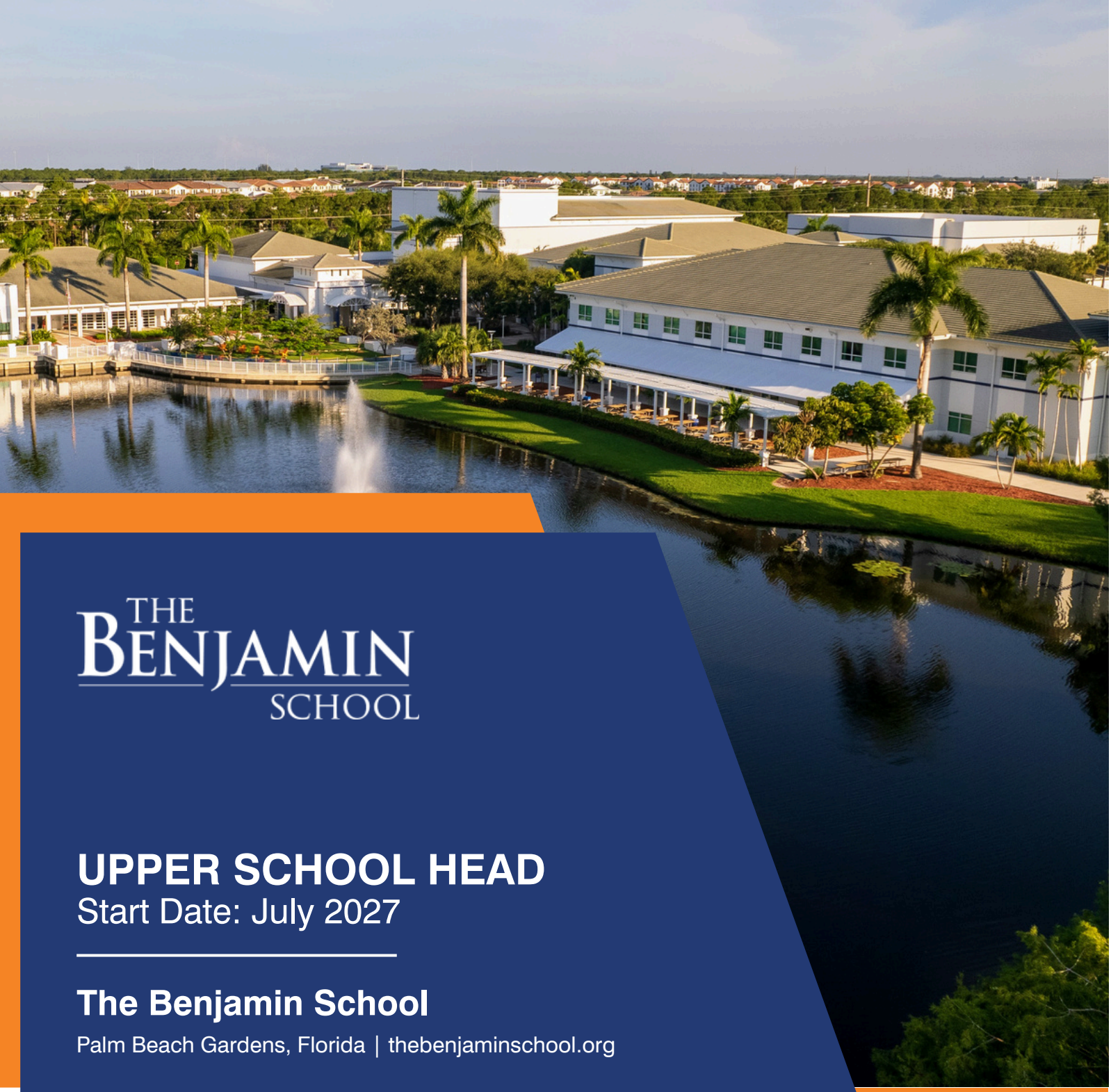

THE BENJAMIN SCHOOL

UPPER SCHOOL HEAD

Start Date: July 2027

The Benjamin School

Palm Beach Gardens, Florida | thebenjaminschool.org

Carney Sandoe & ASSOCIATES

MISSION STATEMENT

The mission of The Benjamin School is to provide a challenging college preparatory education to a diverse student body in a structured, nurturing community environment. The School motivates students to master the skills of learning, communicating, and evaluating choices, and encourages them to grow intellectually, socially, morally, aesthetically, and physically to their fullest individual potential.

