

Philanthropy Shared Mission
Operations
Break Down Silos
Enrollment
Risk Management
Campaigns
Unify Growth
Adapt
Major Gifts Brand Identity
Sustainability
Marketing Human Resources
Synergy Lead
Demographics
Compensation Revenue Innovate
Data
Alignment
Commitment

BUSINESS OFFICERS & advancement

I N S T I T U T E S



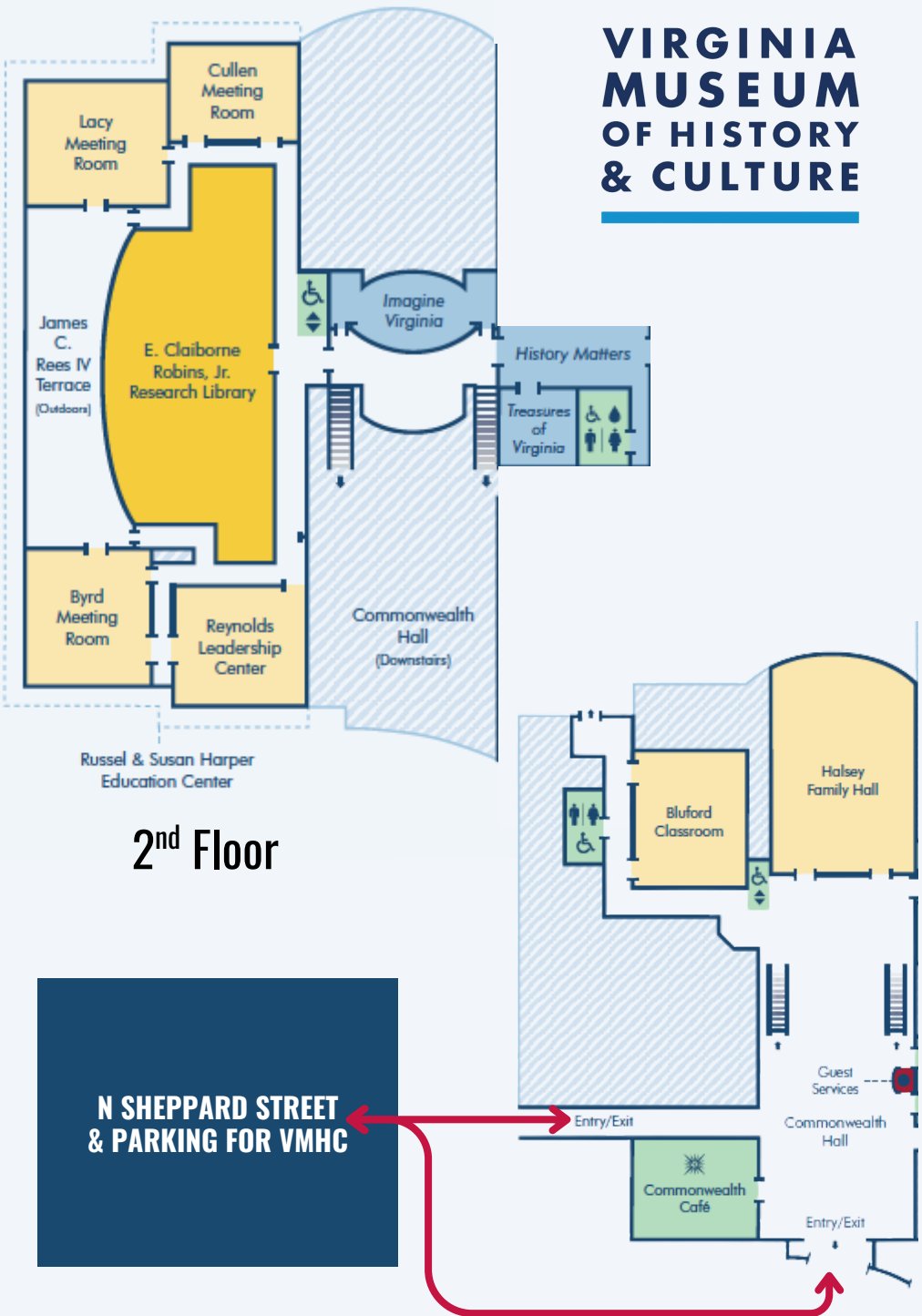
VAIS

VIRGINIA ASSOCIATION OF INDEPENDENT SCHOOLS

MAY 6, 2026

VIRGINIA MUSEUM OF HISTORY & CULTURE | RICHMOND

VIRGINIA MUSEUM OF HISTORY & CULTURE



2nd Floor

N SHEPPARD STREET & PARKING FOR VMHC

1st Floor

Welcome to the **Business Officers** & **Advancement** Institutes 2026



For the first time, the Business Officers Institute and the Advancement Institute have come together, a decision we made because we believe the conversations that happen when the finance and advancement offices listen, learn, and problem-solve together are conversations that simply cannot happen any other way. The health of an independent school depends on both offices, and we're here to support that relationship.

