



SHORE
COUNTRY DAY SCHOOL

**Position Statement
Head of School Search
Shore Country Day School**

**Beverly, Massachusetts
Start Date: July 1, 2024**

WALTER & WALSH SCIENCE CENTER

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DESK





Head of School Position Statement



The hallmarks of a Shore education are unmistakable. Families point to seven touchstones as the reasons they choose Shore, and graduates recall them as among the most formative experiences of their lives:

- An extraordinary faculty with the ability to engage each child and help them reach their full potential.
- A shared community code of respect, responsibility, and service.
- A strong emphasis on social-emotional learning and the well-being of each child, resulting in increased self-confidence and resilience.
- Empowerment of individual student voices through public speaking and collaborative inquiry.
- Outdoor education that encourages exploration, reflection, and experiential learning.
- Design thinking that facilitates exploring ideas across academic boundaries.
- Sound mind, sound body – the importance of recess, physical education, and team sports.

Shore will be led by an interim head of school for the 2023-24 school year. The next permanent head of school will continue the journey of a school where learning is both joyous and purposeful. Candidates will be expected to demonstrate that they possess the expertise, empathy, and energy to ensure that Shore Country Day School remains a special place for many years to come.

OVERVIEW

Imagine leading a school with a clear sense of purpose and an almost 90-year track record of developing in students deep critical thinking skills. Shore Country Day School, a Pre-K to Grade 9 independent school located in Beverly, MA, is just such a school, and it is seeking a new head of school for July 2024. Founded in 1936, Shore is a joyful learning community that welcomes over 300 students from over 40 communities across Boston's North Shore to its campus to learn, grow, and be in community with dedicated faculty and staff. At Shore, young people are empowered to take charge of their own education, while being nurtured in their commitment to equity and inclusion in the world around them. Students, parents, and employees alike consider elements of the Shore experience to be magical, and it is well worth your time to learn more about this exceptional leadership opportunity.



- Access to a two-story “Innovation Lab” that serves as a unique toolbox for inspiring students to explore beyond the boundaries of traditional disciplines and promotes innovative thinking at every grade level.

COMMUNITY CODE

At Shore, students, parents, and employees share a common vision of responsibility expressed in a Community Code that emphasizes kindness to others; truth and trustworthiness; respect for self and others; openness to change, differences, and new ideas; dependability and accountability; and a commitment to strive to be one’s best – curious, courageous, and cooperative.

DIVERSITY, EQUITY, AND INCLUSION

As part of its mission, Shore pledges, “We seek to ... value diversity as we help our children become healthy, compassionate citizens of the world.” Shore believes this promise requires all individuals to take action, and educates students to recognize and address inequity, discrimination, and systems of oppression. The following Equity & Inclusion Commitment guides daily actions at Shore and encourages all community members to live inclusive and purposeful lives. At Shore:

- *We are a safe community that empowers the exploration and expression of our true selves.*
- *We thrive because we confront bias and honor the diverse identities of all people.*
- *We pursue individual and systemic cultural competence in order to model equity leadership in a complex world.*

MISSION

Shore’s mission is to provide an education that inspires a love of learning and encourages children to embrace academic challenge. We seek to build character, cultivate creativity, and value diversity as we help our children become healthy, compassionate citizens of the world.

APPROACH

Deeply grounded in the liberal arts tradition—and enhanced by curriculum-wide emphasis on student-driven inquiry, character skills, academic rigor, and creative expression—a Shore education prepares children for exceptional success in secondary school, at college or university, and in life.

Among the practices that set Shore apart and drive its commitment to academic excellence are:

- The use of Harkness methodology in Grades 5-9 that engages children in discussion-based teaching and learning and puts them at the center of their own education;
- Balance of academic excellence with a vibrant creative arts program which teaches students how to access their imaginations, collaborate creatively, and discover confidence in themselves;



THE PLACE

Shore Country Day School was founded in 1936, when the North Shore Country Day School, housed in the historic Winslow Building, merged with the Shore School of Beverly Farms. Early in its history, Shore served just over 100 children from across the North Shore, employing fewer than a dozen teachers; all classes were held in the 18-room Winslow Building.

