



Director of Diversity, Equity, and Inclusion

The Avery Coonley School invites nominations and applications for the role of Director of Diversity, Equity, and Inclusion.

Located in the western suburbs of Chicago and serving 320 children from 40 communities in grades PreK to 8, The Avery Coonley School (ACS) welcomes highly motivated, high-ability learners who eagerly seek new challenges. Gifted and high-achieving students flourish in a unique and collaborative culture where the drive to learn transcends all other differences. Founded in 1906, ACS enjoys a storied place in the [history](#) of gifted and progressive education for younger students in Chicago and across the nation. Over 50% of students enrolled identify as people of color. ACS maintains a commitment to socioeconomic diversity in the student body and provides tuition assistance to 20% of its families. Seventy-two per cent of faculty hold an advanced degree. Learning spaces brim with energy, project-based learning, and individual exploration. On the historic 11-acre campus, which is adjacent to a forest preserve, members of the Avery Coonley community thrive in a learning environment that allows for flexibility, creativity, and innovation.

The Avery Coonley School, led by new Head of School [Kirsty Montgomery](#), seeks to build on the foundational work of the Diversity, Equity, and Inclusion Council in conjunction with the [DEI Action Committee](#), Senior Leadership Team, faculty, alumni, and current community by creating the inaugural role of Director of Diversity, Equity, and Inclusion. The Director will promote institutional equity and integrate an inclusion lens into all aspects of the school. Reporting to the Head of School and serving on the Senior Leadership Team, the new Director will partner with the Board of Trustees, DEI Action Committee, faculty, and staff to cultivate a unified vision for the school's diversity, equity, and inclusion work as essential to educational excellence. The Director will support the school's internal DEI work, particularly in its efforts to support the students, faculty, and staff who bring diversity and dimension to the school community.

The ideal candidate will bring the following experiences and abilities to their work:

- Strong written and oral communication, and exceptional interpersonal skills that include a keen sense of perspective-taking to communicate effectively with various stakeholders
- Proven commitment to fostering a diverse and inclusive community
- Ability to inspire and unite multiple constituents around a distinctive vision
- Commitment to the experience of gifted and high-achieving students
- High energy, humility, and sense of humor
- Discretion, confidentiality, and composure in all situations involving students, families, and colleagues
- Master's level degree (or higher)

- Five years or more of experience in a school or youth-serving nonprofit setting
- Experience designing and administering community-building, multicultural, diversity and inclusion programs in schools across various grade levels
- Proven record of success in working collaboratively with students, faculty, staff, and families
- Deep working knowledge of current research, trends and practice in diversity, equity, and inclusion and experience with curriculum review and design

The search committee will begin accepting nominations and reviewing applications immediately. Requested application materials include a résumé and a letter of interest. For best consideration, all candidates should submit materials—in confidence—to the following address:

The Avery Coonley School is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



Staci Williams Seeley, Managing Associate
TaJuan Wilson, Managing Associate
AveryCoonleyDEI@storbecksearch.com

For more information, please visit Avery Coonley School's home page at <https://www.averycoonley.org>.

The Avery Coonley School does not discriminate on the basis of race, color, national and ethnic origin, sexual identity, gender, or religion, in the administration of its hiring policies, educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.