Whether you oversee budgets, donor relationships, or both, you carry your school's mission forward in ways that are foundational and far-reaching. Our hope is that the connections you make today travel back to your campuses with you. Take with you the ideas, the partnerships, the new connections, and the renewed sense that you are not doing this alone.

Welcome. There is something special about gathering together to do the work that sustains and strengthens our schools.

We are so glad you are here!

Betsy A. Johnson, M.Ed.
Executive Director
Virginia Association of Independent Schools



Business Officers Institute Think Tank

Taylor Brown
Highland School

Joy Buzzard
The New Community School

Dyana Conroy
The Potomac School

Lisa Dwelle
The Steward School

Erin Edwards
Powhatan School

Carrie Gonzalez
Trinity Academy Meadow View

Phyllis Palmiero
Collegiate School

Maryn Ward
St. Christopher's School

Advancement Institute Think Tank

Michelle Davis
James River Day School

Esther Diskin
Norfolk Academy

Emilly Lasley
Hampton Roads Academy

Elena Meschieri
The Langley School

Stacy Nixon
Norfolk Collegiate School

Mykaella Rhame
Richmond Montessori School

Sara Stephenson
Chatham Hall

Rachel Willard
The Steward School

Exit Survey

Thank you for joining us today to connect, collaborate, and lead. Your insights are essential as we shape future gatherings to support your work. Scan the QR code to share your thoughts.



VAIS Staff

Betsy A. Johnson, M.Ed.
Executive Director

Lelia G. Grinnan, M.A.
Director of Accreditation

Wendy C. Lawrence, SHRM-CP
Director of Finance & Operations

Darcie L. TeVault, Ed.D
Director of Professional Learning

Reese Vinson, MPA
Events Coordinator

Wi-Fi: VMHC-guest
No password needed

Find VAIS online:



VAIS.org



/vais.org



/vabestschools



/company/the-vais



Business Officers Institute Schedule

8:30 - 9 AM | Registration, Breakfast, and Visit with Sponsors
Commonwealth Hall, 1st Floor

9 - 10:30 AM | Welcome & Keynote
Halsey Family Hall, 1st Floor

10:30 - 10:45 AM | Break & Visit with Sponsors
Commonwealth Hall, 1st Floor

10:45 AM - 12 PM | Risk Management Workshop
Reynolds Leadership Center, 2nd Floor | Learn more on Page 11

12 - 12:30 PM | Sponsor Speed Rounds
Halsey Family Hall, 1st Floor

12:30 - 1:45 PM | Shared Lunch & Visit with Sponsors
Commonwealth Hall, 1st Floor

1 - 1:45 PM | Spotlight: State of the Industry Report
Halsey Family Hall, 1st Floor | Explore the Spotlight Session on Page 9

1:50 - 2:30 PM | Maximizing Your
Campus for Increased
Non-Tuition Revenue
Halsey Family Hall, 1st Floor
Explore the Session on Page 11

**PART A: Human Resources
Half-Day Workshop**
Lacy Meeting Room, 2nd Floor
Explore the Session on Page 10

2:35 - 2:45 PM | Break & Visit with Sponsors
Commonwealth Hall, 1st Floor

2:45 - 3:45 PM | Economic &
Demographic Insights
Halsey Family Hall, 1st Floor
Explore the Session on Page 12

**PART B: Human Resources
Half-Day Workshop**
Lacy Meeting Room, 2nd Floor
Explore the Session on Page 10

3:45 - 4 PM | Professional Learning Updates
Halsey Family Hall, 1st Floor

Advancement Institute Schedule

8:30 - 9 AM | Registration, Breakfast, and Visit with Sponsors
Commonwealth Hall, 1st Floor

9 - 10:30 AM | Welcome & Keynote
Halsey Family Hall, 1st Floor

10:30 - 10:45 AM | Break & Visit with Sponsors
Commonwealth Hall, 1st Floor

10:45 - 11:35 AM | Concurrent Sessions I
Explore and Select Your Session on Page 13

11:40 AM - 12:30 PM | Concurrent Sessions II
Explore and Select Your Session on Page 14

12:30 - 1:45 PM | Shared Lunch & Visit with Sponsors
Commonwealth Hall, 1st Floor