With the Winslow House still as the historical centerpiece of the school, Shore's 17-acre campus now is comprised of several buildings and includes:

- A library resource center
- Five science laboratories
- Lower and Upper School music and art studios
- A 375-seat theatre

- An innovation lab
- A spacious dining hall
- Harkness Tables in Upper School English, History, and Science classrooms
- Six playing fields
- Two playgrounds
- Two gyms with climbing wall and Project Adventure ropes course
- Three natural learning environments, including raised-bed gardens, outdoor classroom, early-learner discovery area, and wetlands

Beverly is a thriving community of 43,000 located on the North Shore of Boston, MA. Long known for industry and its beautiful coastal areas, Beverly served as the site of President Taft's summer White House and also was the location of the nation's first cotton mill. Now, the city enjoys a reputation as a quiet place to live, while also providing relatively easy access into Boston by car or commuter rail.



A VISION FOR THE YEARS AHEAD

In fall 2019, the Shore community completed the first step in laying the groundwork for the future of the school. Shore's current strategic plan embodies a shared vision for a school that will be boldly reimagined to inspire a diverse community of global difference-makers. This vision includes three goals:

- **Innovation:** Shore Country Day School community members will be immersed in expansive and innovative teaching and learning experiences within and beyond classroom walls.
- **Equity & inclusion:** Shore Country Day School will be a diverse and accessible community where everyone feels a sense of belonging.
- **Financial sustainability:** Shore Country Day School will be financially sustainable as evidenced by more diverse income streams and continuous generation of surplus assets to reinvest in new programming and new business initiatives.

THE PROGRAM

Academic excellence is at the heart of the Shore experience. Starting in PreK and Kindergarten, joy in learning and curiosity are fostered in classrooms where children are encouraged to explore the world and their own interests while being introduced to academic skills that will further develop throughout their time at the school. In Lower School, students are engaged by master teachers who provide individualized support to navigate an advanced curriculum grounded in the



liberal arts. Shore's Upper School actively engages students in their own learning, especially around the Harkness tables in English, History, and Science classrooms. The 9th grade at Shore historically has been a transformative year of discovery, achievement, and growth where students experience meaningful leadership as role models for their younger peers. Independent study offers Upper School students the opportunity to design an investigation into a topic of their choice.

The Shore curriculum is enhanced by arts and athletic programs that are integral to the students' experience. The state-of-the-art Griffin Center for Creativity provides a spectacular home to the arts at Shore with purpose built music rooms, art studios, a 375-seat theater, and an inspirational Innovation Lab. Similarly, physical education and athletics are core to the program. In the early grades, students have PE almost everyday and in Upper School, athletics become a large part of the student experience. Here, too, Shore has first-class facilities with two gyms, a climbing wall, and six playing fields. While participation and skill-building are at the heart of the program, the students are proud of their winning teams.

Learn more at Shore's website at www.shoreschool.org



THE SCHOOL COMMUNITY

Shore is a tight-knit community of students and adults committed to each other, the school, and its mission. The community code asks all members of the school community to “Be Kind; Be True; Be Respectful; Be Open; Be Dependable; and Be My Best.” The House System divides the students into six houses that act as a primary vehicle for connections between students across all grade levels at Shore and offers important leadership opportunities as they progress through the school. The Shore Families Association invites all parents and caregivers to get involved to help build community at the school through various events throughout the year. The faculty and staff at Shore are committed to the School, its students, and each other. Many are long-serving and are revered by decades of former students and families. The close relationships between faculty and staff with students and parents are what many cherish most about Shore.





