Founded in 2001, Headwaters School is an independent school in Austin, Texas serving students from early childhood through grade 12 on three Austin campuses.

- **Springs Campus (18 months to Age 5)** in South Austin at 6305 Menchaca Road
- **Creek Campus (Kindergarten to 5th Grade)** in Southwest Austin at 9607 Brodie Lane
- **River Campus (6th to 12th Grade)** in Downtown Austin at 807 Rio Grande Street

*Shuttle service offered between Creek and River Campuses.*
Headwaters School’s Purpose, Promise, and PACT

We are inspired, organized, and guided by our Purpose, Promise, and PACT. These ideas serve as the foundation for our daily work.

Our Purpose
We cultivate identity formation, foster empathy, and embrace diversity to bring more peace to the world.

Our Promise
We guide our students to live authentically, think expansively, and create bravely.

Our PACT
We invite our students, guides, staff, parents, and trustees to be:

Peacemakers. As we learn to resolve conflicts, we demonstrate compassion, grace, skill, and courage. We take responsibility for our actions.

Advocates. We strive to understand and value diverse perspectives, cultures, and faiths. We recognize our agency and act with integrity in pursuit of a more just and equitable society.

Creators. Curiosity, wonder, and the creative process are essential to a fulfilling life. We discover ourselves and our voices by taking intellectual and artistic risks.

Thinkers. As self-directed learners, we approach education with intention. We use observation, research, and reason to explore problems that matter to us, our community, and the world.

Montessori Foundation, International Baccalaureate® Diploma
The Montessori curriculum in our Early Childhood and Elementary programs is the foundation that leads to our International Baccalaureate® (IB) Diploma Programme, and sets us apart from every other school in Austin. Both Montessori and IB share a dedication to growing compassionate global citizens who are self-directed, lifelong learners. The mission of the International Baccalaureate is “to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.” This is exactly what Maria Montessori hoped to create—a way of helping children learn who they are both as individuals and as part of the global community.

STUDENT-LED CONFERENCES
Twice each year, 4th-12th grade students reflect on their academic and social progress in collaboration with their advisor and parents. Students examine and consider their goals for the year and present their insights to these caring adults.
Peacemaking and Mindfulness

Peace Education is paramount to us. We believe that the best way for children to learn about the power of peaceful, healthy communication and conflict resolution is through practice. We dedicate time to the ongoing teaching of communication skills, from discussions with the whole class to one-on-one coaching. As children progress through each grade level, they acquire increasingly sophisticated tools for problem-solving, and are encouraged to practice utilizing these tools. Academically, we examine and celebrate peace leaders and movements throughout history.

We explore mindfulness at each level at Headwaters. By sharing periods of intentional silence, both students and guides are able to set an intention for the class, self-regulate emotions, and feel more connected to their surroundings. These moments of silence or guided meditation allow each of us to calm and focus the mind and body. Every class in the Middle and High School starts with a brief Centering, often led by a student.

Diversity, Equity, and Inclusivity at Headwaters

Our school’s foundation is grounded in the concept of personal agency and active peacemaking, and we work to provide educational experiences for our students to help them grow as individuals in order to actively bring more peace to the world. This work includes recognizing the ways racism and privilege manifest in us as individuals and in our school community and broader communities, and doing the work to dismantle systems that support them.

School Calendar

We follow a semester structure, with school typically beginning in late August and continuing through late May. Students attend school five days a week. On the Early Childhood campus, families can choose a half-day program or a full-day program.

The 2020-2021 school calendar has some necessarily flexibility built in for each program due to the effect of the COVID-19 pandemic on schools. For our Elementary, Middle and High School, there will be an age-appropriate mix of virtual and in-person learning, as well as an option for virtual-learning-only for those families who desire that. The Early Childhood and Elementary calendar may extend into Summer 2021 to make up for times of required closures.
Early Childhood Programs
Ages 18 months to 5 years

ACADEMICS

Young Children’s Community (YCC)
Our Montessori YCC curriculum falls into three general categories: practical life, language acquisition, and development of coordinated movement.

Children are drawn to the daily practical life work, which falls into three main categories: Care of Self, Care of the Environment, and Grace and Courtesy.

The children enjoy singing together, listening to books, and reciting short poems. They develop a wide range of motor control and hand-eye coordination through the use of well-crafted, child-proportioned materials.

