



TABOR

MARION, MASSACHUSETTS

DEAN OF ACADEMICS

START DATE: JULY 2025

WWW.TABORACADEMY.ORG



MISSION

Tabor Academy educates and empowers students to connect, serve, and lead.

VALUES

CARE for ourselves, one another, our communities, and the environment - advances a life of purpose and principle.

COLLABORATION cultivates an inclusive community and enhances belonging by involving every voice to explore possibilities and improve outcomes.

COURAGE enables us to take risks, to develop resilience and resolve, and to act with integrity.

CURIOSITY sparks learning as an active and ongoing pursuit of understanding, inspiring genuine engagement, deep inquiry, and creative thinking.

VISION

As the School by the Sea, Tabor Academy is both homeport and launching point for a globally connected education where students and educators build knowledge; identify opportunities; and explore innovative, ethical solutions to complex local and global challenges.

OVERVIEW

For nearly 150 years, Tabor Academy has served the Marion, Massachusetts community as a premier coeducation, college preparatory boarding and day school. As the School by the Sea, Tabor offers an uncommonly beautiful setting in which to learn for students grades 9-12. The school provides a wide breadth of academic offerings for students to explore their interests, understand their strengths, and develop their critical thinking and communication skills. Tabor graduates are leaders, adaptable, and exceptionally skilled at navigating the 21st century.

At Tabor Academy, students come from all over the United States and over 24 countries to be part of an engaging community. The diverse and inclusive student body welcomes individuals from all races, religions, and economic backgrounds.

Tabor Academy seeks a Dean of Academics starting July 2025. Overseeing the academic program and working to incorporate the schools strategic plan “[Mapping Our Journey](#)” into the teaching and learning of the school, the Academic Dean will be a visionary educational leader for the school.

The Dean of Academics will be a visible presence in the academic center and throughout the campus, reflecting the school’s value of making meaning in multiple contexts. They will be a vital member of the Senior Leadership Team and will have the primary responsibility for leading initiatives in several areas of school operations.



AT A GLANCE

Founded: 1876

Total students: 510

Students of color: 15%

International students: 24%

Total teaching faculty: 79

Faculty with advanced degrees: 78%

Student/teacher ratio: 5:1

Average Class Size: 12

Financial aid budget: \$8.6M

Students receiving aid: 36%

Endowment: \$62M

Operating Budget: \$34.2M



THE SCHOOL

Tabor Academy has a rich history that dates back to 1876 when it was founded by Elizabeth Taber. Mrs. Taber had a lofty vision for the school, including building the character of young people from across the country. Today, we honor that legacy and embrace an international and diverse student body. Our work is guided by principles of life-long learning, personal responsibility, and care for others. Here, students are encouraged to take risks and challenge themselves as they prepare to step into the world as global leaders.

The school provides challenging and integrated curriculum including numerous honors and Advanced Topic classes, where students can explore their interests and seek intellectual challenges in the areas of their choice. Tabor leverages its trimester schedule to provide engaging offerings that are tailored in their approach to deepen mastery of content and skills. While the academic curriculum offers a breadth of programs, many students take advantage of unique campus opportunities and cultural offerings that truly make the School by the Sea special, including marine science, nautical science, independent studies, and senior projects.

A core strength of the school is the deep relationships formed by faculty and staff. Teachers serve as coaches, dorm parents, and academic and club advisors, allowing them to engage in all facets of school life. The faculty at Tabor model the key components of the mission with 95 percent participating in professional development within the last three years. Small class sizes and an emphasis on community allow faculty to form lasting, meaningful relationships anchored in trust with students.

THE POSITION

The Dean of Academics is Tabor Academy's academic leader, ensuring the academic program aligns with the school's mission and fosters exceptional teaching and learning. Reporting to the Head of School and serving on the Senior Leadership Team, the Dean oversees curriculum design, academic policies, faculty development, and student progress. This role balances strategic vision with operational leadership, including the implementation of a new daily schedule in 2025-26. The Dean ensures the academic program supports strategic priorities, including global education, wellness, belonging, leadership, and ocean-facing programs.

KEY RESPONSIBILITIES:

STRATEGIC LEADERSHIP

- Implement the [Portrait of a Graduate](#) by reviewing and refining graduation requirements.
- Develop curricular pathways to enhance focus areas (e.g., Global, Ocean-facing).