1 - 1:45 PM | Spotlight: State of the Industry Report
Halsey Family Hall, 1st Floor | Explore the Spotlight Session on Page 9

1:50 - 2:35 PM | Concurrent Sessions III
Explore and Select Your Session on Page 15

2:35 - 2:45 PM | Break & Visit with Sponsors
Commonwealth Hall, 1st Floor

2:45 - 3:45 PM | Concurrent Sessions IV
Explore and Select Your Session on Page 16

3:45 - 4 PM | Professional Learning Updates
Halsey Family Hall, 1st Floor

Special Thanks



A day of learning, connection, and collaboration is powered by more than just great ideas. Thank you to the **Groovin' Gourmets** team for the delicious meals that kept everyone fueled, focused, and ready to tackle the challenges ahead!



First Tryon
Advisors



CREATIVE
with manufacturing partners
Steelcase Smith System

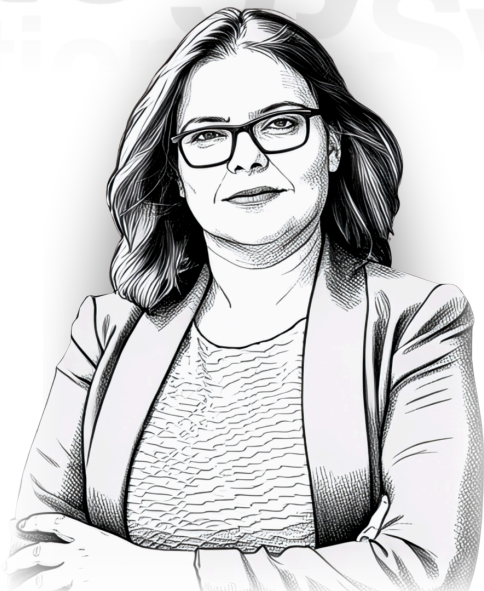
A huge thank you to **ConnectOne Bank**, **FLIK Independent School Dining**, **Creative/Steelcase/Smith System**, **First Tryon Advisors**, and **Boost My School** for hosting our opening night reception on The Graduate rooftop!

KELLEY + CO.

The program in your hands was designed by our friends at **Kelley & Co.** We are grateful to this Richmond-based communications firm for their ongoing support of VAIS and our member schools, helping us all elevate our external communications and storytelling. Connect with their team at kelleyus.com.

Keynote Speaker

Halsey Family Hall | 9 - 10:30 AM



Understanding Generational Mindsets:

*Building Schools That
Connect Across Ages*

Dr. Unnatti Jain
Lifecoach and Speaker

About the Session

Every aspect of independent schools—financial planning, HR, admissions, communications, marketing, and philanthropy—depends on trust and connection across generations. Parents, staff, alumni, and donors all bring different values, expectations, and decision-making styles. This keynote will unpack how generational mindsets shape financial behaviors, workplace expectations, enrollment choices, and giving patterns, and offer practical strategies to align leadership, culture, and storytelling so schools thrive today and for the generations ahead.

About Dr. Jain

A dynamic keynote speaker, TEDx speaker, and author who inspires audiences across organizations, schools, and universities, **Dr. Unnatti Jain** empowers individuals and teams to embrace personal growth, leadership development, and navigate generational differences. Her work with teens, parents, and professionals offers valuable insights into behavior and intergenerational dynamics, fostering connection, growth, and success. As a mother, business owner, and active Rotarian, Jain brings a unique, purpose-driven perspective to her speaking engagements. She helps parents to deepen connections with their children; guides educators in engaging diverse student populations; and supports organizations in building collaborative, multi-generational workforces.

Spotlight Session

Halsey Family Hall | 12:30 - 1:45 PM

2026 State of the Independent School Enrollment Industry:

Key Findings & Insights



Allison Davis & Christina Dotchin

Enrollment Management Association/E3n

About the Session

The 2026 State of the Independent School Enrollment Industry Report (SOTI) is EMA/E3n's flagship research project, providing a snapshot of the independent school enrollment management industry approximately every three years. The 2026 update is the fifth edition of the report. This spotlight session will share the latest findings from the report, highlighting trends and shifts in enrollment demand, staffing, salary ranges, marketing efforts, and more across the country.

About the Presenters

Driven by a shared commitment to the future of independent education, **Allison Davis** and **Christina Dotchin, MPA**, empower schools to navigate the evolving landscape of enrollment and institutional strategy. As Associate Director of Membership and Business Development for E3n, Allison blends her unique background as a U.S. Navy business analyst and former director of admissions to deliver actionable, data-driven insights on national trends. Christina, E3n's Chief Program Officer, draws on over two decades of leadership — including a transformative tenure at Proctor Academy — to oversee innovative programming for over 2,100 schools globally. As a recognized industry thought leader and podcast host, she guides schools toward sustainable growth. Together, they bring a purpose-driven perspective, equipping enrollment teams with the collaborative strategies necessary to innovate and maximize their school's mission.