Primary
Our Montessori Primary curriculum includes a wide range of interconnected, age-appropriate learning materials, in the areas of Practical Life, Language, Handwriting, Mathematics, Science, Geography, Culture, and the Arts.

Curriculum lessons are given individually or in small group settings. Each lesson is designed to isolate a particular concept and facilitate the skills of order, concentration, coordination, and independence.

Special attention is given to navigating social interactions, developing respect for others and care of one’s emotional self, and support in navigating effective problem-solving strategies and practices. The Primary years prepare students for our Elementary Montessori program, and lay a solid foundation for a lifelong love of learning, optimism, and positive personal growth.

“If we try to think back to the dim and distant past... what is it that helps us reconstruct those times, and to picture the lives of those who lived in them? It is their art... It is thanks to the hand, the companion of the mind, that civilization has arisen.” – Dr. Maria Montessori

BEYOND ACADEMICS IN OUR YOUNG CHILDREN’S COMMUNITY & PRIMARY PROGRAMS

Primary students have weekly Movement Education classes and daily outdoor time. We use games and activities in small groups to help further integrate the social, emotional, physical, and cognitive aspects of the young child. Students practice mindfulness, learn to express feelings, build coping skills, and practice functioning in a group, all while exploring body boundaries, dynamic movement, and static movement.

We place a deep emphasis on art and creative expression. Art is a way for children to communicate their feelings as well as develop their fine motor skills. In the Montessori environment, open-ended art activities are provided to help children explore and use their creativity.

Music is naturally woven into the school day. We sing songs to announce transitions like clean-up and leaving for the day, as well as during circle times. We also use instruments such as guitar or bells, and sometimes, we even have parades with different instruments from the percussion family. Songs at circle time range from fun songs to songs that teach important lessons around social and emotional growth.

Why We Call Our Teachers Guides

Across all three campuses, our educators are called Guides. Our lower school Montessori program is designed with the knowledge that children entering these stages of development are increasingly capable people who are eager for new, broader learning opportunities and social explorations. We believe that every child deserves to have an exceptionally planned and well-prepared learning environment.

The role of each educator is to prepare the learning environment and to act as personal guides to each and every student: to recognize readiness, to follow personal interests, and to illuminate the way on the child’s journey through active discovery. The Montessori Guide is first an observer and then a facilitator, guiding the child toward ever-expanding concepts of interest and ability.

GATES OF LIFE

At the end of each school year, students participate in a graduation ceremony to celebrate those students who are moving onto a new class the following year. “An ending is but another beginning. Rejoice all ye who pass through these gates...”
Elementary Program
Kindergarten to 5th Grade

ACADEMICS

Our Montessori Elementary program builds upon our Primary program to continue developing each child’s innate curiosity about the world and encourage independent and collaborative projects within and outside of the carefully prepared classroom. Through a combination of group and individual lessons, hands-on materials, and inquiry, we guide children to explore different areas of the curriculum and topics of interest.

Children move from one level of mastery to another as they navigate the materials and curricula. They are able to advance at their own pace. A child may quickly master one concept and need to spend a longer amount of time on another.

We document the children’s progression through the curriculum with a combination of student recordkeeping and portfolio creation as well as teacher observation, feedback, and evaluation to ensure all academic goals are met.

Special attention is given to navigating social interactions, as well as implementing effective problem-solving strategies and practices.

Each classroom regularly visits our campus library for research and for recreational reading. Special classes each week include Spanish, Music, Art, Gardening, and P.E. Early and Upper Elementary classrooms are equipped with computers for the introduction of technology usage and online research.

BEYOND ACADEMICS IN OUR ELEMENTARY PROGRAM

In our Elementary Physical Education program, our goal is to guide each child to possess the healthiest body, spirit, and mind possible. Elementary students have P.E. classes three times a week, and learn cooperative and team-building games, as well as basic individual skills that involve gross motor movement, ball handling, and hand-eye coordination. Elementary students also have daily recess. Students can also participate in an after-school Outdoor Leadership Club that utilizes our 10.7 acre nature preserve, complete with a low ropes challenge course.

Our weekly art classes encompass the elements of art, principles of design, art history, and an introduction to various materials, techniques, and processes. Each year the children experience working with a wide variety of media, including drawing, painting, printmaking, clay, sculpture, and crafts. All lessons incorporate critical thinking and problem solving skills, while fostering individual creativity. There is an open studio at the end of each school year to showcase the children’s artwork.

