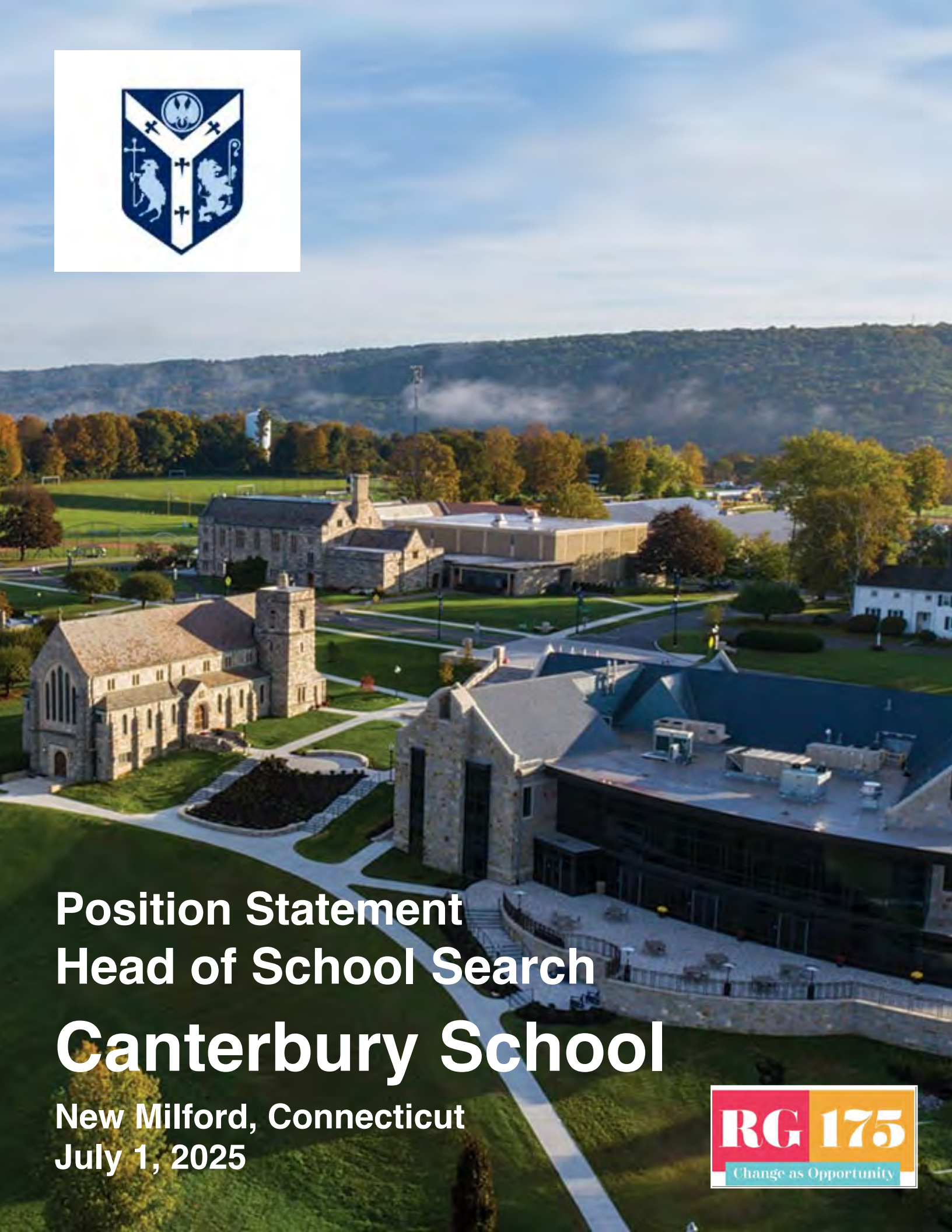


Position Statement
Head of School Search
Canterbury School

New Milford, Connecticut
July 1, 2025

RG 175
Change as Opportunity

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Overview

Beautifully situated on 150 acres on a hilltop in western Connecticut, Canterbury School is located just 90 minutes from New York City and one hour from Hartford. Canterbury combines a strong tradition of academic excellence with a commitment to nurturing intellectually curious, values-centered, well-rounded students. Within an inclusive interfaith community guided by a Catholic heritage, students develop into empathetic, ethical individuals who engender a diverse community and are inspired to create a more just and compassionate world.

