basketball (V/MS)
- Cheerleading (V/MS)
- Co-Ed Soccer (V/MS)

**In the past students have competed (and represented Allen) in other sports that Allen does not directly offer like swimming, hockey, equestrian*

FACILITIES INCLUDE:

- Baker Field (Lighted Turf Field and Track)
- Baseball Field
- Pavilion (auxiliary gym facility)
- Special Events Center (hardwood court, stands, newly renovated weight room, and locker rooms)
- Wakefield Activity Center (WAC) featuring a cafeteria and a stage
- Miramont Country Club (adjacent and first-class golf and tennis access).
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COMMUNITY

The word “community” is very important at Allen Academy, and is the theme for the 2025-2026 school year. This happens within the student body, amongst the staff, within the Board of Trustees, and amongst the community of Allen families. Allen strives to model the same deep sense of fellowship, care, and respect embodied in the heart of Texas.

FINANCES & FUNDRAISING

Allen consistently operates in a responsible and stable financial condition. Like any school, challenges exist in maintaining reasonable tuition, stable enrollment, and smart expense management. Enrollment is steady, but with momentum, growth is inevitable in the next several years. Teachers and staff find salaries competitive, and so

recruitment and retention are high. The school has funding outside of tuition and hosts considerable philanthropic potential within the Allen Community.

GOVERNANCE & ACCREDITATION

Allen is governed by an exceptional Board of Trustees composed of former and current parents, along with Bryan/College Station community members and leaders. The Board includes 10 trustees who are highly qualified and very collegial, including an alumnus as Board Chairman. Standing committees include Finance, Advancement, Audit, Committee on Trustees, and Campus Master Planning.

Allen is accredited by the Independent Schools Association of the Southwest (ISAS). It also holds membership in the Texas Association of Private and Parochial Schools (TAPPS).



RECENT ACCREDITATION VISIT RECOMMENDATIONS & RESPONSES

INDEPENDENT SCHOOLS ASSOCIATION OF THE SOUTHWEST 2025 ALLEN ACADEMY INTERIM REPORT

SCHOOL IMPROVEMENT

- **Cite notable initiatives that advanced the teaching and learning during the LAST school year:**

Early Childhood focused on classroom design to create peaceful and inspiring spaces with optimal classroom configurations to best support our youngest learners, while also highlighting student identities throughout classrooms and the building. We have also introduced Friday Nature Explorations, leveraging the extensive research showing the value of play in nature-based environments. Analysis of academic and social-emotional standards began as teachers looked to create autonomy within the expectations, while ensuring all needs of students were being met.

The Lower School had two individual classes per grade level. We evaluated and refreshed our learning expectations, creating more of a vertical alignment. We also evaluated and decided on purchasing McGraw Hill Reveal Math as we determined a need for a common mathematical vocabulary within the lower school. These updates ensured there is continuity between the grade levels. There was also the implementation of Fly Five, an SEL curriculum that is discussed daily, and BUILD, an early intervention program for students who struggle with phonemic awareness in grade 1.

The Middle and Upper Schools continued to work together to improve curriculum in all content areas. The Middle School led a school-wide weather balloon project that asked each grade level to collect data as the balloon travelled in the atmosphere. A recovery team and information team were assigned to collect and broadcast data to be used in classroom lessons. The AP Capstone Program was completed successfully with eight students scoring well above national average in AP Research and completing the diploma certificate. All content areas continued to work on standards alignment and overall student experience within the content.

- **Describe key areas of focus and program goals for the coming school year.**

Early Childhood is focused on vertically aligning curriculum with lower school in subject areas of ELA, math, science, and social studies. EC has implemented a new SEL curriculum to ensure that students are prepared for lower school socially-emotionally, in addition to academically. Teachers are implementing project-based learning initiatives and opportunities in each thematic unit of study in preschool and pre-kindergarten. EC is committed to community and has a presence at school-wide events such as pep rallies and assemblies. EC students are visiting the lower school library once a week to familiarize themselves with lower school peers, teachers, and surroundings. EC is working with the lower school to pair students with a reading buddy to further emphasize community and cross-divisional interactions.

The Lower School will be focusing on the implementation of the math program and stretching the application of learned math skills. We will also be focusing on a vertical alignment for IT skills and celebrating the uniqueness of each student's achievements.

The Middle and Upper Schools continue to focus on communication, both with students and with families. One way in which this goal is being achieved is by utilizing Canvas and Constant Contact as online tools to which our students and parents have access. Weekly communications from teachers and the Director occur. The Director of the Middle and Upper Schools has set a goal of continuing to improve the schedule by creating one which highlights academic, sports, and student life so that all students' interests would be connected. Both Middle and Upper School teachers and students are looking forward to LEAP Week in Spring 2025 – an experiential, out-of-classroom week focused on educational travel, field-based seminars, or internships.

Overall, vertical alignment of standards is a school-wide focus across content areas to ensure a holistic approach to teaching and learning. Additionally, community is the overarching theme for this school year.



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THE OPPORTUNITY

Allen Academy sits in the ideal position as a school of tradition that has only begun to tap its full potential. The current leadership team is highly qualified and exceedingly collegial, fostering a very healthy culture for the school. They enjoy the full support of the staff they lead. It is truly a strong and loving staff community and will give the new leader an immediate platform from which to launch their tenure and the school's future toward becoming the best independent school in the region. With highly regarded input from the Allen Community, the Board of Trustees is now in the midst of fresh strategic planning that will set the stage for what can be. Believing the school is ready for a significant leap forward, the Allen Board is seeking a leader who is: deeply committed to solid academic preparation; embracing of a loving, welcoming, and productive school culture; and understanding of the amazing potential in Allen students and the exciting world that awaits them.