Our weekly music classes follow the Orff teaching philosophy. This philosophy presents lessons with an element of play to allow children to explore singing and playing instruments incorporated with movement and dance in nearly every class. Through imitation, then exploration, the class “orchestra” moves towards musical experiences where multisensory learning and high engagement can be readily observed.

Several of our classes perform annual theater productions that the children write, design, and organize. We also have an after-school theatre club where students write scripts, develop plots, create sets, and act in their own productions.

SINGING SONGS GATHERINGS

Singing Songs gatherings happen each semester on our Early Childhood and Elementary School campuses. Parents and children from each program gather together to sing songs that the children have learned. In the fall semester, the theme is Halloween, and in the spring semester, the theme is Dr. Martin Luther King Jr.’s legacy.
At the foundation of our cultural structure in the Middle and High School is our Advisory curriculum, which creates a small-scale support structure for academic and personal success. Each student in our Middle and High School is a member of a peer Advisory group with 12-16 other students. The Advisor serves as a first point of communication between a child’s teachers and their family.

ADVISORY GROUPS

At the foundation of our cultural structure in the Middle and High School is our Advisory curriculum, which creates a small-scale support structure for academic and personal success. Each student in our Middle and High School is a member of a peer Advisory group with 12-16 other students. The Advisor serves as a first point of communication between a child’s teachers and their family.

PROJECT WEEK

During Project Week each spring, each Middle and High School student creates a project of their choice from conception to completion. Students are supported in finding a topic of interest to study independently or in a small group, and are then allotted an entire week to execute the project of their choice. The week culminates in students presenting their work to the community. Past projects have included internships, community service, global travel experiences, filmmaking, in-depth research, and more.

RIVER CAMPUS

6th to 8th Grade

MIDDLE SCHOOL ACADEMICS

Our Middle School provides an environment that allows students to be curious, take risks, stretch their limits, and make mistakes. We believe that the job of our guides is not to simply impart knowledge, but to help students to make meaning from knowledge. Most of all, we believe that joy is a key component of learning, and we work to help students maintain that spark as they navigate these middle school years.

Middle School students study English, Social Studies, Science, Mathematics, World Languages, Study Skills, Movement, and the Arts. Classes like Middle School Orientation help students develop study skills and organizational habits early as we encourage students to have a healthy school/life balance. See all courses at headwaters.org/catalog.

We have several student leadership opportunities in the Middle School, including Honor Council, Admissions Council, and Community Leader programs.

BEYOND ACADEMICS IN OUR MIDDLE & HIGH SCHOOL

Headwaters offers novice to advanced classes in studio art (painting, drawing, and printmaking), filmmaking, and digital photography. The purpose of the Arts programs at Headwaters School is to provide opportunities for our students to develop skills in creative problem solving; to practice a craft with dedication; and to express thoughts, ideas, and feelings about the world. In the Middle School we offer semester-long introductory classes so that students can try a variety of modalities. In the High School, many courses are year-long and evolve into advanced skills. We recognize the importance of creative thinking in life and in all professional positions, and therefore require students to study in the Arts every year. Headwaters film students have received local and statewide recognition for their work.

All students have the opportunity to participate in our sports program. Our teams compete in a league with other schools in the Austin Private School Association and other local leagues. We offer flag football, volleyball, basketball, and soccer. Middle School students take a daily PACTivity class in which they engage in our school values through movement, wellness and social-emotional learning. High School students independently complete a Physical Education credit each year, including any team sports in which they compete.

Our High School Outdoor Leadership program focuses on leadership, environmental awareness, and specialized outdoor skills. Outdoor Leadership provides opportunities for students to discover their innate leadership ability and build self-confidence and a sense of connection to people and nature. Specialized skills taught through this program include a level of expertise in at least one area, including minimal-impact camping, backpacking, canoeing, kayaking, caving, rock climbing, and nature appreciation (botany, bird watching, etc.), where students lead their own trips in their area of specialty. Students also master wilderness first aid and CPR.