Half-Day Deep Dive

Lacy Meeting Room | 1:50 - 3:45 PM



Perks with Purpose: Aligning Total Compensation with Your Mission

Christine Lipson
HR Concierge

About the Session

A school's approach to compensation is a powerful tool for shaping culture and driving employee retention. This two-part session challenges leaders to think beyond base salaries and build a total compensation philosophy uniquely aligned with their institution's core values.

Part A (1:50 - 2:30 PM): Design a compensation philosophy unique to your school. We will explore how this philosophy reflects your institution's values and priorities to strategically shape your approach to annual increases, benefit planning, and budgeting.

Part B (2:45 - 3:45 PM): Discover how strategic time-off and leave programs support holistic employee well-being. Participants will leave with actionable strategies to design a comprehensive framework that builds a stronger, more connected community and ensures faculty and staff feel deeply valued and supported.

About Christine

Driven by a passion for strengthening school communities, **Christine Lipson**, CEO of HR Concierge, draws on over 20 years of leadership to empower independent schools. She partners with boards and school leaders to move beyond traditional HR – navigating risk management, designing impactful compensation plans, and equipping schools with strategic systems for long-term success.

This is a two-part session and can be attended in its entirety or divided.

Business Officers Learning Blocks

10:45 AM - 12 PM

Risk Management Workshop

Reynolds Leadership Center, 2nd Floor

James Wiggington, Senior Business Development Manager
9ine

In this interactive workshop, Wiggington will help us shift from a reactive to a proactive risk management strategy by using a well-developed risk register. This approach will enhance your school's preparedness for unforeseen challenges and embed a culture of proactive risk management across the organization.

1:50 - 2:30 PM

Maximizing Your Campus for Increased Non-Tuition Revenue

Halsey Family Hall, 1st Floor

Nat Saltonstall, Executive Director
Summer Programs and Auxiliary Revenue Collaborative (SPARC)

Independent schools are increasingly leveraging their campuses year-round to boost non-tuition revenue. From summer programs and rentals to strategic partnerships, schools can unlock new income streams without compromising mission or overextending resources. This session explores practical strategies to maximize underutilized assets, assess operational readiness, and design sustainable, mission-aligned initiatives. Through real-world examples and proven frameworks, attendees will gain tools to evaluate opportunities, mitigate risks, and develop a long-term plan for financial growth.



Business Officers Learning Blocks

2:45 - 3:45 PM

Economic & Demographic Insights

Halsey Family Hall, 1st Floor

*Robert M. McNab, Ph.D., Professor & Chair, Department of Economics
Old Dominion University*

This session will examine the state of the national and Virginia economies, including an overview of labor market conditions across the Commonwealth. It will explore the impacts of tariffs, the war with Iran, and changes in immigration policies, with a focus on how these factors may influence inflation, job creation, and economic growth in the coming year. Time permitting, the session will also consider population changes across the state to spark discussion about how these macroeconomic trends may affect independent schools in the years ahead.



Advancement Concurrent Sessions I

Build a Burnout-Free Team

Byrd Meeting Room, 2nd Floor

Miriam Stein, Founder and Chief Strategist
Saddlerock Strategies

Imagine a workplace with happier staff, minimized frustration, and a team that performs like a unified championship squad instead of a group of individual champions. In this session, participants will learn a highly practical, strengths-based model that helps neutralize toxic interactions and unlock positive, joyful collaboration. You will leave with a clear understanding of how different types of contributions show up on a team, how to lean into them strategically, and how this framework can radically improve the way your office operates.

Responding Inclusively in Crisis

Lacy Meeting Room, 2nd Floor

Jessica Hawthorne, Vice President of Programs
Virginia Center for Inclusive Communities

In moments of crisis and conflict, students, families, and employees inevitably look to their schools' leadership and communication teams for support, clarity, and guidance. Whether you are putting out public statements, sending internal communications, or providing opportunities for dialogue and healing, your approach matters. In this workshop, participants will consider both individual and organizational approaches to process key moments effectively. We will highlight actionable resources and practical strategies to ensure your school's response is inclusive, thoughtful, and deeply supportive.

