

# KENTS HILL SCHOOL

## HEAD OF SCHOOL POSITION PROFILE







# “HOME.” “SAFE.” “FAMILY.” “SUPPORTIVE.”

When you ask students and alumni what words they most associate with Kents Hill, these sentiments are shared across generations, transcend time and space, and hint that something special is happening here. Kents Hill is on a remarkable trajectory and the next Head of School has the distinct opportunity to embrace a nearly 200-year-old legacy and accelerate a bold and exciting vision for the future.

Kents Hill thrives in a delicate dance between tradition and innovation, providing a strong foundation while encouraging boundless possibilities. We balance unwavering support with a challenging academic and learning environment, foster both communal spirit and individuality, and provide structured guidance within a world of choices. Our impact extends from the local community to the global stage, focusing on what students need today and to envision a brighter tomorrow. At Kents Hill, we support students to discover their truest selves and unlock their fullest potential within a community that cares deeply for them, not just as students but as individuals.

In our unique approach, we view mistakes, missteps, and dilemmas as rare gifts for reflection and growth – as opportunities to build resilience and confidence to consider new ideas and try new things. Our teachers and advisors are not just educators within classroom walls but also genuine mentors in the dorms, on the athletic fields, during events and activities, and even at home. They draw on their rich knowledge and expertise to support each student’s journey and craft an experience that is both personal AND highly personalized.

What sets Kents Hill apart from other top schools is our unwavering focus on creating a supportive, integrated, and individualized student experience, while simultaneously tapping into decades of experience nurturing diverse learning profiles, identifying and drawing out individual potential, and teaching essential life skills to prepare students for success far beyond our campus.



Over the past three years, the Board of Trustees in collaboration with school leadership has embarked on a journey to reimagine what a boarding and day school can and should be. Through the creation of a strategic vision for Kents Hill at its bicentennial in 2024 and the ongoing development of the largest capital campaign in the school's history, we're reshaping not only what we teach but how, where, and when we deliver it. We're reimagining spaces to bring creativity, innovation, and collaboration to life, as well as rethinking how we can use time throughout the entire calendar year to foster growth and encourage wellbeing.

The strategic vision is anchored in four distinct cornerstones – Prepared for Anything; Grounded in Maine, Connected to the World; In Your Corner, All The Time; and Built on Belonging. Together, these principles provide a practical yet aspirational framework for a dynamic Head of School to build on the existing momentum, conviction, and confidence for which Kents Hill is known.

We seek an academic innovator who can refine and build upon this mission, articulate it in a compelling manner, and bring it to life in ways that will position Kents Hill for its third century of excellence. While it is essential that our next Head of School be a strong manager and culture builder, we are unabashedly looking for a leader – one who can galvanize our community around a shared purpose and set of goals, create an environment in which talented individuals can bring their best selves forward every day and be co-creators of a culture of mutual respect and high standards, raise the visibility of the school by shining a light on its distinctive attributes, and build our enrollment and level of philanthropy to new heights.

Kents Hill is a global school with deep roots in Maine. Place matters to our community and is central to our education and identity. Our next leader should embrace our long history in Maine and the amazing opportunities it provides for learning and growth and connection to the environment and exceptional institutions across the state. We build our reputation, visibility, and the demand for our unique educational program first in our home state and then take it across the country and around the world.

Our next leader will find joy in our community of learners and teachers, will be a spokesperson for the changing modes of educating adolescents, and will never shy away from open discourse, contrarian thinking, and innovative ideas that will transform Kents Hill and educational practices far beyond our hilltop campus.







# WHERE WE ARE

Kents Hill is located in Kents Hill, ME, just 12 miles west of Augusta. Here, you'll find an ideal blend of serene small-town living and natural beauty with vibrant college and university communities. Kents Hill is only an hour or so away from Portland, an extraordinary city filled with culture, natural beauty, and one of the best food scenes in America. We are 40 minutes from Lewiston, Waterville, and Brunswick, home to Bates, Colby, and Bowdoin, respectively. Sugarloaf and Sunday River ski resorts are a scenic 90-minute drive. Kents Hill is easily accessible via airports in Portland (Portland International Jetport) and Boston (Boston Logan International Airport).