Our Middle School music program includes woodwinds, strings, percussion, and brass. Our students learn improvisation, musical notation, instrument fundamentals, and independent musical reading skills. The intention of the program is creativity and improvisation. Our High School music students further their exploration of music through fundamentals like reading, music theory, instrumental practice, improvisation and public performance. Our 11th and 12th graders compose, perform, research, learn about the music industry, practice ear training, analyze scores, and develop a deeper understanding of music.
City as Classroom

Our River Campus (Middle and High School) is located blocks from the State Capitol, City Hall, The University of Texas, Austin Central Library, Shoal Creek, Waller Creek, Lake Austin, the Blanton Art Museum, and the business district. We view this location as an incredible asset to our programs today and in the future. Our vision for the River Campus is an upper school program that is deeply integrated with civic, tech, environmental, and service opportunities for our students beyond the walls of our school. We believe this creates a unique opportunity for our students and sets Headwaters apart.

HIGH SCHOOL ACADEMICS 9th to 12th Grade

In our high school, we believe that student agency is important for authentic learning. Our teachers are guides, pointing students in the right direction and giving them the resources to find their way while being careful not to limit their pursuits and interests. We promote collaboration and communication, depth over breadth, and genuine engagement. The lessons of self-sufficiency and self-advocacy learned in ninth and tenth grades coalesce in our International Baccalaureate (IB) program for juniors and seniors. All of this is supported with intentional community building, a robust advisory program, and a personalized college counseling experience.

High School students take four years of study in English, Social Studies, Science, Mathematics, World Language, and the Arts. All 11th and 12th grade students can choose from a variety of International Baccalaureate course offerings. See all courses at headwaters.org/catalog.

During students’ Junior and Senior years, our college counselor guides families through the college application process. The goal of our program is to support both students and parents in addressing college admissions with a manageable, student-centered method. Parents are supported with private counseling meetings to address specific needs of each family as well as through several group meetings targeting admissions testing, FAFSA, and parents’ responsibilities.

Credits Required for Graduation

<table>
<thead>
<tr>
<th>Subject</th>
<th>Minimum Credits</th>
<th>Maximum Credits</th>
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<tbody>
<tr>
<td>English</td>
<td>4 years</td>
<td></td>
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<tr>
<td>World Language</td>
<td>3-4 years</td>
<td></td>
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<tr>
<td>Social Studies</td>
<td>4 years</td>
<td></td>
</tr>
<tr>
<td>Science</td>
<td>4 years</td>
<td></td>
</tr>
<tr>
<td>Math</td>
<td>4 years</td>
<td></td>
</tr>
<tr>
<td>Arts</td>
<td>3 years</td>
<td></td>
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<tr>
<td>Theory of Knowledge</td>
<td>2 years</td>
<td></td>
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<tr>
<td>Senior Thesis</td>
<td></td>
<td></td>
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<tr>
<td>Wellness and Life Skills</td>
<td>1 semester</td>
<td></td>
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<tr>
<td>Electives</td>
<td>1.5 years (9th and 10th Grade)</td>
<td></td>
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<tr>
<td>College Planning</td>
<td>Required in 11th &amp; 12th Grade</td>
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<tr>
<td>Yearly Participation in</td>
<td></td>
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<tr>
<td>Advisory and Project Week</td>
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<tr>
<td>Physical Activity</td>
<td>1 credit for 9th/10th Grade; 1 credit for 11th/12th Grade (as part of IB Creativity-Activity-Service hours)</td>
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<tr>
<td>Community Service</td>
<td>25 hours per year for 9th and 10th Grade; 25 hours per year for 11th and 12th Grade (as part of IB Creativity-Activity-Service hours)</td>
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International Baccalaureate® (IB) Diploma Program

We are an International Baccalaureate® World School offering the IB Diploma Programme. The International Baccalaureate® is an academically challenging and balanced program that prepares students for success at university and beyond. It has been designed to address the intellectual, social, emotional, and physical well-being of students. Students can participate either as full IB diploma candidates or as individual course certificate candidates. Like us, the International Baccalaureate® values character development as its core purpose. The IB Learner Profile is very much in line with our own Purpose, Promise, and PACT.

The Diploma Programme ensures that students make connections across traditional academic disciplines and explore the nature of knowledge through the unique Theory of Knowledge course; undertake in-depth research into an area of interest through the lens of one or more academic disciplines in the Senior Thesis; and enhance their personal and interpersonal development through Creativity-Activity-Service (CAS) hours. See all the details about Headwaters and the IB at headwaters.org/ib.

Accreditation

Headwaters School is accredited by the Independent Schools Association of the Southwest (ISAS) and by the Texas Alliance of Accredited Private Schools (TAAPS). TAAPS is a member of TEPSAC, the State governing body of private school accreditation associations.
Life Beyond Headwaters™
Our graduates have been accepted to the following colleges and universities, and have matriculated to the schools indicated with an asterisk.

