



Berkshire Country DAY SCHOOL

Head of School

Berkshire Country Day School (BCD) is an independent school serving 130 students from Age 2 to Grade 8 from Berkshire (MA) and Columbia (NY) counties that balances a comprehensive, challenging curriculum with the vibrant culture and spirit of the surrounding rural community. BCD welcomes nominations and applications for an innovative, thoughtful, and inspiring leader to serve as its next Head of School effective July 1, 2022.

ABOUT BCD

BCD's intentional educational approach of inquiry, discovery, and discussion blends proven methods with emerging best practices to draw fully on the experiences and contributions of the entire school community. Its comprehensive curriculum includes project-based and experiential learning, leveraging the talents of exemplary educators and the natural resources of BCD's extraordinary campus to inspire independence, academic excellence, and mutual respect. BCD's arts program features a wide range of studio classes taught by practicing artists, and the sports program builds strong bonds across ages, genders, and skill levels.

BCD is composed of three academic divisions:

- **Early Learning** (Two, Three, Four-Year-Olds, and Kindergarten): Inspired by the Reggio Emilia approach, BCD's program provides a nurturing and fun educational environment, while offering a child-centered curriculum to embrace each child's learning style and developmental readiness. Children are encouraged to explore, play, take risks, listen, and find their voices in creative and expressive ways.
- **Lower School** (Grades 1 – 5): Through guided discovery and inquiry, students build a solid foundation in reading, writing, modern languages, and mathematics, explore and better their understanding of the world around them through science and social studies, discover their creative talents through music and art, and grow as responsive and responsible citizens through our social curriculum, *Responsive Classroom*.
- **Middle School** (Grades 6 – 8): Students gain fundamental skills for successful learning: research, critical analysis, organization, listening, speaking, and writing across integrated curriculum areas. Students continue studying a modern language and begin the study of Latin in Grade 6. Faculty advisors monitor their advisee's academic and personal progress, and counsel and advocate for their success.

At BCD, diversity is understood to be defined as a series of identities including abilities/disabilities, age, socioeconomic status, ethnicity, gender, language, race, religious preference, and sexual orientation. BCD

recognizes that every member of its community identifies in each of these ways, and that BCD is greatly enriched as a school by this diversity.

MISSION, VISION, AND VALUES

Mission: Berkshire Country Day School exists to inspire the individual promise of every student, that each may become an exemplary citizen of the world.

Vision: Distinct in program, adventurous in spirit, engaged in a changing world.

Values: Berkshire Country Day School's values guide and engage members of the school community in the shared responsibility of fostering students' growth and supporting their individual talents and passions.

- **Originality**: providing learning activities that inspire creativity and thoughtful reflection in an environment where each student is nurtured, celebrated, and encouraged to take risks.
- **Quality**: promoting academic excellence and scholarship so that each student can flourish and succeed through a vigorous curriculum and an extensive offering of arts and athletics.
- **Respect**: empowering acts of inclusion and acceptance with due regard for the feelings, wishes, rights, and traditions of others.
- **Sustainability**: educating its community about the impact of actions and behaviors on the environment and instill practices that protect its long-term viability.
- **Community**: establishing trust, cooperation, and accountability within an atmosphere of belonging where all invest in the success and well-being of each other.
- **Wellness**: ensuring the physical, social, and emotional health of each community member.
- **Citizenship**: guiding all members of its diverse school community to become ethical, engaged, and informed global citizens.

BCD CIVICS ACTION LAB

In 2020, the Board of Trustees concluded a multi-year planning process and adopted a [new strategic plan](#) for the School. This directs the creation of a Civics Action Lab, a whole school initiative for civics education, that builds on the School's existing mission, strengths, and curriculum to cultivate a whole school culture founded in a deep understanding of civics, an active commitment to social justice and anti-racism, and a sense of true belonging for every student. The plan specifies a variety of programmatic and service-learning activities while leaving freedom for faculty to develop and implement their own curricular interpretations of the plan's principles and goals. The next Head of School will be charged with driving the development, evolution, and implementation of the plan and its initiatives.

