

POSITION & CANDIDATE SPECIFICATION

GREENWICH ACADEMY
HEAD OF SCHOOL

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The Opportunity







The Greenwich Academy (GA) Board of Trustees seeks an exceptional Head of School to lead one of the country's most distinctive girls' schools at a moment of considerable opportunity. Building on a nearly 200-year legacy, a rigorous liberal arts tradition, a deeply relational school culture, and an enduring commitment to the building of character, the next Head will articulate a confident vision for GA's future and mobilize the community around it. The leader will preserve what families, students, faculty, and alumnae value most: academic excellence, girls who are known and supported, a warm, joyful and relationship-centered community, and the powerful combination of single-sex education in the lower and middle school years with a coordinated upper school partnership with neighboring all-boys school, Brunswick. At the same time, the next Head will be expected to move the School forward with ambition, clarity, and visible progress.

As the School's executive leader, community leader, and chief academic strategist, Greenwich Academy's next Head of School will balance continuity and evolution. The agenda includes sharpening GA's strategic priorities; strengthening academic innovation, including programmatic initiatives that ensure GA graduates have the skills to meet advances in both content and technology; advancing college preparation and student outcomes in a rapidly changing admissions landscape; supporting strong character formation; recruiting, retaining, and developing exceptional faculty; and leading the next phase of campus planning and fundraising, including the recently acquired 54-acre Glenville property opportunity, creating significant opportunities for academic, athletic, and community development in the years ahead. The next Head will communicate with candor and warmth, build trust quickly across a high-expectation community, and bring the decisiveness to make and explain difficult choices while keeping the needs of girls and young women at the center of every decision. Vision, judgement and courage will define our next leader.

KEY RESPONSIBILITIES

While the Head of School is responsible for all aspects of Greenwich Academy, success in the role will be defined by the ability to lead in four interconnected areas: educational excellence and the student experience; community leadership and alignment; long-term institutional strategy and growth; and disciplined organizational stewardship and execution.

The next Head of School will:

- Build upon and strengthen GA's distinctive educational platform and student experience, ensuring excellence across academics, athletics, arts, wellness, and leadership development, while preparing students for success in college and leading lives of purpose.
- Establish strategic alignment, trust, and appropriate transparency across the School's key constituencies, including students and families, faculty and staff, and the Board of Trustees. Listen thoughtfully to diverse perspectives while exercising independent judgement and maintaining a clear institutional direction.
- Advance academic excellence and innovation, including thoughtful approaches to critical thinking skills, teaching practice, AI, STEM/design thinking, college preparation, and student wellness, with a disciplined approach that prioritizes lasting impact over passing educational trends.
- Lead community-wide conversations about what academic rigor means for the next generation of learners, ensuring that students develop the intellectual curiosity, independence, adaptability, and love of learning required to thrive in a rapidly changing world.
- Partner with and develop an exceptionally talented senior administrative and faculty team, creating a culture of collaboration, accountability, professional growth, and shared momentum and continue to attract extraordinary talent to the School.
- Strengthen GA's market position and external voice by telling the School's story with confidence, celebrating student and faculty accomplishments, and reinforcing the School's value proposition.
- Partner with school leaders, coaches, and families to advance a culture of excellence in athletics that complements GA's commitment to academic achievement, character development, wellness, teamwork, and leadership.
- Foster a welcoming and respectful community where individuals from different backgrounds, experiences, and perspectives feel valued, supported, and able to contribute fully to the life of the School.
- Attract philanthropic support for the School's ambitions, including major gifts and campaign support for campus, programmatic, and strategic priorities.
- Steward financial and physical assets wisely, aligning resources with priorities across academics, athletics, facilities, advancement, technology, and the student experience.
- Bring resilience, stamina, humility, humor, and joy for the pressures and privileges of leading Greenwich Academy.