Abilene Christian University*
Acadia University
Agnes Scott College
Allegheny College
Allegheny College Honors
American University Honors
American University of Paris*
American University of Rome
American University*
Amherst College
Angelo State University*
Antioch College*
Arcadia University
Arizona State University
Arizona State University – Barrett, The Honors College
Art Institute of Austin*
Art Institute of Dallas*
Auburn University
Austin College*
Austin Community College*
Balanced Wallace University Honors
Bard College
Barnard College*
Bates College*
Baylor University*
Belmont University*
Beloit College*
Bennington College*
Berkeley College of Music*
Blinn College*
Boston College
Boston Conservatory of Music*
Boston University*
Bryant University*
Bryn Mawr College*
Bucknell University*
Butler University
California College of the Arts*
California Polytechnic State University*
Carleton College
Carnegie Mellon University
Carroll College
Catholic University of America
Central Washington University
Centre College
Champlain College*
Chapman University
Chatham University
Clark University*
Colby-Sawyer College
College of Charleston*
College of St. Benedict
College of the Holy Cross
College of Wooster
Colorado College*
Colorado School of Mines*
Colorado State University
Columbia College Chicago*
Columbia University
Concordia University
Concordia University at River Forest*
Connecticut College*
Cooper Union
Cornell College
Cornell University*
Cornish College of the Arts
Dallas Baptist University
Davidson College
Denison College
DePaul University
Dickinson College
Dominican University of California
Drew University
Drexel University
Duke University*
Earlham College
Eastern Michigan University
Eckerd College
Elizabethtown College
Evan University*
Embry-Riddle Aeronautical University
Emerson College*
Emory & Henry College
Emory University
Evergreen State College*
Expressions College for Digital Arts
Fairfield University
Fashion Institute of Design and Merchandising
Fashion Institute of Technology*
Flagler College
Florida Atlantic University
Florida Gulf Coast University
Florida International University
Florida Southern University
Fordham University
Fort Lewis College*
Franklin and Marshall College
Franklin University Switzerland
George Mason University
George Washington University
George Washington University Honors*
Georgia Institute of Technology
Goucher College*
Green Mountain College
Grinnell College
Guilford College
Gustavus Adolphus College
Hamshire College
Hawaii Pacific University*
Hendrix College*
High Point University*
Hiram College
Hofstra University
Howard University
Humboldt State University
Huston-Tillotson University*
Illinois Wesleyan University
Indiana University
Iowa State University
Istituto Marangoni London
Ithaca College
Johns Hopkins University – Peabody Institute*
Johnson & Wales University*
Kalamazoo College
Kansas State University
Kenyon College
Knox College
La Salle University
Lawrence University*
Leiden University
Lesley University
Lewis & Clark College*
Lindenwood University
Linfield College
London Metropolitan University
Long Island University
Louisiana State University
Loyola Marymount University
Loyola University Chicago
Loyola University New Orleans
Lubbock Christian University*
Lynn University*
Macalester College
Manhattanville College
Marboro College
Maryland Institute College of Art
Massachusetts College of Pharmacy & Health*
McDaniel College
McGill University
Merrimack College
Miami University, Oxford
Michigan State University
Midwestern State University
Mills College*
Molloy College
Montana State University
Mount Holyoke College*
Muhlenberg College
Musician’s Institute
Naropa University*
New College of Florida*
New Mexico Institute of Mining and Technology
New York Film Academy*
New York University*
Northeastern University Honors*
Northeastern University*
Northern Arizona University
Northwestern University
Nottingham Trent University*
Oberlin College*
Occidental College
Ohio Wesleyan University
Oklahoma City University
Oklahoma State University
Orange Coast College*
Oregon College of Art & Craft
Oregon State University
PACE University
Parsons the New School for Design
Pennsylvania State University*
Pitzer College*
Polytechnic Institute of New York University*
Portland Community College*
Portland State University*
Prairie View A&M University
Pratt Institute*
Prescott College
Purdue University
Quest University
Reed College*
Regents University London
Regis University
Rensselaer Polytechnic Institute
Rhode Island College
Rhode Island School of Design*
Rhodes College
Rice University
Richmond University – The American International University in London
Rider University
Ringling College of Art & Design
Rochester Institute of Technology*
Rose-Hulman Institute of Technology*
Rutgers University*
San Diego State University*
San Francisco Art Institute
San Francisco State University