Benjamin inspires its students to develop a coherent set of values that includes love of learning, personal responsibility, self-motivation, concern for others, and a commitment to serve society.

At a Glance

1960
established

1,307
total enrollment

505
upper school enrollment

21%
students of color

162
total faculty

8:1
student-faculty ratio

$27M
endowment

OVERVIEW

The Benjamin School (TBS) is a coeducational, college-preparatory independent school with campuses in North Palm Beach and Palm Beach Gardens, Florida. With a tradition of excellence lasting more than half a century, the School serves approximately 1,300 students in grades PreK3-12.

Benjamin students become more than lifelong learners. They learn to recognize and appreciate the real value of knowledge as they turn what they know into meaningful, positive influence and outcomes. Student commitment to applying knowledge and skills with impact is complemented by strong moral values, enabling them to collectively contribute to the world with confidence and enthusiasm. The School is known for its exceptional nourishment of students as they develop and pursue their interests and passions, and for the atmosphere of respect and support in which that occurs. A common alumni refrain is, “I wouldn’t be where I am today without The Benjamin School.”

A welcoming and accepting culture driven by the 12 Benjamin Values permeates the School community. Through academics, art, athletics, performance, and the pursuit of challenge, balance, and healthy competition, students cultivate creativity and curiosity across all aspects of their lives.

At Benjamin, they broaden their horizons as they prepare for an impressive range of postgraduate opportunities, including admission to the nation’s most competitive colleges and universities. The school community strives to recognize and appreciate the talents of every child, with teachers joining with parents to discover, nurture, and celebrate each student’s unique gifts. tudent’s unique gifts. Said one parent, “This school made my child the best version of herself.”

In 1960, Marshall and Nancy Benjamin, two teachers from Michigan, acquired a three-car garage in North Palm Beach, swept out its dirt floors, bought some rudimentary furnishings, and founded what they called the North Palm Beach Private School. The couple demonstrated a kindness and courtesy that made their school feel like family. That sense of family still exists today.

The vision of the founders was to educate the whole child and to expose children to rigorous academics alongside music, the arts, and a second language beginning at a young age – and that remains the core of The Benjamin School ethos and approach to teaching and learning. As students grow and develop, the School's focus remains on their participation in athletics; their excellence in reading, writing, and public speaking; meaningful community service; and the development of skills and character that will serve them for a lifetime. Students develop self-esteem and confidence that carries them through school, college, and into adult life, where their school experiences in problem-solving and responding positively to both challenge and failure help provide a strong foundation.

Benjamin's 10-acre Lower/Middle School Campus, located across from the Intracoastal Waterway in North Palm Beach, Florida, serves students in grades PK3 through eight. An impressive 50-acre Upper School campus in Palm Beach Gardens, built in 2004, offers purpose-built, state-of-the-art facilities for its 485 students. With over 60 years of history and more than 3,000 alumni pursuing their passions around the globe, The Benjamin School today continues to evolve and offer promise and potential to its students, faculty, and leaders. The School's heritage of timeless education is built on proven principles that are continually strengthened and refined to meet the evolving needs of students, graduates, and society. Faculty are invested in student success, and students and their parents feel that and acknowledge and appreciate their dedication, support, and high standards. Tradition coexists alongside innovation in this educational community, characterized by many as welcoming, caring, close-knit, and balanced.

POSITION OVERVIEW

The Head of Upper School at The Benjamin School will provide thoughtful, steady leadership during a pivotal period of transition and growth.