Soliciting & Closing Major Gifts

Cullen Meeting Room, 2nd Floor

Meg George, Co-Founder & President
George Philanthropy Consulting

Join us to explore the implementation of major and principal gift best practices, and examine how evolving philanthropy trends directly impact a school's reliance on these crucial skills. Meg will offer tangible takeaways and best-in-class recommendations around the four distinct stages of a major gift solicitation. Expect to dive into real-life donor profiles, example asks at independent schools, and frequently faced challenges in securing visits. You will also learn how to utilize partners effectively and guide your board in their unique fundraising role.

Advancement Concurrent Sessions II

K-8 Outcomes or Hidden Benefits / Network

Lacy Meeting Room, 2nd Floor

*Jessica Catoggio, Director of Professional Learning
World Leadership School*

Independent schools create quiet advantages that often go unseen. In this interactive session, we'll uncover the subtle but powerful outcomes that shape your student experience. Together, we will surface the hidden value embedded in everyday moments and translate it into compelling ideas for marketing and advancement. Walk away with fresh perspectives to confidently articulate your school's full impact.

Telling Your School's Story, and Making Sure It's True

Cullen Meeting Room, 2nd Floor

*Laurie Ehrlich, MBA & Miriam Stein
ThriveHive*

Are the different sides of your house talking? Marketing showcases the school, Admission inspires, and Development asks for investment—but do teachers know the story? Learn to connect academic and administrative departments to ensure deep alignment in storytelling. Leave with strategies to break down silos and get everyone rowing in the same direction.

Campaign Mode Mentality

Byrd Meeting Room, 2nd Floor

*Chris Dudley, Founder
AdvancementEDU*

Think beyond the formal capital campaign by staying in "campaign mode" year-round. This actionable session provides the exact steps to identify compelling funding priorities, match them with donor passions, and continuously cultivate prospects. Leave with practical strategies to communicate urgency, steward investors, and secure transformational gifts long before a campaign officially launches.

Advancement Concurrent Sessions III

Data Management Best Practices

Cullen Meeting Room, 2nd Floor

*Kile Marks, J.D., Associate
Fisher Phillips*

Let's talk about YOUR data. We will explore exactly how to handle, protect, leverage, and appropriately destroy it. Beyond your own systems, discover who else has access to your information and how they impact your school's reputation. Walk away with essential best practices to safeguard your institution in an increasingly complex digital landscape.

Using AI to Repurpose and Personalize Content

Byrd Meeting Room, 2nd Floor

*Laurie Ehrlich, MBA, Founder and Marketing Strategist
Elevate Marketing Strategy*

Harness the power of AI to repurpose existing content and personalize outreach while maintaining your school's authentic voice. Learn to turn newsletters and program descriptions into fresh, targeted messages for email, social, and print. Discover how AI can help brainstorm new angles and align cross-departmental communications. Leave with practical tools and a repeatable process to maximize your reach.

Lessons Learned from Campaigns in Smaller Schools

Reynolds Leadership Center, 2nd Floor

*Allan Burrows, Owner
CapDev*

*Kim O'Donnell, Director of Development
Grymes Memorial School*

CapDev and Grymes Memorial School team up to share pivotal takeaways from recent independent school campaigns. Explore the value of thorough campaign preparation, strategic relationship development, and effective event planning. This interactive session uses real-world examples to master leadership engagement, staffing structures, stewardship matrices, and the overall cadence of successful smaller-school campaigns.

Advancement Concurrent Sessions IV

Beyond the Application: Navigating Student Mental Health in the Admissions Process

Byrd Meeting Room, 2nd Floor

*Yaa Agyekeum, Ed.D., Director of the Center for the Advancement of Learning and Assistant Director of the Lower School
& Lindsay McLaughlin, Director of Admissions
The Steward School*

As mental health needs rise, admission teams are on the front lines of complex conversations. Learn how to support applicants and families while maintaining necessary institutional boundaries. You will discover how to identify prevalent needs, effectively use open-ended questions, and build the right collaborative team to ensure student success and crisis prevention.

Recruiting External Talent With an Eye on Brand Identity

Cullen Meeting Room, 2nd Floor

*Gabe Lucas, Principal
12M Recruiting*

Storytelling isn't just for advancement and admissions – it's an essential tool for hiring. Explore creative ways for your external-facing teams to get other departments excited by brand identity. This cross-departmental collaboration ensures your school's messaging remains exceptional while actively helping you attract and retain a highly mission-aligned, quality talent pool.

Advancement Office & Business Office Partnership

Reynolds Leadership Center, 2nd Floor

*Stacy Nixon, Ed.S., Assistant Head for Advancement & Cary Sawyer, Director of Finance and Operations
Norfolk Collegiate School*

A thriving independent school relies on the strategic alignment of its business and advancement offices. Explore how robust collaboration between these functions strengthens financial sustainability and enhances donor confidence. Learn actionable strategies for sharing data, aligning messaging, and coordinating long-term planning to optimize tuition revenue, maximize philanthropy, and ensure exceptional stewardship.