ACADEMIC PROGRAM & FACULTY LEADERSHIP

- Chair the Academic Council to ensure curriculum, policies, and practices remain relevant and effective.
- Directly supervise six Department Chairs and oversee the Directors' Group (Marine Science, Nautical Science, TX Program, and Global Programming), Registrar, Scheduler, Director of Library and Learning Support, and Digital Pedagogy & AI Integration Specialist.

FACULTY & CURRICULUM DEVELOPMENT

- Meet regularly with Department Chairs and Directors to guide curricular innovation and collaboration.
- Partner with the CEEO on faculty hiring, evaluations, and professional development including the co-design faculty meetings and professional development days that advance Tabor's strategic vision.
- Lead instructional pedagogy development program for faculty members.

OPERATIONAL MANAGEMENT

- Oversee faculty teaching assignments in collaboration with Department Chairs and the CEEO.
- Represent the academic program at Admissions, Open Houses, and Revisit Days, supporting student placement and family onboarding.
- Partner with Technology and Digital Pedagogy & AI Integration Specialist to lead AI policy development and promote responsible academic technology integration.
- Partner with the Assistant Academic Dean, Registrar, and Academic Administrative Assistant to oversee the course selection process, academic feedback/reporting, grade distribution, and student course/instructor evaluations.

STUDENT SUPPORT & ENGAGEMENT

- Collaborate with advisors, teachers, class deans, and the Health Committee to monitor academic progress and student well-being.
- Lead academic intervention efforts, ensuring students receive appropriate support and facilitating family communication.
- Oversee academic accommodations and make-up plans for students with extended absences.

KEY RESPONSIBILITIES, CONT.

COMMUNITY & PROGRAM INITIATIVES

- Co-chair the Community Life Committee (with the Dean of Students) to uphold academic integrity and community standards.
- Work with Student Affairs, Athletics, and Residential Life to develop holistic student feedback systems.
- Oversee end-of-year programming, including academic awards, Moving Up Ceremony, Baccalaureate, and Commencement.

TEACHING & RESIDENTIAL LIFE

- Teach one full-year course or participate in the afternoon program for one season per year.
- Contribute to residential life as an Administrator on Duty.
- Serve as a student advisor.

QUALIFICATIONS:

- Master's degree preferred.
- Minimum five years in academic leadership, with experience in faculty mentorship, curricular development, and program oversight.
- Proven excellence as an educator and leader with expertise in curriculum design, pedagogy, and faculty support.
- Strong communication, leadership, and interpersonal skills to inspire faculty and engage students.
- Strategic thinker with operational expertise to balance long-term vision with daily management.
- Experience in supporting neurodivergent learners and helping faculty members develop skills to differentiate instruction to support, challenge and nurture all manner of learner.
- Experience leading academic technology integration to enhance teaching and learning.
- Boarding school experience preferred, with an understanding of residential education.
- Commitment to inclusivity & belonging, innovation, and student-centered learning. Have excellent integrity and demonstrate good moral character and initiative with a professional demeanor



TO APPLY:

Interested and qualified candidates are invited to submit the following materials:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of three professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission).

[Send to employment@taboracademy.org](mailto:employment@taboracademy.org)

Please put "Academic Dean" in the subject line; electronic materials only.

Deadline to apply: March 19, 2025





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SCHOOL *by the* SEA

Tabor Academy is committed to fostering an inclusive community where diversity, equity, and belonging are essential to our mission. Grounded in our values of care, collaboration, curiosity, and courage, we recognize that building a vibrant and supportive environment for students and faculty requires intentional efforts to welcome individuals from diverse backgrounds and experiences. As such, we seek a diverse applicant pool and encourage candidates who bring varied perspectives, including those who have been historically underrepresented in independent and boarding school settings to apply.

Tabor Academy does not unlawfully discriminate on the basis of age, gender, religion, race, color, sexual orientation, gender identity, genetic information, pregnancy or pregnancy-related condition, disability, or national or ancestral origin in the administration of its educational policies, scholarship and loan programs, athletic and other Academy-administered programs, or in the administration of its hiring and employment practices.