THE BCD CAMPUS

BCD's 27-acre wooded campus, nine buildings, and five athletic fields provide the resources of a large school yet support the quality and intimacy of experiences that define a BCD education. Facilities include a gym, dedicated science labs, and art and music studio spaces. The hiking trails and pond provide ample opportunity for exploration and learning throughout and after the school day.

SCHOOL LEADERSHIP

BCD's Board of Trustees is composed of current and past parents, alumni, and community leaders. The Trustees serve as the guardians of the School's mission, are responsible for ensuring that the mission is relevant and vital to the community that BCD serves, and monitor the success of fulfilling the mission. To this aim, the Board takes the lead in strategic planning efforts, specifically adoption of BCD's Civics Action

Plan, and in stewarding the School's financial resources. The Board is committed to healthy partnership with the Head of School, and to following the principles of good governance for boards and independent schools as set by NAIS.

LOCATION AND LOCAL CULTURE

BCD is situated in the town of Stockbridge in western Massachusetts. The school sits within [Berkshire County](#), from which the school derives its name, which shares a border with [Columbia County](#) in New York's [Hudson Valley](#). Combined, the two counties have been a longtime haven for the arts, music, agriculture, and recreation. The region provides an unparalleled living experience blending the best of small-town living and natural beauty with the cultural richness of metropolitan life. Scores of artists, writers, filmmakers, and musicians have called the region home. It plays host to some of the best cultural festivals and venues in the country including:

- [Tanglewood](#) (summer home of the Boston Symphony Orchestra)
- [The Clark Art Institute](#)
- [Jacob's Pillow](#)
- [MASS MoCA](#)
- [Shakespeare & Company](#)
- [Williamstown Theatre Festival](#)
- [Art Omi](#)
- [Crandell Theatre](#)
- [Hudson Hall](#)
- [Time & Space Limited](#)
- [Basilica Hudson](#)
- [Shaker Museum](#)

While the region has always been known for its cultural offerings, more recently it has been recognized as a culinary destination too. With a renewed commitment to local agriculture and sustainable farming practices, the region has experienced its own culinary renaissance best experienced through the many restaurants, farmers' markets, and local grocers in the area. Numerous wineries, breweries, and cideries also dot the region adding to the richness of local offerings. There are many great cities and towns to experience in the area, but [Great Barrington](#) and [Hudson](#) are perhaps two of the most well-known and popular. Hudson, in particular, has been recognized for having one of the most robust restaurant and nightlife scenes for a city of its size and is not to be missed.

Additionally, [Berkshire](#) and [Columbia](#) counties abound with nearly endless opportunities for outdoor recreation. Skiing (Nordic and alpine), fishing, hiking, horseback riding, and [adventure parks](#), offer something for any outdoor enthusiast. Popular outdoor destinations include [Beebe Hill & Harvey Mountain State Forests](#), [Mount Greylock](#) (highest point in MA), [October Mountain](#), [Mount Washington State Forest](#), [Monument Mountain](#), [Catamount](#), [Ski Butternut](#), [Jiminy Peak](#), [Bousquet Mountain](#), and [Notchview](#).

BCD and the surrounding area are easy drives to Boston, New York City, Albany, and Hartford, all of which host major airports.

THE ROLE OF THE HEAD OF SCHOOL

BCD's Head of School serves as chief executive officer, overseeing all aspects of the School's academic programs and operational functions. The Head of School is appointed by and reports to the Board of

Trustees. They lead an administrative team of six, composed of two academic division heads and the Directors of Admissions, Advancement, Finance, and Facilities.

OPPORTUNITIES AND CHALLENGES

In addition to providing engaged and creative academic and administrative leadership to BCD, the next Head of School will embrace the following opportunities and challenges:

Be a visible and engaging presence on and off campus to strengthen BCD's inclusive, positive, and supportive climate. The successful Head will build upon a strong sense of support and camaraderie within the BCD community of students, faculty, and staff. The BCD community is a family and the next Head will have the opportunity to strengthen that bond by prioritizing communication and collaboration among all community members. Equally, the Head will engage with the surrounding community as an energetic ambassador for the school and its values. The Head of School must be a conversant learner and demonstrated leader in diversity, equity, and inclusion issues of ability, socioeconomic status, gender, race, religion, and sexual orientation. The successful Head will serve as a model for the community, embracing and valuing new contributions and perspectives while maintaining the School's core values.

