



KING
SCHOOL

HEAD OF SCHOOL POSITION AND CANDIDATE SPECIFICATION

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ABOUT THE SCHOOL



HISTORY AND MISSION

King is the convergence of three founding schools - Low-Heywood, King , and Thomas - that, from the beginning, shared similar educational missions. By 2008, the merged entity, King Low Heywood Thomas School, was known by its nickname, King, and the rebranding as King School was completed in 2016.

Throughout its evolution, King School has remained committed to high academic standards and a student-centered approach to education. King prioritizes teaching students how to think rather than what to think. Through research, project-based learning, and collaborative and interdisciplinary work, students deepen their understanding, open their minds and learn to think courageously.

King School today draws on and is inspired by the ideals of all of its predecessor schools. King values how a deep connection with its alumni family enriches its entire community.

The current mission of the school grounds those practices:

King School is dedicated to preparing its students to thrive in a rapidly changing world.

King provides an excellent, progressive education grounded in the traditional disciplines of the arts and sciences, committed to the nurturing of individual potential, and designed to promote critical thinking and reasoned reflection. Using rich and innovative methods, its teachers facilitate each student's fullest academic and personal achievement. King champions the development of character, self-confidence, and talent through challenging intellectual, creative, athletic, leadership, and service opportunities.

King affirms four virtues that all community members value and strive to reflect in their daily lives: Integrity, Kindness, Perseverance, and Respect. These values, taken as a whole, have become the King credo. Additionally, throughout its history, King has emphasized a student-centered approach to teaching and learning to enable students to thrive.

EDUCATIONAL PHILOSOPHY



King School teachers understand that true learning is nurtured through authentic and meaningful student-teacher partnerships. When students are known as learners and as human beings, they become better self-advocates and more responsible for their own emotional and academic well-being.

King School expects its teachers to incorporate student-centered best practices consistently and seek ways to deepen the understanding of the teaching and learning process. Students at King apply their learning, experience concepts more thoroughly, synthesize disciplines, and reach a deeper understanding.

Lower School students at King explore activities like role-playing, visualization, model building, and fun experiments. Hands-on learning for Middle and Upper School students includes fieldwork, collaboration to solve real community challenges, and other projects that bring knowledge to life.

DIVERSITY AND INCLUSION

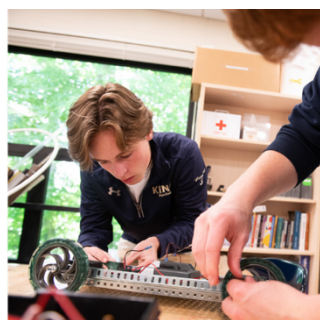
King believes that diversity enriches its community and strives to create a vibrant learning environment in which each person is seen, heard, valued, and respected. King understands that embracing diversity is foundational for academic excellence and honors the virtues it considers essential to preparing students to thrive in a multicultural and global society – virtues that include integrity, kindness, perseverance, and respect. King currently enrolls just under 25 percent of students who identify as students of color and is committed to improving diversity and cross-cultural competence among the faculty and staff. King is known for being a welcoming and inclusive community, and a generous financial aid budget undergirds a commitment to socio-economic diversity.

King goes beyond just stating that it is an Equal Opportunity Employer. Its goal is to intentionally hire a diverse pool of world-class faculty and staff to enhance the educational experience of students. King seeks candidates committed to teaching and working in a multicultural environment where varied identities are valued and respected.