It is likely that with the growth in the local area, the growth of Texas A&M University, and the health of the local economy in Bryan/College Station that Allen could grow exponentially in size in the coming years.

The school's most recent master plan is made possible by ample and attractive land surrounding the current facilities, totaling 40 acres. Allen Academy is ready to launch into a bold new future while respecting and building upon its rich and storied history.

RESPONSIBILITIES

Reporting to the Board of Trustees, the Head of School will be responsible for the continued success and progress of Allen Academy. He or she will ensure that the school provides a fully college-preparatory education, equipping students to know, to serve others, and to believe in their own potential. The Head of School will foster a collaborative culture that places a premium on community and relationships. This person will also oversee the financial and operational health of the school to guarantee its long-term sustainability and growth. Specific duties include the following:

- Exemplify and uphold the Allen mission, vision, and values, while protecting and enhancing the school's vibrant community.
- Promote the mission, vision, and strategy to all stakeholders.
- Engage the new strategic plan and, in concert with the Board of Trustees, develop and execute further plans to guide the school into the future while upholding its traditions and values.
- Serve as the "public face" of the school, informing current and prospective parents about the benefits of its education, and articulating the school's mission

and aspirations in order to grow enrollment, to promote philanthropic giving, and to ensure that Allen is well known, highly regarded in the community.

- Serve as a visible, approachable, and accessible leader who is engaged in the school.
- Promote the effective operations and ongoing progress of Allen by building a strong team, ensuring an efficient and effective administrative structure, empowering others, and attracting, hiring, and retaining highly qualified, knowledgeable faculty, coaches, and administrators who support and uphold the school's mission.
- Steward the resources of the school through sound fiscal management and planning and prudent oversight and development of facilities.
- Continually refine the school's academic and extracurricular programs, updating pedagogical methods, and integrating new developments in education and technology to ensure that Allen provides a first-rate educational experience.
- Play a lead role in fundraising activities by cultivating and soliciting donors both on an ongoing basis and in conjunction with future capital campaign activities.



CANDIDATE QUALITIES

LEADERSHIP

- One whose dedication to the Allen mission inspires the trust, confidence, and support of a wide range of constituencies and encourages the entire community to grow in it.
- A strategic and visionary leader whose imagination, ability to anticipate needs and opportunities, and purposeful and courageous approach to change advances the school consistent with its mission, vision, and passion.
- A skillful manager who optimizes a team's potential through collaboration, high expectations, delegation, accountability, and the empowerment of others.
- An open and welcoming person whose active involvement in daily life at Allen generates a strong sense of community.

EXPERIENCE

While it is expected that many candidates will come from the world of independent schools, the Allen Academy Search Team welcomes "nontraditional candidates" whose career experiences and leadership skills may meet the requirements of the position.

- Experience leading in an educational or professional setting that values scholarship and critical inquiry, encourages personal development, promotes ethical behavior, and sustains a strong sense of community.
- A successful track record in strategic planning, financial planning, and administration, and managing an organization of a similar or larger size.
- A history of establishing, evaluating, and finding programs and initiatives consistent with Allen's mission.
- A background that includes serving as the "public face" of an organization with internal and external constituencies such as local businesses, civic organizations, government leaders, and prospective students and parents.

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SKILLS AND KNOWLEDGE

- Interpersonal and communication skills to execute strategic initiatives, and to preserve and grow a culture that places utmost importance on relationships that define wholesome-community.
- Adept at building and nurturing relationships to exercise leadership among the Board, administration, faculty, staff, coaches, parents, students, and alumni.
- Sound business and financial acumen.
- Skilled at recruiting, recognizing, and retaining talented faculty and staff members and effectively training and delegating to them while ultimately remaining accountable for their results.
- Familiarity with the field of education in general, including current trends and best practices.

PERSONAL ATTRIBUTES

- A compelling leader who affirms and embodies the school's ethos and culture.
- An "educator at heart" who loves students of all ages and has a palpable enthusiasm for shepherding the growth of children and adolescents.
- A servant leader who blends humility and care for others, the confidence necessary to make difficult decisions, and the ability to manage conflict and secure resolution.
- A highly relational person who knows stakeholders by name and invests in individuals and in the community.
- A person who blends an understanding of tradition and existing culture with a willingness to challenge conventional thinking, to take prudent risks in pursuit of excellence, and to have the wisdom to differentiate and prioritize good and great ideas.
- A decision-maker who gathers input from others and is transparent regarding motivations and outcomes.



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SEARCH PROCESS & TIMELINE

The Allen search is underway to appoint a new Head of School who will begin on July 1, 2026. The Board of Trustees has appointed a Search Committee to conduct the search and has engaged NextEd to provide support. Compensation will be highly competitive with comparable schools in the region.

All candidates will be treated with the utmost confidentiality and discretion. Interested candidates should apply online through **NextEd's website**. The online application will include specific personal information and the following required uploaded documents:

- Interest Cover Letter
- Resume
- Contact information for 5 references (name, relationship, email, phone). References will not be contacted without prior permission from the candidate.

NextEd will continue the recruitment process until a candidate has been selected by the Search Steering Committee, but given this highly desirous opportunity, we anticipate the following timeline:



APPLICATION DEADLINE

OCTOBER 30, 2025

(though candidates will be considered and processed immediately upon discretion of NextEd and the Search Steering Committee)

SEMIFINALIST INTERVIEWS

DECEMBER 2025

FINALIST SELECTION

EOY 2025

COMMUNICATION

Please direct all inquiries and nominations in confidence to:

Randy Brunk

NextEd Partner

Lead Search Consultant

513.515.3506

randy@next-ed.com

CLICK HERE TO APPLY