- 60** MINUTES TO PORTLAND, MAINE
- 40** MINUTES TO BATES, COLBY, AND BOWDOIN COLLEGES
- 3** HOURS TO BOSTON LOGAN INTERNATIONAL AIRPORT
- 20** MINUTES TO HALLOWELL, MAINE
- 20** MINUTES TO AWARD WINNING RESTAURANTS
- 90** MINUTES TO THE CENTER FOR MAINE CONTEMPORARY ART
- 45** MINUTES TO L.L.BEAN AND THE COAST OF MAINE
- 90** MINUTES TO SUGARLOAF AND SUNDAY RIVER SKI RESORTS




# HUSKIES AT A GLANCE

**220**  
students from  
25 countries and  
18 states


 **40+**  
cultures  
represented

 **1** on-campus  
alpine center

**2,500**  
hours of  
community  
service

**12**   
varsity sports  
and 3 seasons of  
extracurricular  
activities

**48** student leaders  
and community  
ambassadors


 **65%**  
of Kents Hill  
students  
receive  
financial aid

**148**  
students in Honors, AP, or  
Dual-Enrollment courses

**400**   
acres of wooded trails  
and private waterfront

## MOTTO

One person of  
principle can always  
make a difference.

 **30+**  
student-led clubs  
and activities

**70%**  
boarding students

**30%**  
day students

 **5** dorms  
**28** buildings

**90+**  
academic courses  
**20+**  
art classes





# FINANCIAL SNAPSHOT

Enrollment (Fall 2023)	220 students from 25 countries
Comprehensive Fee (Fall 2023)	\$66,675 (Boarding) \$35,275 (Day) \$50,675 (Maine Resident Boarding)
Percent of Students Receiving Financial Aid	65%
Tuition Discount Rate	44% (new 38%, returning 47%)
Annual Financial Aid Budget	\$5.3 MM
Annual Operating Budget (FY 2024)	\$11.5 MM
Endowment (June 2023)	\$25 MM
Endowment Spending Rate	5%
Endowment Rate of Return (Annualized)	7.42% - 1 Year 7.81% - 3 Year 7.07% - 5 Year 8.10% - 10 Year
Endowment Advisor	Commonfund
Annual Fund	\$1 MM





# SIGNATURE OFFERINGS

## **Four-Dimensional (4D) Academic Curriculum**

Every Kents Hill course and learning experience is designed around four distinct dimensions - knowledge, skills, character, and reflection - to prepare students for success far beyond the campus and at outstanding colleges and universities. Students have tremendous flexibility in course selection from the start, including STEM, visual arts, business, entrepreneurship, government, current events, sustainability, and more.

## **Diversity, Equity, and Belonging**

Kents Hill's vision places diversity, equity, and belonging at the center of student life, with an unyielding commitment to anticipate the needs of an increasingly diverse community and approach programs, systems, and community building across the organization with intentionality.

## **Akin Learning Center**

For more than three decades, Kents Hill has refined and honed its expertise in nurturing diverse learning profiles. The Learning Skills Program offers three levels of support that balance academic tutoring with individualized instruction to build advocacy, awareness, confidence, and resilience.

## **KHS-360 Advisory Program**

Kents Hill approaches advisory as an iterative, holistic, and year-round experience. Dedicated faculty advisors partner with students and families to deeply understand their unique needs, interests, and aspirations - both within and beyond the classroom walls - and create a personalized learning pathway that is regularly reviewed and refined.

## **Wellbeing**

Kents Hill's recognition of and commitment to wellbeing has never been stronger. The school is building on its strong foundation and devoting substantial resources to understanding its current climate and designing intentional, thoughtful programs to improve mental and physical health for students, faculty, and staff.