IDEAL CANDIDATE ATTRIBUTES & LEADERSHIP CAPABILITIES

Strategic and Organizational Stewardship

Greenwich Academy's next Head must be a sophisticated steward of people, program, resources, reputation, and institutional ambition. The Head will lead a School that is well positioned to capitalize on several significant opportunities, including the Glenville property and broader campus master plan, the modernization of facilities and athletics, ambitious fundraising efforts, deeper coordination with Brunswick, and the opportunity to elevate GA's voice within independent education as the School approaches its bicentennial. This leader will align aspirations with resources, distinguish enduring priorities from passing fads, and ensure that major initiatives are sequenced and communicated effectively. This leader will partner closely with the board and senior leadership team to build a culture that is confident, forward-looking, and accountable for measurable progress. The next Head will lead through change and adversity, demonstrating resilience, sound judgement, composure, and the ability to lead institutions confidently through both expected and unforeseen challenges.

VISIONARY EDUCATIONAL LEADER WITH A DEEP PASSION FOR GIRLS' EDUCATION

The next Head of Greenwich Academy will join the School at a pivotal moment: a strong institution with extraordinary assets, an exceptionally committed community, and an appetite for forward momentum. The next Head will bring a nuanced view of academic rigor and innovation, recognizing that preparing girls for the future is not simply a matter of adopting new technologies, but of cultivating creativity, thoughtful inquiry, discernment, and differentiated problem-solving skills. The next Head will build upon this distinctive foundation while asking bold and timely questions about what GA students need to thrive in college, career, and life, and ensuring that GA continues to evolve thoughtfully in response to emerging opportunities and challenges. This will include continuing to elevate an already exceptionally strong academic program; advancing innovation in AI, STEM, design thinking, and interdisciplinary learning; supporting the craft of teaching; and ensuring that college preparation is both intentional and responsive to a changing admissions landscape. A voracious learner, coalition builder, and visible advocate for girls' education, the Head will bring intellectual curiosity, credibility with educators, and an ability to translate vision into disciplined execution. The next leader will champion the distinctive value of girls' education and communicate why GA's model, including its coordination with Brunswick in the Upper School, matters now.

COLLABORATIVE LEADERSHIP, COMMUNICATION & COMMUNITY BUILDING

At Greenwich Academy, relationships are central to the School's identity and among its greatest strengths. Students are known by their teachers, faculty invest deeply in the growth of each girl, and families are meaningfully connected to the life of the School. The next Head will be an accessible, authentic, and highly relational leader who builds trust with students, faculty, staff, parents and guardians, trustees, alumnae, and donors. The Head will lead with both diplomacy and decisiveness, listening deeply, making timely decisions, explaining the rationale, and holding a clear institutional true north. This leader will understand that GA's community is deeply invested, sophisticated, and at times demanding; success will require warmth, diplomacy, political acuity, and the confidence to make decisions even when consensus is not possible. The Head will communicate with frequency, transparency, and purpose, clearly articulating the 'why' behind institutional priorities and decisions. Faculty and staff should feel valued, heard, supported, and accountable; parents should feel informed and confident; students should feel seen and known; and alumnae should feel invited into the School's future. The next Head will model the balance of top-down leadership and distributive leadership necessary to move a talented organization forward. Equally important, the Head will value the relationships and community culture that makes Greenwich Academy distinct, ensuring that as the School evolves, every student continues to feel known, supported, challenged, and inspired.







MEASURES OF SUCCESS IN THE FIRST THREE TO FIVE YEARS

- A clearly articulated and widely understood vision for Greenwich Academy's future.
- Continued strength and innovation across the academic, athletic, and co-curricular programs.
- Strong recruitment, development, retention, and engagement of exceptional faculty and staff.
- A clear and actionable long-term plan for the Glenville property and broader campus priorities.
- Continued fundraising success and alignment of resources with institutional priorities.
- Sustained enrollment demand and compelling articulation of the exceptional value of a Greenwich Academy education.

