



DEERFIELD ACADEMY

**Deerfield Academy invites nominations and applications for the position
of:**

Dean of Inclusive Teaching and Learning

About Deerfield Academy

Chartered in 1797, Deerfield Academy is an independent secondary school that is home to 648 students in grades 9-12. Located in Western Massachusetts, Deerfield is committed to high standards of scholarship, citizenship, and personal responsibility. Through a rigorous liberal arts curriculum, extensive co-curricular program, and supportive residential environment, the Academy encourages each student to develop an inquisitive and creative mind, sound body, and strong moral character. This deep commitment to the student experience is exemplified by Deerfield's 136 faculty, most of whom live on campus. The student-to-faculty ratio is 5:1.

Set in a historic village bounded by river, hills, and farms, Deerfield inspires reflection, study and play, abiding friendships, and a defining school spirit. A vibrant, ethical community that embraces diversity, the Academy prepares students for leadership in a rapidly changing world that requires global understanding, environmental stewardship, and dedication to service.

Reporting to the Assistant Head of School for Academic Affairs, the Dean of Inclusive Teaching and Learning will cooperatively and strategically advance Deerfield's inclusion efforts by evaluating the student-curriculum for inclusivity and developing and implementing a staff and faculty professional development curriculum to support inclusion in the classroom and beyond. As a member of Deerfield's leadership team, this Dean will influence the strategic direction of the school for years to come.

Deerfield Students

"Deerfield's commitment to affordability and access in the form of need-based financial aid is historic, deep, and central to its educational mission. It is founded on the idea—beautifully articulated over a century ago when Frank L. Boyden asked families to 'pay what you can'—that the Deerfield Experience should be accessible to all young people of promise, regardless of means."

—Head of School Dr. John P.N. Austin

Each year, Deerfield receives 2,000 applications and enrolls approximately 200 new students. The majority of students are boarded, while a smaller percentage are day students. They hail from 45 countries and 37 states. With over \$12M available, 37% of students receive some form of financial aid. The current class make-up is 51% boys, 49% girls, 14% foreign nationals, and 42% who self-identify as people of color.

The student experience is underscored by a profound sense of [history and tradition](#). Seven times a week, the students gather in the dining hall for a family-style meal. Nine students and one faculty member eat at each round table, which creates the opportunity for deeper connections between members of the community.

Alumni and Engagement

The Deerfield experience solidifies lifelong bonds among the students and to the institution. More than 12,000 alumni reside in over 25 countries, and many are at the top of their respective industries. Click [here for a brief sample of noteworthy alumni](#). Participation is one measure of how alumni view the school. This past year, Deerfield reached 45.5% alumni participation, placing it first in participation among the Eight Schools for the third time in the past four years.

About the Role

The [Deerfield Academy "Vision" statement](#) on inclusion recognizes that "diverse perspectives fuel creative and innovative thinking." Reporting to the [Assistant Head of School for Academic Affairs and Strategy](#), the Dean of Teaching and Learning will work with the school's leadership, including its Head of School, to build a culture of inclusive excellence – one that prepares students for college and career; citizenship in a diverse, dynamic and interconnected world; and life-long learning.

Primary Duties and Responsibilities:

- Support high impact, evidence-based educational practices that promote inclusion and inquiry across differences of belief, experience and background.
 - Work collaboratively with Heads of Department to identify these practices and enfold them across our curriculum.
 - Lead efforts to fully institutionalize the Deerfield Forum. The mission of the Forum is to stage conversations among scholars and civic leaders on issues of contemporary significance, modelling for students constructive dialogue, active-open-mindedness and robust debate.
 - Lead and design other all-school programming, including MLK Day, and align these with the spirit and intent of the Deerfield Forum.
- Promote, lead and build a culture of professional renewal and ongoing improvement among faculty in keeping with the best research in teaching and learning.
 - Develop and define elements of faculty appraisal that support deep student learning, authentic assessment and inclusive instructional practice.
 - Develop supportive, sustained process of appraisal and evaluation for Heads of Department.
 - Work to develop with the Head of School, Dean of Faculty and newly instituted Professional Learning Committee an annual calendar of sustained professional learning that supports a diverse array of students.
 - Lead curriculum committee and promote curricular and instructional leadership among Heads of Departments.
- Coordinate, collaborate and align efforts with other departments:

- Assist with the recruitment and hiring of faculty and serve on newly instituted Hiring Committee.
- Work with the Assistant Head of School for Academic Affairs to ensure that our course of study, curriculum and requirements reflect Deerfield's historic commitment to the liberal arts as a source of enduring wisdom and perspective while also remaining attentive to future possibilities, including new fields of study and disciplines, innovations at the collegiate and university level, and innovative forms of instructional technology.
- Work collaboratively with the Office of Student Life and Office of Service and Global Citizenship to support existing inclusion programs and enfold skills of cross-cultural competency, leadership and civic engagement across the school.
- Work with academic and student life leadership to identify all-school read and accompanying curriculum

Job Specifications

- An understanding of Deerfield's distinctive history as one of the nation's leading residential boarding schools
- A relentlessly student-centered approach to teaching and learning
- Demonstrated commitment to equity, inclusion and viewpoint diversity
- Broad understanding of and curiosity about the research on high-impact educational practices, including inclusive classroom practice, assessment and instructional design
- Demonstrated success in strategic planning and future-oriented initiatives, as well as previous experience in a curricular review/program analysis
- Experienced mentor with the capacity to cultivate new skillsets and mindsets of teachers
- An exceptional ability to connect with people, work in teams, and establish partnerships with third parties
- Excellent leadership and communication skills
- A demonstrated capacity to think strategically and lead professional development efforts
- Experience in K-12 schools and/or college or university settings
- Ability to manage and sensitivity to highly confidential information
- Ability to work independently as well as part of a team
- Superior interpersonal, organizational and managerial skills
- Possess a high degree of energy and flexibility
- Ability to work effectively with all levels of a socially and culturally rich and diverse independent school, ultimately serving as a role model to promote a positive and productive work climate
- Bachelor's Degree required; Master's Degree preferred
- 5 - 7 years of teaching experience
- 3 - 5 years of administrative experience, particularly in academic environments

The ideal candidate will have a demonstrated track record of building successful partnerships with faculty, students and staff; creating inclusive learning environments; and developing inclusivity curricula for a range of academic constituencies. Although not required, familiarity with or experience in a boarding school environment as a student and/or faculty and staff member would be a plus. Deerfield enthusiastically welcomes applications from individuals of diverse backgrounds.

For best consideration, please send all nominations and applications to:



Sherry Coleman, Partner
Nishant Mehta, Partner
Holly Jackson, Senior Associate
Storbeck Search
DeerfieldDeanTL@storbecksearch.com

For more information, please visit Deerfield Academy's home page at <https://deerfield.edu/>

Deerfield Academy is committed to a policy of Equal Opportunity Employment and nondiscrimination against any individual on the basis of race, color, religion, sex, sexual orientation, transgender status, marital status, national origin, ancestry, genetic information, age, disability, status as a veteran or being a member of the Reserves or National Guard, or any other classification protected under state or federal law.