Provide leadership in bolstering enrollment, which includes short- and long-term strategic approaches to admission, marketing, financial aid, and recruitment, directing the process of attracting, enrolling, and retaining mission-appropriate students. The Head will champion strategic enrollment goals using print, digital, social media, and web-based materials and strategies to showcase the unique educational opportunities at BCD and bring prospective students and families to campus. The next Head will maintain and strengthen close relationships with feeder schools, partner organizations, and the surrounding community to elevate BCD's brand awareness.

Strengthen and steward BCD's financial future. In conjunction with the Directors of Admissions and Advancement, the next Head of School will further enhance the School's financial standing by engaging alumni, friends, foundations, and other key supporters to grow and diversify its resource base toward ensuring the School's long-term sustainability. In addition, to engage in strategic fiscal management, the next Head of School will develop and sustain relationships with individual donors and institutional funding sources, with a particular emphasis on launching the School's next capital campaign in 2022.

Articulate the vision, mission, and philosophy of BCD's educational model through the lens of the Civics Action Lab. The Head of School will be an inspiring thought leader who engages multiple audiences in person, in writing, and by example, to set the present and future direction of a BCD education. Specifically, the Head will support and advance BCD's commitment to providing a high-quality education in an environment where students feel cared for and supported to explore and try new things. The Head of School will be energized by the unique possibilities embodied in the strategic vision of BCD's Civics Action Lab, and collaborate with faculty to implement it.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The next Head of School at BCD must be a highly engaged and collaborative leader with a deep understanding of independent schools. The Head of School will be energized by the unique possibilities for leadership presented by this opportunity. Candidates must exemplify BCD's commitment to creating a caring and inclusive environment where students can thrive because they feel safe, supported, and valued. The next Head of School must have the capacity to inspire, motivate, and lead others in a way that encourages staff retention and student and alumni engagement. The new Head of School will have a proven

track record of demonstrated leadership. The Head must be committed to advancing diversity, equity, and inclusion, and fostering an environment that equally welcomes, respects, and values everyone. The next Head of School will display the highest level of integrity, confidence, courage, and conviction in leading BCD and will possess many of the following qualities and qualifications.

- Powerful and inspirational communication skills and a collaborative, yet decisive, leadership style;
- A student-centered, globally-minded educator with expertise in early childhood and elementary education pedagogy;
- Experience developing positive, supportive, and trusting relationships with students, their families, and faculty and staff;
- Expertise in developing and successfully executing on a strategic vision;
- The ability to partner with both internal and external constituents to drive support for the School's priorities;
- Proven track record of supporting faculty in the areas of compensation, professional development, and overall well-being;
- A spirit of innovation and knowledge of best practices in education;
- Commitment to collaboration, transparency, and accountability as a leader;
- Experience supporting school-wide DEI initiatives and DEI professional development goals;
- Demonstrated success providing organizational leadership and fiscal management, especially in an educational setting;
- Entrepreneurialism in building and sustaining philanthropic relationships to support both short-term priorities and long-range strategic goals;
- A successful track record with enrollment management including recruitment and retention.

APPLICATION PROCESS

The search committee for Berkshire Country Day School's next Head of School will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, curriculum vitae, and professional reference list. References will not be called without explicit permission. Although applications will be welcomed until a new Head of School is selected, for best consideration all candidates should submit materials by October 5, 2021 to the following address: BCDHeadofSchool@storbecksearch.com

For more information about Berkshire Country Day School, please visit <https://berkshirecountryday.org/>.

Berkshire Country Day School is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



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Storbeck Search

EQUAL EMPLOYMENT OPPORTUNITY POLICY

BCD is committed to the employment and personnel policies and practices that provide equal opportunity to all qualified persons and ensure that there is no unlawful discrimination against any individual on the basis of race, color, creed, age, religion, sex, national origin, ancestry, handicap, disability, genetic information, sexual orientation, marital status, familial status or

veteran/military status. This policy applies to procedures followed during recruiting, selecting, training, and continuing education, promoting, and all other personnel actions and conditions of employment, such as compensation benefits, school-sponsored training, social and recreational programs, and disciplinary measures.