OTHER PERSONAL CHARACTERISTICS

- Embodies the School's values and strives to honor the School's motto, *Ad Ingenium Faciendum: Toward the Building of Character*.
- Believes deeply in the intellectual, personal, and leadership potential of girls and young women.
- Communicates with clarity, warmth, authenticity, and confidence in writing, in public settings, and in one-on-one conversations.
- Combines high IQ and high EQ, with the judgment to read complex community dynamics and respond with empathy and resolve.
- Leads with humility, integrity, and an unwavering internal compass, especially in moments of disagreement or pressure.
- Demonstrates ambition on behalf of the institution, balanced with respect for GA's history, traditions, and culture.
- Brings optimism, humor, stamina, and genuine joy to students, faculty, and the daily life of a school.

SEARCH PROCESS

Greenwich Academy does not discriminate on the basis of race, color, religion, national origin, family composition, or sexual orientation in the administration of its educational programs, admission policies, financial aid guidelines, and employment practices or other school-administered programs.

Greenwich Academy is being assisted by Spencer Stuart in the search process. The committee welcomes comments, questions, nominations, or expressions of interest.

Please send expressions of interest with any supporting materials to the following confidential email address: **GAHOS@spencerstuart.com**.



About the School



Greenwich Academy is guided by its motto, *Ad Ingenium Faciendum: Toward the Building of Character*. Through challenging academic and co-curricular experiences, meaningful opportunities for community engagement, and faculty mentorship, GA girls develop the confidence to find their voices and contribute to something larger than themselves. They graduate with the skills, independence, resilience, integrity, courage, compassion, and character to lead lives of purpose.

Founded in 1827, Greenwich Academy is an independent college-preparatory day school for girls and young women in Greenwich, CT, serving students from Pre-K through Grade 12 within an inclusive, diverse community. As GA celebrates its bicentennial this year, it does so from a position of extraordinary strength: a compelling mission, an exceptional faculty, robust admission demand, a deeply engaged community of families and alumnae, and a strong financial footing.

Relationships are a defining characteristic of the GA experience. Girls are known by their teachers and supported by a community that extends across divisions and generations. Faculty-student relationships combine high expectations with a deep commitment to the growth and well-being of every student. Older students are active role models for younger girls. Classmates and teammates encourage one another. Alumnae and parents lend their professional expertise, mentoring students and younger alumnae. Together, these relationships create a strong sense of belonging that extends well beyond graduation.

The strength of these relationships is complemented by the opportunities afforded by an all-girls education. In the Lower and Middle Schools, girls are encouraged to participate fully, developing self-confidence and growing as leaders in an environment designed specifically around the education and development of girls. In the Upper School, GA's coordinate relationship with neighboring all-boys Brunswick School builds on that foundation. For more than 50 years, the two schools have shared a calendar, a daily schedule, and a combined course catalog for Grades 9–12 while maintaining separate campuses and distinct institutional identities. GA students have access to a range of courses, activities, and relationships in a large coeducational environment, while remaining part of a community centered on the education and development of girls and young women.

That range is reflected across the PreK–12 experience in a program of remarkable breadth and depth—spanning STEM fields, the humanities, visual and performing arts, athletics, community engagement, leadership, and experiential learning. Every girl can discover what engages her and pursue it deeply with the support of teachers who know her as an individual. GA faculty are scholars encouraged to experiment and innovate, ensuring the academic program continues to evolve and advance. The School's commitment to knowing each student as an individual, supported by meaningful faculty-student engagement and a strong student-teacher ratio, creates an environment where girls can discover their strengths, develop confidence in their own voices, and pursue learning with genuine intellectual curiosity.

Today, GA's approximately 820 students learn across two campuses: Pre-K and Kindergarten at the Molly H. King Campus, and Grades 1–12 at the main campus on 200 North Maple Avenue. In 2023, the School acquired 54 acres of undeveloped property in Greenwich's Glenville neighborhood, and plans are underway for future academic, athletic, and faculty housing facilities to support its continued growth.

While firmly rooted in two centuries of history and tradition, Greenwich Academy looks to the future, committed to offering an educational experience as ambitious and forward-looking as the girls it serves.

Additional information about Greenwich Academy, including its Missions & Values, can be found on the School's website: **greenwichacademy.org**.

Ad Ingenium Faciendum: Toward the Building of Character



GREENWICH ACADEMY

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