Special Thanks

Thank you to our sponsors for making the VAIS Business Officers & Advancement Institutes possible. Please stop by their tables to learn how your school might benefit from their expertise.

GOLD Sponsors



TROLLEY EATS

SILVER Sponsors



FLIK INDEPENDENT SCHOOL DINING



Future-Proofing **Connect** Enrollment
Strategy Alignment
Brand Identity Human Resources
Synergy

BRONZE Sponsors





EMPOWERING

excellence

VAIS Annual Conference

MONDAY, NOVEMBER 16, 2026
THE STEWARD SCHOOL

JOIN US FOR A DAY OF CONNECTION, INNOVATION,
AND PROFESSIONAL GROWTH.



SCAN TO SUBMIT YOUR
CONCURRENT SESSION PROPOSALS

CONFERENCE REGISTRATION OPENS
JULY 1.

TEACHING & learning INSTITUTE



AUGUST 4 & 5, 2026
ST. CHRISTOPHER'S SCHOOL | RICHMOND

**REGISTRATION
NOW OPEN!**



save the date



**tech
week**

October 19-23, 2026
virtual & recorded | registration opens late summer



One System. One Source of Truth.

Student Information | Admissions | Tuition & Payments | Financial Aid,
Communication | Classroom management | PD & Coaching

Proud Sponsor of VAIS



Explore FACTS
Intelligence

THE CHERRY BLOSSOM GROUP






The Cherry Blossom Group is a risk management and insurance consortium created for independent schools who are members of the Virginia Association of Independent Schools (VAIS), the Association of Independent Schools of Greater Washington (AISGW) or the Association of Independent Maryland and DC Schools (AIMS).

RCM&D, one of the largest independent insurance and risk advisory firms in the nation, is pleased to offer exclusive access to this program.

rcmd.com | 800.346.4075

Strength in Numbers

Leveraging the collective buying power of member schools gives your organization access to a wealth of benefits. Some of these benefits include:

-  Access to Best-in-Class Insurers
-  Premium Stability
-  Dedicated Policy Limits
-  Confidence
-  Risk Management Focus
-  Access to Unique Services
-  Selectivity

RCM&D

A UNISON RISK ADVISORS Company

ONEDIGITAL | VAIS Official Retirement Partner



Fresh thinking and relentless commitment to helping members of the Virginia Association of Independent Schools optimize their retirement plans. The MEP is an exclusive benefit offered to members of the VAIS.

Why Join The MEP?

- Less Administrative Work
- Potential Cost Savings
- Risk Minimization Objectives
- Enhanced Investment Opportunities



Easy, Flexible and Educational



Schools choose the plan features and contribution levels that fit their company's employees and budget.



Our onboarding team will guide you through every step of setting up a new plan or transferring your existing plan into the MEP.



MEP participant educators will partner with your team enhancing financial knowledge bases, leading to high levels of financial confidence.

Join the following member schools in the MEP!



onedigital.com/vaisretirementpartner

Meet Your MEP Team:



Joe Syron
Vice President, Retirement Plan Consultant
Financial Services - OneDigital
joe.syron@onedigital.com



Amber Jones
Retirement Consultant
Financial Services - OneDigital
amber.rjones@onedigital.com

Reach out to a team member today or scan here to learn more.



Your Service Partners:



Investment advice offered through OneDigital Investment Advisors LLC. Pentegra, TIAA and OneDigital are separate and unaffiliated companies. Each company is separately financially responsible for their products and services.

CREATIVE

commercial furnishings
and technology
solutions for learning
spaces of all types

creative-va.com
@creativeworklab



Trusted HR partner to
independent schools for
over 20 years



www.HRConcierge.com
Christine@HRConcierge.com

Transform Your Enrollment Strategy



THRIVE HIVE

Powered by veteran school enrollment and marketing professionals.

Rooted in data, culture, and people.

- Data-driven enrollment and marketing planning
- Intentional retention strategy
- Qualitative audience research
- Coaching and accountability
- Organizational and team health



Together, we will get the right families on your campus. And keep them there.

Let's Get Started



[Thrivehive.group](https://www.thrivehive.group)

hello@thrivehive.group

Guiding Independent Schools Toward Long-Term Financial Sustainability—Through Strategic Decisions and Data-Driven Insights

- Strategic Financial Realignment
- Financial Planning and Forecasting
- Fractional CFO
- Financial Leadership Development
- Operational Efficiency
- School Market Study
- Business Office Staffing Solutions



EduDx

Educational Directions

Educational Directions (EduDx), a nationally trusted executive search firm for independent schools since 1986, has two Virginia-based search consultants here to partner with you on Head of School and Senior Administrative searches. We are client-focused and get to know each school like it's our own!