Santa Clara University
Santa Fe University of Art & Design*
Sarah Lawrence College*
Savannah College of Art & Design*
School of the Art Institute of Chicago*
School of Visual Arts
Schreiner University
Seattle University*
Seton Hall University
Sewanee: University of the South
Skelemore College*
Smith College*
Southern Methodist University*
Southern Oregon University
Southwestern University*
Spelman College
St. Andrew’s University*
St. Edward’s University Honors*
St. Edward’s University*
St. John’s University
St. Kate’s University
St. Louis University
St. Louis University – Madrid
St. Mary’s University
St. Olaf College
Stanford University*
Stephan F. Austin State University*
Stetson University*
Story Brook University
Suffolk University
SUNY – Geneseo*
SUNY – Purchase
SUNY College of Environmental Science and Forestry
Swarthmore College
Sweet Briar College
Syracuse University*
Tampa University Honors
Temple University*
Texas A&M University*
Texas Christian University*
Texas Lutheran University
Texas State Technical College*
Texas State University Honors*
Texas State University*
Texas Tech University*
The New School*
Thomas Jefferson University
Trinity College
Trinity University*
Tulane University Honors*
Tulane University*
Universidad del Valle de México – Monterrey*
Universiteit van Amsterdam*
University College Cork
University College Dublin
University College Dublin – Thandidt
University of Alabama
University of Alaska Southeast
University of Arizona*
University of Arkansas
University of British Columbia
University of California at Berkeley
University of California at Davis*
University of California at Irvine
University of California at Los Angeles*
University of California at San Diego
University of California at Santa Barbara*
University of California at Santa Cruz*
University of Central Florida
University of Central Florida
University of Cincinnati
University of Colorado at Boulder Honors*
University of Colorado at Boulder*
University of Colorado at Colorado Springs
University of Colorado at Denver
University of Denver*
University of Edinburgh*
University of Georgia*
University of Hawaii at Hilo
University of Hawaii at Manoa*
University of Hawaii at West Oahu
University of Houston*
University of Idaho
University of Illinois at Urbana
University of Iowa
University of Kansas
University of Kentucky
University of Limerick
University of Mary Hardin-Baylor*
University of Massachusetts, Amherst
University of Miami
University of Miami Frost School of Music
University of Mississippi
University of Missouri
University of Montana at Missoula
University of Nebraska at Lincoln*
University of Nevada Honors
University of Nevada, Reno
University of New Mexico
University of North Carolina at Asheville
University of North Carolina at Charlotte
University of North Texas*
University of Oklahoma*
University of Oregon
University of Portland*
University of Puget Sound*
University of Redlands*
University of Rochester*
University of San Diego
University of San Francisco*
University of Southern California*
University of Tennessee
University of Texas at Arlington
University of Texas at Austin Dean’s Scholars*
University of Texas at Austin Liberal Arts Honors
University of Texas at Austin Plan II Honors*
University of Texas at Austin Gaming Scholars*
University of Texas at Austin*
University of Texas at Dallas
University of Texas at San Antonio
University of Texas at Tyler*
University of the Pacific
University of Toledo
University of Tulsa
University of Utah
University of Vermont*
University of Washington Honors
University of Washington
University of West London*
University of Wisconsin at Madison
University of Wisconsin
University of Wisconsin
Vanderbilt University*
Virginia Tech University*
Wake Forest University
Warren Wilson College*
Washington & Lee University
Washington State University
Washington University in St. Louis
Webster University
Wesleyan University
West Texas A&M University
Western State University
Western Washington University
Westminster College*
Wheaton College
Whitman College*
Whitman College*
Whittier College*
Williamette University*
Williams College
Woodbury University
Worcester Polytechnic Institute
Yale University
NOTICE OF NON-DISCRIMINATION

Based on receipt of federal financial assistance through a Paycheck Protection Program loan administered through the U.S. Small Business Administration (SBA) under the CAREs Act, the School acknowledges its obligation to prohibit discrimination, harassment, or retaliation on the basis of race, color, religion, age, national origin, sex, citizenship status, genetic information, handicap or disability in admissions, access, employment, tuition assistance, educational policies, or other school administered student and employee programs and activities. This notice will remain in effect until the School has satisfied and paid off the SBA Paycheck Protection Loan.