STRENGTHS, CHALLENGES, AND OPPORTUNITIES

There is much to be proud of at Shore, and the School enjoys many notable strengths, including its long history of being recognized for academic excellence, its outstanding facilities, and its strong financial management. It is a school with wonderful students, dedicated and talented faculty and staff, and a deeply caring and supportive parent community. Over the past six years, Shore has transitioned and built upon the legacy of a long-standing Head of School, managed the COVID pandemic, and implemented significant new program initiatives in service of its mission.

Like many other independent schools, Shore now is working to rebound from the loss of connection during the pandemic, while also managing the impact of changing demographics, the inevitable departures of a number of senior faculty, and a confusing and divisive national conversation about the relationship between DEI initiatives and academic excellence in schools.

The next permanent Head of School should be prepared to build upon the momentum generated by the interim Head, while collaborating with the Board of Trustees to lead Shore Country Day School boldly into the future. The following are likely to be some of the key challenges and opportunities facing the new Head of School:

- Listening to differing perspectives and reuniting the school community around a shared identity and a renewed sense of pride in what Shore stands for;

- Ensuring Shore's unwavering commitment to both academic excellence and ongoing DEI initiatives and working to help others understand that these are complementary, not competing, priorities in fulfilling the School's mission;
- Recruiting, developing, and retaining an outstanding faculty and staff in an increasingly competitive environment;
- Determining the optimal enrollment for Shore and implementing a plan to achieve and sustain full enrollment;
- Evaluating the long-term viability of the 9th grade program;
- Developing innovative approaches to the business model and revenue generation;
- Supporting good governance through open communication and effective partnership with the Board of Trustees.





THE POSITION

The Head of School at Shore Country Day School oversees the ongoing operations of the school, hires and supports its employees, and manages its annual budget. Base salary for the next permanent Head of School will be commensurate with the compensation offered by similar Boston area Pre-K-8 independent schools, and there is a lovely home available to the Head of School in nearby Topsfield, MA.

First and foremost, successful candidates will need to embrace Shore’s mission and values. In addition, candidates should demonstrate a record of skill in leadership and change management, including many of the following professional and personal attributes:

- A strategic thinker who has the background and perspective to appreciate Shore’s current strengths and opportunities, along with the courage and credibility to take the steps needed to move the school forward;
- Demonstrated experience in matters related to financial sustainability, such as budgeting, marketing, fundraising, and accurate forecasting;
- Possesses a deep knowledge of current “best practices” in PK-9 curriculum and instruction along with a passion for early childhood and adolescent growth and development;
- Proven ability to hire, develop, and support outstanding faculty and staff;
- Ability to create and implement a shared vision for Shore’s future;
- High emotional intelligence—self-awareness, empathy, compassion, authenticity;
- Excellent communicator—demonstrated ability to listen and reflect back;
- Authentic commitment to and demonstrated skill in leading DEI initiatives;
- Inclusive leadership style—seeks and values input and collaboration and naturally works to build community;
- Lifelong learner—curious and creative; seeks and values feedback;
- Balances humility and confidence—knows when to be flexible and when to be firm; willing to make hard decisions;
- Approachable, warm, joyous, playful spirit, and a sense of humor.



APPLICATION PROCESS

Shore Country Day School has retained Resource Group 175 (RG175) to support the search for its next permanent Head of School. To apply, interested candidates should prepare a cover letter, a current resume, and a personal statement. Candidates are requested to submit these materials online at: <https://rg175.com/candidate/signup>

For an initial inquiry or to nominate a potential candidate for this exciting leadership position, please contact RG175 consultants Jerry Katz jkatz@rg175.com and Tony Featherston tfeatherston@rg175.com.

Application Deadline: **September 10, 2023**
Start Date: **July 1, 2024**

Shore Country Day School does not discriminate on the basis of race, color, national or ethnic origin, ancestry, sex, religion, gender identity or expression, sexual orientation, disability, or any other status protected by applicable law in hiring or in the administration of its admissions, scholarships, and loans, and its educational, athletic, and other programs.