- Partner closely with the Head of School, senior administrators, faculty, and families to guide the academic, co-curricular, and community life of the Upper School.
- Serve as the senior administrator responsible for the day-to-day experience of Upper School students and faculty, maintaining a highly visible, engaged presence on campus.
- Oversee the implementation and continuous improvement of Upper School academic programs, student life, and faculty leadership structures.
- Lead the Upper School through major institutional initiatives, including the opening of new facilities, the introduction of a new schedule, evolving assessment practices, and broader leadership transitions.
- Support a cohesive, student-centered learning environment that balances high academic standards with appropriate support, consistency, and care for students.
- Collaborate with department chairs and faculty to ensure curriculum, pedagogy, and assessment practices are aligned with institutional values, peer benchmarks, and the school's long-term educational vision.

OPPORTUNITIES AND CHALLENGES

The Benjamin School enters a period of inspiring transition and opportunity. Over the next several years, the Upper School will experience significant change: the opening of two major new facilities (a Student Union and an Innovation/STEM Center), the implementation of a new schedule, the arrival of a new Head of School (June 2027), and the appointment of a new Head of Upper School. Together, these shifts create both complexity and momentum, offering the next leader a rare opportunity to help define the Upper School's next chapter.

One of the most promising opportunities lies in community-building. The new Student Union—featuring a long-awaited cafeteria and shared meeting areas—has the potential to reshape daily life, strengthen relationships, and foster a more cohesive Upper School culture. Thoughtful leadership will be essential to ensure that new spaces are activated intentionally and aligned with the school's values and traditions.

Academically, the Upper School has long emphasized student effort and character development and offers strong co-curricular and experiential programs. Recent changes to grading and assessment, intended to better align with peer schools and support student well-being, are ongoing and represent important progress. Working closely with faculty and department chairs, the next Head of Upper School will build on this progress, strengthening shared understanding and ensuring the grading framework supports clarity, consistency, and meaningful academic growth.

With heightened expectations for college placement, the Head of Upper School will support the college counseling office's excellent work while helping the community articulate a clear, mission-aligned definition of success that values character, growth, and purpose alongside outcomes.

The next Head of Upper School will need to work effectively across constituencies, clarify decision-making structures, and serve as a steady, credible presence who can hold firm to decisions while engaging stakeholders with transparency and respect.

$4.8M
financial aid awarded

$41M
annual operating budget

92%
admissions yield

23
AP courses

90+
co-curricular clubs and organizations

60 acres
campus size

QUALIFICATIONS & PERSONAL ATTRIBUTES

The successful Head of Upper School at The Benjamin School will be an experienced division leader who combines educational credibility, emotional intelligence, and steady resolve. Above all, this individual must be deeply grounded in the daily realities of teaching and learning and bring genuine respect for the craft of teaching.

The school seeks a visible, relational leader—someone who knows students well, is present in classrooms and common spaces, and maintains an open-door approach for faculty, students, and families. The ability to build trust through consistency, fairness, and follow-through will be essential, particularly during a time of transition.

An effective candidate will be a skilled culture builder who understands how to strengthen community across differences in generation, personality, and role. This leader must be able to unify faculty around shared expectations while honoring professional autonomy. Strong facilitation skills and the ability to facilitate healthy faculty interaction are critical.

The next Head of Upper School must also be decisive and resilient. This leader must be comfortable navigating conflict, managing competing priorities, and sustaining momentum through periods of change without reverting to past practices that no longer serve the school.

The ideal candidate will bring experience leading through change and a steady hand in moments of uncertainty or crisis. Transparency, strong written and verbal communication skills, and the ability to articulate a compelling roadmap for improvement will help rebuild confidence and alignment.

Finally, the school seeks a leader who is an advocate for both students and teachers—someone who champions balanced excellence in academics, arts, and athletics, and ensures that students are both challenged and supported. Grounded in mission but attentive to tradition, the next Head of Upper School will help Benjamin clarify how this division best prepares students to lead meaningful, thriving lives.

LEARN MORE

- School Website
- Benjamin Values
- Virtual Campus Tour
- Academic Profile
- About Palm Beach, Florida

TO APPLY

Interested candidates should submit the following materials electronically in one email and as separate documents (preferably PDFs):

- A cover letter expressing interest in this particular position
- A current résumé

As the process moves forward, selected candidates may be asked to submit:

- Writing samples specific to this search
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission)

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