Nicole McDermott

Search Consultant
Fairfax County

Nicole.McDermott@EduDx.com
508-344-5481



Highley Thompson

Search Consultant
Charlottesville

Highley.Thompson@EduDx.com
781-664-3133



SUMMER PROGRAMS AND AUXILIARY REVENUE COLLABORATIVE

Enhancing independent schools through auxiliary program excellence

Membership

300+ member schools
1000+ individuals
40+ Business Partners
Professional community
Extensive resources
SPARC Connect

Education

- National Conference
- Regional workshops
- Webinars
- Learning Labs
- Leadership Institute
- SPARC Symposium
- Benchmarking data
- Resource library

Advisory

- SPARC Accelerator
- Program development
- Board education
- Departmental audits
- Leadership search
- Mentoring
- Program management
- Interim support

"SPARC is the only professional community that speaks so specifically to my work and my needs. I'm also constantly impressed by the straight-up competence of the SPARC team. The conference is amazing, the webinars are so valuable, and the networking makes our corner of the independent school world feel bigger, more consequential, and more enjoyable!"

Maggie Magner, Director of Auxiliary Programs, Fenn School

www.sparcnational.com

approach

a whole new approach to...

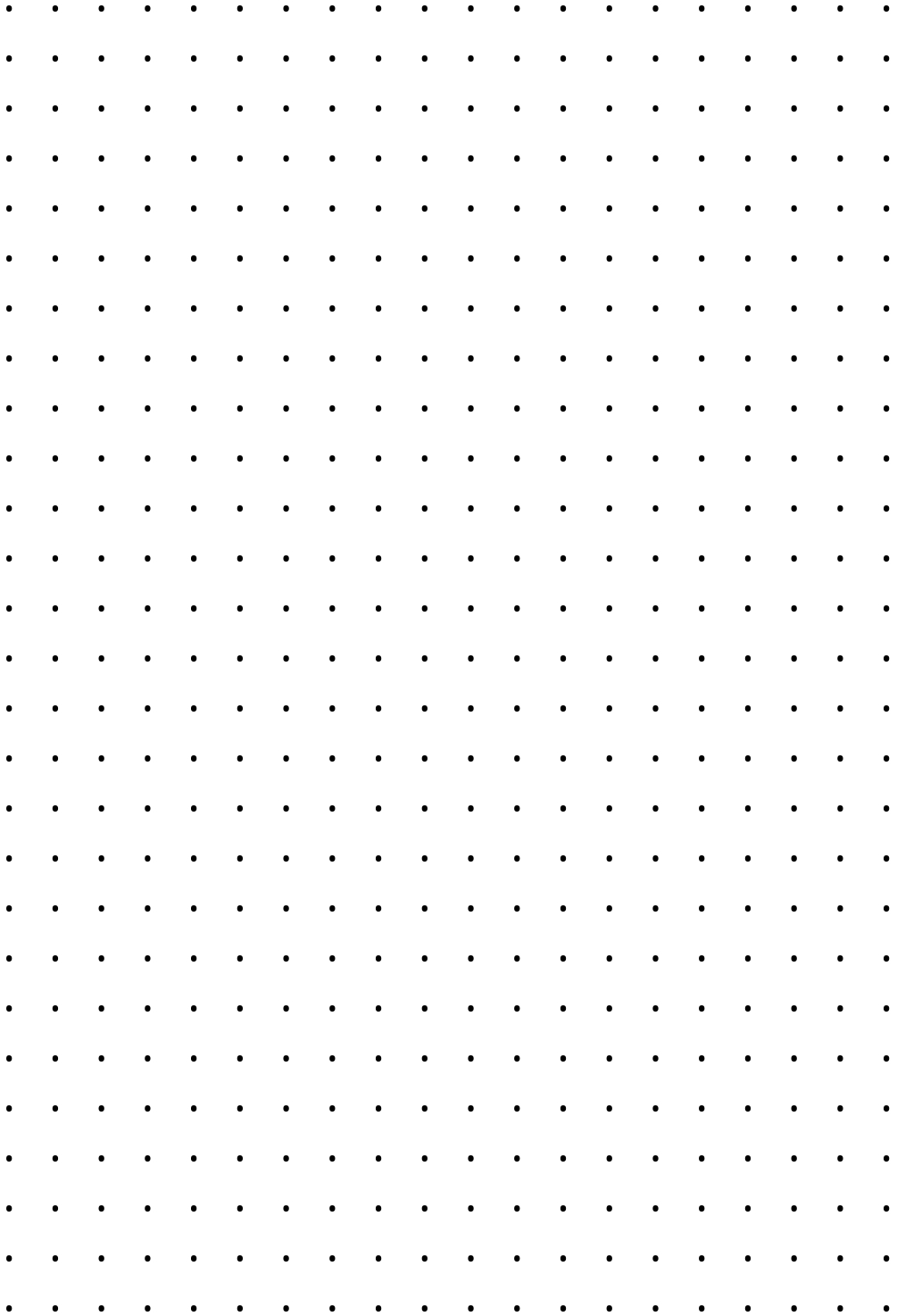
- Leadership guidance & support
- Governance education & facilitation
- Training & policy development



