

POSITION POSTING DEAN OF STUDENTS

Starting July 1, 2026

OUR SCHOOL

The Governor's Academy, the oldest boarding school in New England, inspires and engages inquisitive students in ninth through twelfth grade. Our 456-acre campus is located thirty miles north of Boston and five miles south of Newburyport, a classic New England coastal town. Gova has approximately 400 students and 200 employees.

Gova faculty and staff are committed to creating and cultivating an intentionally diverse and inclusive community that allows students to learn from each other's unique backgrounds and experiences, discover their passions, find and use their distinctive voices, and achieve academic and co-curricular excellence. We welcome applications from candidates of all backgrounds.

Adults in our community are professionals who appreciate individuality, collaboration, and service to others—all so that we can go far together.

POSITION SUMMARY

The Dean of Students leads all aspects of student life related to residential life, weekend activities, leadership, health and wellness, and discipline. Working in close partnership with the Academic Dean and Director of Afternoon Programs & Athletics, the Dean ensures that students are fully meeting their co-curricular obligations at the Academy and are meaningfully supported in their growth as inclusive, empathetic, and successful community members and leaders. Reporting to the Assistant Head of School and a member of the Head's senior leadership team, the Dean of Students serves as the advocate for and advisor to students and holds students accountable to the Academy's rules and regulations while helping them thrive. The Dean of Students leads a team of three other student-focused professionals: Associate Dean and Director of Residential Life, Associate Dean and Director of Affective Education, and Assistant Dean and Director of Student Activities. A steward of the Academy's culture, the Dean of Students must be a strong communicator with both adults and students, an authentic champion of equity, inclusion, and belonging, and a consistent steward of necessary documentation and processes.

This is an full time, exempt position and a member of the Head of School's administrative team.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

RESIDENTIAL LIFE:

- Manage and support the Associate Dean/Director of Residential Life in overseeing all aspects of the residential life program, including:
 - Develop and update the Residential Life Handbook and dorm parent expectations
 - Oversee dormitory proctors; conduct training and monthly leadership seminars
 - Oversee student housing assignments and dorm inspections
 - Work with Director of Facilities to manage fire drills and other safety training

STUDENT LIFE:

- Actively engage, listen to, and advocate for student voices and concerns on emerging situations that affect the student community

- Serve as a point of contact and support for students impacted by issues such as harassment, bullying, hazing, discrimination, or sexual misconduct
- Report matters to city or state authorities in compliance to all federal and state laws and mandates; work with the Head of School and other key stakeholders and legal counsel as needed
- Maintain and enforce school rules, policies, and regulations
- Oversee and manage student disciplinary process
- Communicate with parents regarding all disciplinary or other matters as deemed appropriate
- Manage electronic student attendance tracker (REACH)
- Create and oversee student leadership programs
- Appoint and oversee class advisors
- Create and oversee programming specific to day students
- Plan and coordinate student support programs
- Lead conflict resolution matters

HEALTH and WELLBEING:

- Manage and support the Director of the Health Center, the Director of Counseling, and the team of counselors
- Create, maintain, and implement strong residential campus resources, programs, and student services that support student health and wellbeing
- Foster a healthy community culture; Manage and oversee the opening of school, pre-season, and unity day (orientation) programming for new and returning students
- Anticipate the needs of our diverse student population
- Collaborate with the Dean of Community and Belonging to develop a wide array of programming to support the school's efforts on diversity, equity, and inclusion and to foster a healthy atmosphere for all students

ADMINISTRATIVE DUTIES:

- Manage Dean's Team: Associate Dean and Director of Residential Life, Associate Dean and Director of Affective Education, and Assistant Dean and Director of Student Activities.
- Manage the Director of the Health Center and the Director of Counseling
- Manage Student Life and Dean of Students Office budget
- Update the Student Handbook, Dormitory Proctor Manual, opening of school schedule, and summer mailing information for faculty, parents, and students annually
- Serve on the following committees:
 - Student Concerns-Chair
 - Residential Affairs-Chair
 - Dean's Team-Chair
 - Liaison to the Community Life Committee of the Board of Trustees
 - Discipline Committee-Convener
 - Administrative Team
 - Prize Committee
 - Personnel Committee
 - Crisis Management Team

It is expected that the Dean of Students will:

- Teach one section
- Coach or direct one season in the afternoon program
- Serve as an advisor to students
- Serve as weekend Administrator-on-Duty

For the academic year 2026-2027, we have various openings in the afternoon program.

Openings Include:

Head Coach - Wrestling

Head Coach - Softball

JV Basketball, Girls and Boys

QUALIFICATIONS

- Bachelor's degree required, master's preferred; three years of administrative experience in a school setting highly desirable
- Experience developing residential life and leadership programming in a residential setting
- Teaching experience preferred; experience in coaching and/or playing interscholastic athletics or directing in the performing arts preferred
- Must be committed to working in a diverse community and have the ability to communicate effectively with diverse populations
- Demonstrate strategic thinking skills with a record of accomplishment in the implementation of programs in diversity and inclusion
- Demonstrate strong organizational skills needed to interface with several academic and non-academic departments
- Able to work collegially with multiple constituencies
- Possess excellent written and oral communication skills
- Possess knowledge of independent schools
- Must have a valid driver's license

SALARY RANGE

\$120,000 - \$135,000 annually. Please note that the quoted salary range is not a guarantee of what the final salary offer might be. Variables include years of work experience, industry-specific experience, education level, etc.

PHYSICAL DEMANDS

- Occasional lifting, bending, and climbing stairs
- Frequent talking, listening, walking, sitting, and standing

WORK ENVIRONMENT

- The Governor's Academy is a busy work environment in which there is a significant amount of personal interaction.
- The Academy is a non-smoking campus.

To apply for the Dean of Students position, please click [here](#).

STATEMENT OF SCHOOL VALUES

As an educational community, the Academy has an administration, a faculty, and a student body committed to learning. We pursue this commitment in a dynamic environment that fosters lifelong intellectual independence, responsibility, teamwork, service, and respect for others. We are committed to creating and maintaining a diverse and inclusive community that is physically and emotionally healthy.

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Academy are based on merit, qualifications, and skills.

The Academy is committed to a policy of non-discrimination for all employees and qualified applicants and strives to promote equity in all areas of employment. The Academy is committed to ensuring that employment decisions are made without regard to race (including traits historically associated with race, such as protective hairstyles), color, sex, pregnancy, childbirth or related medical conditions, age, religion, national origin, ancestry, sexual orientation, gender identity, physical or mental disability, veteran status, military service, application for military service, genetic information, or any other characteristic protected by applicable law (“Protected Characteristics”). The Academy will make reasonable accommodations for qualified individuals with known disabilities, in accordance with applicable law.

This commitment is evident in all aspects of our employment practices and policies, including recruiting, hiring, selection, job assignment, promotion, compensation, discipline, termination, and access to benefits and training.

Any employees or qualified applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Human Resources Office. Employees can raise concerns and make reports without fear of reprisal. Retaliation against an individual for making a good faith report of discrimination is unlawful and is strictly prohibited by the Academy. Anyone found to be engaging in any type of unlawful discrimination or retaliation in violation of this policy will be subject to disciplinary action, up to and including termination of employment.

April 2026