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Dear Hiring Committee,

I am writing to express my enthusiasm for the opportunity to contribute to Deep Springs College. The College's mission—educating young people for a life of service through rigorous academics, labor, and self-governance—resonates deeply with both my professional journey and my educational philosophy. As an educator and leader committed to experiential learning and equity, I am eager to join a community that embraces intellectual rigor while asking students to engage fully in the responsibilities of stewardship, service, and democratic decision-making.

Throughout my career, I have worked to align learning with lived experience, much as Deep Springs integrates academic study with labor and self-governance. As Director of Experiential Learning at EF Academy Pasadena, I designed and implemented over 200 field studies in a single year, giving students opportunities to explore ecological systems, engage with local communities, and connect theoretical concepts with real-world challenges. In my chemistry classrooms, I emphasize inquiry-driven, project-based learning that requires students to wrestle with both scientific ideas and their ethical implications, echoing Deep Springs' commitment to intellectual independence and moral responsibility.

What especially draws me to Deep Springs is its dedication to community as pedagogy. The College's model—where every member contributes meaningfully to shared work and governance—parallels my own leadership style. As Head of the Science Department, I guided faculty through competency-based curriculum redesign by fostering collaborative structures rooted in trust, accountability, and shared purpose. At Haskell Indian Nations University, I supported first-generation students in STEM by building mentorship networks that emphasized both personal responsibility and collective success. In each role, I have seen the transformative impact of community-centered education on students' confidence, resilience, and readiness to serve others.

I also connect deeply with Deep Springs' ethos of stewardship and labor. Having grown up in a family where work and learning were inseparable, I understand how tending to the land, collaborating in shared tasks, and practicing discipline shape both character and intellect. At EF Academy, I expanded outdoor education programs that linked environmental caretaking with science curricula, reinforcing for students the essential connections between sustainability, responsibility, and leadership.

I would be honored to bring my experience in experiential program design, inclusive leadership, and academic innovation to Deep Springs College. I believe strongly in the power of small, intentional communities to shape thoughtful leaders for a life of service, and I am eager to contribute my skills to advance the College's mission.

Thank you for considering my application. I welcome the opportunity to discuss how my background and philosophy align with Deep Springs' vision and how I might contribute to the continued flourishing of this extraordinary institution.

Warm regards,
Nicole Windmon, PhD