Canterbury serves 325 students in grades 9-12 and also offers a postgraduate year. For day and boarding students alike, Canterbury is committed to the small residential community as the most transformative environment for a high school education. Rigorous academics, robust extracurricular offerings, and engaging social and recreational activities and traditions foster discovery, growth, and meaningful connections in every dimension of a Canterbury education. Canterbury balances a deep sense of tradition with 21st century innovation in areas ranging from digital literacy to civic leadership. Faculty are at the heart of the Canterbury experience, exceptional role models who meet students where they are and champion all they aspire to become.

As one community member shared: *"One of the essential qualities of Canterbury is the strong sense of camaraderie that thrives within our community. This bond not only enhances the school environment but also fosters a collaborative spirit among students, faculty, and families. Additionally, Canterbury's range of programmatic offerings ensures that students have access to a rich variety of academic and extracurricular opportunities, allowing each individual to explore their unique interests and talents."*

As Canterbury has launched their search for the seventh head of school, they are ideally positioned to build on their current positive momentum.



History and Core Values

Grounded in their **Catholic heritage**, today's Canterbury celebrates their interfaith community, and its **Five Values**—Honesty, Respect, Compassion, Spirituality, and Self Reliance—are the guiding principles for the Canterbury experience. Programmatically, these Five Values translate to an equally rigorous and humane approach to students, teaching and modeling intellectual and ethical habits of mind. Outside the classroom, Canterbury understands the importance of cultivating the **Spiritual Life** of every student, challenging them to embrace the traditional ideal of servant leadership and inspiring them to become moral leaders in a dynamic, secular world.

Canterbury was founded in 1915 by lay Catholic families to promote intellectual achievement in the context of a moral education. From the initial group of 18 students to the vibrant community of 325 students today—and more than 5,000 alumni who have ventured to renowned colleges and universities both here and abroad—the students who thrive at Canterbury are those who embody the School's enduring values that mold them as moral leaders who reflect on how their character guides their daily actions and shapes their role beyond Canterbury.

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A veteran faculty member describes Canterbury as “a small school with a big heart” and for generations of students, this deeply connected, caring community has helped to forge a path of growth and confidence that translates to lives of purpose for its graduates, wholly aligned with Canterbury’s core values.

Program

In every arena of the campus and across academic disciplines, faculty are the pillars and the foundation of the Canterbury experience. Parents, alumni, and students consistently describe faculty members as ‘meeting students where they are’ and then moving them tangibly along their continuum to become the best version of themselves. One parent described the meaningful engagement of the faculty with their child’s educational growth as nothing short of transformative, adding, “The teachers are wonderful in every sense of the word.”

The hallmark of **Academics** at Canterbury can be summed up in one word: rigor. At Canterbury, rigor means more than just challenging coursework—it reflects a deep commitment to helping every student reach their full potential. A key component to Canterbury’s academic philosophy is the belief that all students benefit from advocating for themselves by asking for help; it’s a sign of strength and independence and an essential skill for success. An outstanding core curriculum serves as both critical preparation for competitive college programs and a launching pad to pursue more specialized interests. Skill development, including communication and collaborative problem-solving, extends naturally from small classes and a closely connected community.

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This signature dedication of the faculty is felt in the classroom experience as students benefit equally from teachers' expertise and willingness to go above and beyond to help each student succeed. Canterbury students all agree that the **Donovan Center for Learning** is an extraordinary resource for every student to feel the individualized support and differentiated instruction that supplements and effectively reinforces their academic pursuits.

Faculty members are also commended for their holistic approach to learning and growth, valuing the social-emotional and spiritual development of their students. The **D'Amour Center for Faith, Service & Justice** is central to Canterbury's mission and program, nurturing the spiritual development of its students and generating experiences that teach and model the importance of living the core values of faith, service, and social justice.