# COLLEGE MATRICULATIONS

AMERICAN UNIVERSITY  
AMHERST COLLEGE  
BATES COLLEGE  
BENTLEY UNIVERSITY  
BOSTON UNIVERSITY  
BOWDOIN COLLEGE  
BRYANT UNIVERSITY  
BUCKNELL UNIVERSITY  
CASE WESTERN RESERVE UNIVERSITY  
CHATHAM UNIVERSITY  
CLARK UNIVERSITY  
COLBY COLLEGE  
COLLEGE OF THE HOLY CROSS  
CONCORDIA UNIVERSITY (MONTREAL)  
CONNECTICUT COLLEGE  
CORNELL COLLEGE  
CORNELL UNIVERSITY  
CURRY COLLEGE  
ELON UNIVERSITY  
EMERSON COLLEGE  
ENDICOTT COLLEGE  
FLORIDA AGRICULTURAL AND  
MECHANICAL UNIVERSITY  
FLORIDA GULF COAST UNIVERSITY  
FORDHAM UNIVERSITY  
GETTYSBURG COLLEGE  
HAMILTON COLLEGE  
HOSEI UNIVERSITY  
ILLINOIS INSTITUTE OF TECHNOLOGY  
LAKE FOREST COLLEGE  
LAVAL UNIVERSITY  
LEHIGH UNIVERSITY  
LEIDEN UNIVERSITY  
LOYOLA MARYMOUNT UNIVERSITY  
LYNN UNIVERSITY  
MAINE COLLEGE OF ART AND DESIGN  
MAINE MARITIME ACADEMY  
MCGILL UNIVERSITY  
MERRIMACK COLLEGE

MONTANA STATE UNIVERSITY  
MOUNT ST MARY'S UNIVERSITY  
NEW YORK UNIVERSITY  
NORTHEASTERN UNIVERSITY  
PLYMOUTH STATE UNIVERSITY  
PROVIDENCE COLLEGE  
RENSSELAER POLYTECHNIC INSTITUTE  
ROCHESTER INSTITUTE OF TECHNOLOGY  
ROGER WILLIAMS UNIVERSITY  
SAINT MARY'S UNIVERSITY  
SKIDMORE COLLEGE  
SMITH COLLEGE  
ST. FRANCIS XAVIER UNIVERSITY  
ST. LAWRENCE UNIVERSITY  
ST. NORBERT COLLEGE  
STONEHILL COLLEGE  
SUNY UNIVERSITY AT BUFFALO  
TUFTS UNIVERSITY  
UNITED STATES NAVAL ACADEMY  
UNIVERSIDAD DE MONTERREY  
UNIVERSITY OF COLORADO BOULDER  
UNIVERSITY OF CONNECTICUT  
UNIVERSITY OF FLORIDA  
UNIVERSITY OF MAINE  
UNIVERSITY OF MASSACHUSETTS  
UNIVERSITY OF MIAMI  
UNIVERSITY OF MICHIGAN  
UNIVERSITY OF NEW HAMPSHIRE  
UNIVERSITY OF NEW HAVEN  
UNIVERSITY OF RHODE ISLAND  
UNIVERSITY OF ROCHESTER  
UNIVERSITY OF SAN DIEGO  
UNIVERSITY OF SOUTHERN MAINE  
UNIVERSITY OF VERMONT  
UNIVERSITY OF VIRGINIA  
WAKE FOREST UNIVERSITY  
WELLESLEY COLLEGE  
WHITTIER COLLEGE  
WILKES UNIVERSITY





## THE ROLE OF HEAD OF SCHOOL

The Head of School serves as the chief executive officer overseeing all aspects of its programs and operational functions while living on the residential campus. The Head of School currently leads an administrative leadership team of seven: Associate Head of School, Dean of Enrollment Management, Dean of Strategic Initiatives and Communications, Chief Financial Officer, Dean of Faculty, Chief Advancement Officer, and Dean of Academics.

This is a full-time position that will be performed on-site in Maine. Salary is commensurate with experience with a generous benefits package.

## OPPORTUNITIES & AMBITIONS

The next Head of School will embrace the following opportunities and ambitions:

- **Refine, advance, articulate, and bring to life a powerful strategic vision.** As Kents Hill enters its third century of excellence, the Head of School will unite the community, inspire a shared sense of purpose, and lead the refinement and ongoing execution of the strategic plan in partnership with the Board of Trustees.
- **Build philanthropy to new heights to support investment in strategic priorities and initiatives.** The Head of School will lead the charge in growing the endowment, fueling programmatic innovation, maintaining and expanding the physical plant, and bolstering the operating budget. As Kents Hill prepares to launch its largest capital campaign, the Head will be energized to build relationships with a global community and communicate the case for support in ways that are persuasive and inspiring.
- **Actively foster a diverse, welcoming, and inclusive school environment.** The Head of School will embrace and accelerate Kents Hill's efforts to build a culture where individuals can bring their best selves forward and know that their perspectives and lived experiences are valued. Simultaneously, the Head will be tireless in guiding the community toward an environment of mutual respect, cultural competence, and unwavering standards.
- **Build the reputation, visibility, and demand for Kents Hill's unique educational program in a crowded market.** The Head of School will work closely with enrollment leadership to identify, recruit, and retain talented students and secure the resources necessary to make Kents Hill accessible to a wide variety of families. They will be a visible, enthusiastic, and confident champion for Kents Hill and offer a genuine perspective on educating adolescents in an ever-changing world and with a commitment to growing the enrollment over time.
- **Embrace Kents Hill's place in Maine and cultivate meaningful and mutually beneficial partnerships to enrich the learning experience.** The Head of School will continue efforts to identify and nurture regional partnerships (including institutions, individuals, and experiences) to enhance the student and teacher experience while raising the visibility of the school in its home state.