KING AT A GLANCE

- ◆ Founded in 1865
- ◆ 700-plus students
- ◆ Grades: prekindergarten to 12
- ◆ 190 faculty and staff
- ◆ 23 percent of students identify as students of color
- ◆ Students come from more than 30 towns
- ◆ 60-plus nationalities are represented among students, faculty, and staff
- ◆ 20 percent of students participate in financial access
- ◆ 86 percent of faculty hold advanced degrees
- ◆ The average class size is 12 students
- ◆ Teacher/student ratio is 1:6

For more detailed information about the King School program, visit the School's website: www.kingschoolct.org



POSITION SUMMARY AND CANDIDATE PROFILE

King School's next Head of School will inherit a talented and deeply committed faculty, an inclusive and well-rounded student body, active and engaged parents, a dedicated Board of Trustees, and a supportive and nurturing culture. This is an opportunity to take a school with strong programmatic and reputational growth and raise its profile as a distinctive day school and a gem among other independent peer schools in the greater Fairfield County area and more broadly in Westchester County, New York. A student-centered leader with a passion for education, a track record of mentorship and leadership, and a deep commitment to diversity, equity and inclusion, the next Head of School will look for opportunities to strengthen all aspects of the school and to prepare King graduates to open their minds and be courageous thinkers.

The Head of School is the chief educational and administrative officer of the school, responsible for leading the academic vision and the operations and finances of the school and building strong relationships with alumni, parents, donors, and other constituencies. The successful candidate will be responsible for representing the school externally and increasing financial resources through fundraising and the development of new revenue streams.



IDEAL EXPERIENCE

Educational Leader

10+ years of academic leadership experience with a track record of developing and executing impactful strategic initiatives.

Organizational Leadership

Proven track record of attracting, developing, and retaining a diverse and talented team of educators, coaches, and administrators.

Commitment to Diversity, Equity, and Inclusion

Experience leading diversity, equity, and inclusion initiatives that have positively influenced organizational culture, practices, and strategies.

Financial and Operational Acumen

Demonstrated ability to provide financial and operational leadership at an academic institution.

Stakeholder Engagement

An ability to successfully partner and engage with stakeholders including alumni, faculty, staff, students, parents, and a Board of Trustees.

Fundraising

Capacity to raise philanthropic support from alumni and parents.

CRITICAL LEADERSHIP CAPABILITIES

Inclusive Community Builder

In a welcoming and tight-knit school community that values strong relationships, the next Head of School will be a warm and engaging communicator who sets the tone for a supportive, nurturing, and inclusive environment that is conducive to learning and empowers students to distinguish themselves both academically and in extracurricular and co-curricular program opportunities. The next Head will be visible, accessible, and approachable and will know the students, faculty, and parent community, making time for the informal and formal interactions. The Head will not only demonstrate an abiding commitment to diversity, equity, and inclusion in all its forms but will have a track record of impact in this area.

Organizational Capacity Builder

In a school with a loyal and devoted faculty who are highly invested in students, the Head of School will recognize their commitment to the school and fully support their professional and growth development needs. Along with mentoring and supporting a strong administrative leadership team, the Head will provide critical leadership in attracting, developing and retaining talented and diverse faculty members committed to the mission and culture of King. The next Head will be a highly collaborative yet decisive leader with the ability to make difficult decisions and navigate crisis. Additionally, the Head will create clear organizational structures and well-understood decision-making processes, ensuring the successful execution and implementation of strategic initiatives.

Strategic and Forward-Thinking Educational Leader

At a school in a highly competitive independent and public school market, the Head of School will partner with the faculty, the administrative leadership team and the Board to articulate a clear educational vision and effectively communicate the school's distinctiveness internally and externally. The successful candidate will identify new opportunities for continued academic excellence and programmatic innovation while building on the school's commitment to research and project-based initiatives. The next Head of School will challenge and empower the faculty to innovate and strengthen the curricular and co-curricular programs and inspire King students to pursue lives of ongoing inquiry, learning, accomplishment, personal fulfillment and social responsibility.

The Search Process

The committee has retained Spencer Stuart to support the search. If you wish to submit your own application materials or nominate someone to serve as the next Head of School for the King School, please send an e-mail message with supporting materials to KingHead@spencerstuart.com.

It is King's policy to provide equal employment opportunities for all applicants and employees. King does not discriminate on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender identity and expression, sexual orientation, national origin, age, disability, medical condition, genetic information, marital status, veteran status, or on any other basis prohibited under federal, state, or local law.