Learning is enhanced by a strong connected community and outstanding co-curricular programs in **Athletics** and in the **Arts** where students and faculty motivate and inspire each other to be their best. Whether gathering for conversation on the terrace of the **Steers Center**, rehearsing together for the spring musical, or breaking from a team huddle to leave it all on the field, ice or court, Canterbury is genuinely committed to developing the whole child in the best tradition of valuing the life of the mind, body, and spirit.

In addition to the **Steers Center**, there have been significant capital improvements in recent years that have improved the quality of the student experience, including **Maguire Auditorium**, **Hamilton Stadium**, and the new **Academic Hub**, with expected completion by the end of 2024.

Every Canterbury student experiences a broad and challenging program in a small school setting. The School's educational environment fosters academic rigor, athletic development, artistic enrichment, and spiritual growth and strives to ensure a superior experience that prepares students for leading colleges and universities. Consistently, graduates cite their Canterbury program as "forward focused" and the ultimate preparation for full academic, personal, and professional lives.



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Challenges and Opportunities

Canterbury seeks a Head of School who is a visible and engaged presence in the community connecting with students, teachers, and staff members as well as parents and alumni hailing from across the country and around the world. The next Head should be prepared to collaborate with a dedicated board of trustees, senior administrative team, faculty, and staff to fulfill Canterbury's mission and lead the school into the future by embracing current challenges and seizing new opportunities. These challenges and opportunities include but are not limited to the following:

- The new head of school must be a compelling storyteller, capable of engaging potential donors, securing major gifts, and building the endowment so that Canterbury can pursue its aspirations and secure its future.
- The new head of school must be effective at recruiting talented faculty who embrace the joys and demands of boarding life and retain them by forging the authentic relationships that inspire their best efforts.
- The new head of school must be a strong, positive presence in the extended Canterbury community, comfortable meeting with alumni and bolstering their ties to campus by increasing opportunities for meaningful engagement.
- The new head of school must play an active role in maintaining a strong admissions profile in a competitive market by capturing and promoting Canterbury's value proposition to prospective students and families.
- The new head of school must have a deep appreciation for the foundational strength of Canterbury's Catholic heritage, a capacity to celebrate today's interfaith community, and an abiding commitment to service beyond self.
- The new head of school must be the head "teacher" on campus, focused on student growth and development. The new head must be visible, open, accessible, and interested in their voices.
- The new head of school must be the "mayor" in a small residential school setting, attending to a warm and unpretentious culture steeped in the importance of relationships, accountability, and community.



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Key Qualities and Qualifications

Canterbury's community has been fully engaged in the search process from the outset. Extensive stakeholder interviews and an all-community survey generated strong consensus around the qualities and qualifications they are seeking in their next leader, including the following:

- Visibly models and articulates Canterbury's mission and core values
- Expresses unquestioned integrity, empathy, and a sense of fairness in all interactions and decision-making
- Possesses keen financial acumen and budgetary management as well as exceptional fundraising capabilities
- Demonstrates relevant, successful leadership and management experience
- Is an inspirational leader, role model, and community builder
- Meaningfully engages students and is committed to being an active and accessible participant in a residential school community
- Leans into tough decisions and conversations, guided by Canterbury's principles and aspirations
- Is inclusive and committed to a sense of belonging for all members of the community
- Is an outstanding communicator both in writing and public speaking
- Expresses optimism, warmth, high energy, and a sense of humor

Application Process

Canterbury School has retained Resource Group 175 to support its search for a new Head of School. Candidates who wish to apply are requested to submit their materials online at:

https://rg175.com/candidates/signup

An application includes:

- Letter of interest (cover letter)
- Resume or CV
- An educational or leadership philosophy statement
- A writing sample of choice (optional)
- Names of five current references and contact information (the references will not be contacted until the finalist stage of the process.)

The deadline for receipt of full application materials is **Monday, October 21, 2024.**

The Canterbury Search Committee intends to interview semi-finalist candidates off-campus on November 19-20. Finalists will be invited to campus for a 2-day visit in December.

For any questions or further information about the position, please contact either of the consultants below:

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