# QUALIFICATIONS & CHARACTERISTICS

A successful candidate should possess many of the following qualities and characteristics:

- Commitment to embracing and advancing Kents Hill's core values, vision, mission, and strategic goals
- Ability to work with a broad array of constituencies, both in terms of identities and roles – donors, alumni, students, parents, faculty, staff, board members, and community members – to drive support for Kents Hill's priorities
- Powerful and inspirational communication skills and a collaborative, yet decisive, leadership style
- A high level of cultural competence and commitment to diversity, equity, and inclusion, both in their approach to the work and in building relationships with students, faculty, and other community members
- Proven track record in building and developing teams that work effectively together
- A spirit of innovation to develop and deepen programmatic offerings that align with Kents Hill's core principles
- Demonstrated commitment to supporting faculty in the areas of compensation, professional development, and overall wellbeing
- Proactive, hands-on leadership, strong problem-solving skills, and initiative
- High emotional intelligence and genuine interest in working with high-school-aged students
- Demonstrated success in organizational leadership and fiscal and risk management, especially in an educational or nonprofit setting
- Entrepreneurialism in building and sustaining philanthropic relationships to support both short-term priorities and long-range strategic goals
- A successful track record with enrollment management, including recruitment and retention
- Previous experience working in independent school or nonprofit leadership with a track record of innovation and increasing responsibilities

# APPLICATION PROCESS

The search committee for Kents Hill's next Head of School welcomes nominations, inquiries, and applications and will begin reviewing materials immediately. Requested application materials at this stage include a letter of interest and a current resume. For best consideration, application materials should be received no later than Wednesday, October 25, 2023. Candidate materials should be sent to the following email address: [KentsHillHOS@storbecksearch.com](mailto:KentsHillHOS@storbecksearch.com).

For more information about Kents Hill School, please visit [www.kentshill.org](http://www.kentshill.org).

*Kents Hill School is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.*





# HEARD ON THE HILL

“Kents Hill School is a small, supportive community that meets students where they are at and provides them opportunities to try new things, improve skills in and out of the classroom, and build relationships with students from all over the world. My son has transformed since attending Kents Hill! The faculty have dedicated themselves to getting to know him, helping him find his passions, and supporting his journey on The Hill. This has made all the difference.”

**CURRENT KENTS HILL PARENT**

“I came to Kents Hill from a very large high school looking for a small school atmosphere. Kents Hill was exactly what I needed, giving me the opportunity to meet people from different walks of life and try different sports and activities. The small school size helped me come out of my shell and feel confident while trying these new activities. Hockey is my favorite sport and the on-campus rink with the gym allows me to train in the off season during my free time. Academically I have benefitted from the small classroom size by receiving more individual attention.”

**CURRENT KENTS HILL SENIOR**

“Kents Hill School has been a family for my daughter for the past two years. Leaving home and entering a new country at the age of 15, to play her favorite sport, was a big decision. After our first contact with the administration, we knew we had the right school for her. The school gets you prepared with Zoom calls, and she connected with others students playing the same sport before entering the school. The school is surrounded with caring staff that make students feel at home – away from home. What a great school to find long lasting friendships from all around the world. On the education side, Kents Hill School offers a strong education with good college counseling resources. Overall the campus is amazing with great facilities. I would recommend this school as 5 stars.”

**CURRENT KENTS HILL PARENT**

# 98%

of Kents Hill students can identify at least one adult on campus that they really trust



# 78%

of Kents Hill faculty live on campus and are advisors, coaches, dorm parents, mentors, and teachers