Megan Mann, Principal
megan@theapproachgroup.com
theapproachgroup.com/vais

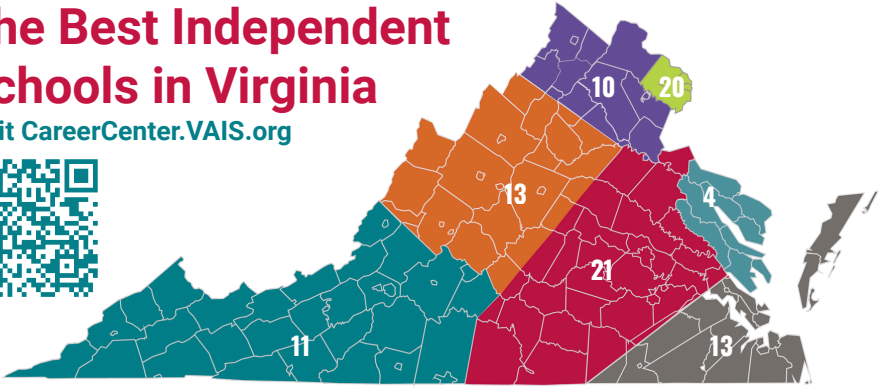
All VAIS members receive a free 30-minute consultation plus 10% off Approach services.

Ideas. Strategy. Execution.



The Best Independent Schools in Virginia

Visit CareerCenter.VAIS.org



NORTHWEST

Foxcroft School
Fredericksburg Academy
Highland School
The Hill School

Loudoun Country Day School
Middleburg Montessori School
Powhatan School

Randolph-Macon Academy
Saint James' Episcopal School
Wakefield School

SOUTHWEST

Boys Home of Virginia
Chatham Hall
Community High School of Arts & Academics

Hargrave Military Academy
James River Day School
New Covenant Schools
New Vistas School

North Cross School
Oak Hill Academy
Sullins Academy
Virginia Episcopal School

VALLEY

Blue Ridge School
The Covenant School
Eastern Mennonite School
Field School of Charlottesville
Fishburne Military School

Fork Union Military Academy
Fuqua School
Grymes Memorial School
Miller School of Albemarle

Mountaintop Montessori School
Stuart Hall School
Tandem Friends School
Woodberry Forest School

NORTHERN

Al Fatih Academy
Alexandria County Day School
Browne Academy
Burgundy Farm County Day School
Commonwealth Academy
Congressional School
Episcopal High School

Flint Hill School
Gesher Jewish Day School
Grace Episcopal School
Green Hedges School
The Langley School
Linton Hall School
The Madeira School

Montessori School of Northern Virginia
Pinecrest School
The Potomac School
St. Stephen's and St. Agnes School
Trinity Academy Meadow View
Westminster School

RIVER

Aylett Country Day School
Chesapeake Academy
Christchurch School
Ware Academy

RICHMOND

Anna Julia Cooper School
Benedictine Schools of Richmond
Brunswick Academy
Collegiate School
Good Shepherd Episcopal School
Millwood School
The New Community School

Northstar Academy
Orchard House Middle School
Richmond Montessori School
Rise Academy
Riverside School
Rudlin Torah Academy
Sabot School

Seven Hills School
St. Andrew's School
St. Catherine's School
St. Christopher's School
St. Michael's Episcopal School
The Steward School
Trinity Episcopal School

HAMPTON ROADS

Broadwater Academy
Cape Charles Christian School
Chesapeake Bay Academy
Christopher Academy
Hampton Roads Academy

Nansemond-Suffolk Academy
Norfolk Academy
Norfolk Christian Schools
Norfolk Collegiate School

Southampton Academy
Strelitz International Academy
Virginia Beach Friends School
The Williams School