

DIRECTOR OF MIDDLE SCHOOL SEARCH

THE BIRCH WATHEN LENOX SCHOOL

New York, NY

bwl.org

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

An independent, coeducational college preparatory school in New York City, Birch Wathen Lenox has forged a singular mission. The School is committed to a rigorous, traditional academic program. At the same time, it is open to adapting innovation, consistent with its traditional values. The School strives to develop the unique potential of each student by cultivating intellectual, aesthetic, and ethical excellence.

As preparation for social responsibility, BWL instills the values of integrity, loyalty, and civility in the Kindergarten through Grade 12 experience. In addition, the BWL tradition is to build character through an abiding regard for educational inquiry, mutual respect, and personal renewal.

At a Glance



Established
1916



Middle School enrollment
80



Middle School faculty
34



Student-faculty ratio
5:1



Students of color
34%



Financial aid awarded
\$6.3M



Faculty with advanced degrees
95%

Total enrollment: 340

Lower School enrollment: 90

Upper School enrollment: 170

Total faculty: 105

Faculty and staff of color: 15%

Students receiving aid: 35%

Annual operating budget: \$15M

Athletic teams: 39



Overview

The Birch Wathen Lenox School (BWL) is an independent, traditional, coeducational college preparatory school on the Upper East Side of Manhattan that serves kindergarten through 12th grade students. At BWL, an experienced, talented, and engaged faculty guides and teaches independent and critical thinking and logical reasoning and promotes confidence and innovative problem-solving capabilities to create leaders well-positioned to tackle challenges and thrive in an ever-changing global environment.

In recent years, the school has continued to grow its programming, focusing on developing its students' constructive dialogue skills, building student self-understanding through neuroscience, and establishing and expanding its [EXCEL Program](#), which provides individualized and evidenced-based instruction for students needing additional support. Guided by its pillars of Integrity, Loyalty, and Civility, BWL instills in each student a desire for high academic achievement, honor, responsible citizenship, self-discipline, and mutual respect. Through BWL's commitment to these principles, each student feels respected, valued, challenged, and rewarded.

Opportunities and Challenges

The next Director of Middle School at Birch Wathen Lennox School will:

Work closely with the Head of School, Assistant Head, other Division Heads, and Department Chairs to continue the examination of the school's curriculum across all grades, K-12. In particular, the next Director of Middle School will consider the alignment of the lower school curriculum as 5th graders become 6th graders and as 8th graders move into upper school. Further, the next Director of Middle School will nurture the special programs particular to Birch Wathen Lennox (Excel, Entrepreneurship Program in upper school, Let Grow in Lower school) in order to continue the diverse academic experience from which each student at the school benefits.



Collaborate closely with the Director of Admissions to further market the school and its programs externally so as to attract new students and their families. This effort will also be in collaboration with other Division Heads, Assistant Head, and Head of School. Communication, empathic story-telling, and a clear understanding of the vision of the school will be necessary.

Lead with intention in a way which supports the growth and development of middle school-aged students. Consistent with the school's motto of: Integrity, Loyalty, Civility, the Director of Middle School will live these three pillars and lead by them, understanding the diverse community which represents the student and faculty body.

Qualifications and Personal Attributes

Birch Wathen Lennox School seeks a Director of Middle School who:

- Exhibits and communicates a deep love of middle school students and who is an experienced middle school educator;
- Communicates clearly and with passion, both orally and in writing;
- Can voice the vision and values of the school externally and can work closely with the admissions office to identify and attract potential students and their families;
- Has a proven ability to work collaboratively with members of a team and as a manager;
- Combines prior leadership experience with a want to learn and evolve as a leader;
- Has the ability to recruit, train, and retain excellent teachers;
- Can draw on previous experience in schools while also be open to new and innovative ideas; has an entrepreneurial spirit;
- Is a skilled and empathetic communicator with middle school-aged students and their parents/guardians;
- Is a relational educator, both with students and colleagues.

Learn More

Click on the links below to learn more about The Birch Wathen Lenox School.

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[School Pillars](#)

[College Matriculation](#)

[Statement of Social Values](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- 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) to:

Rice Bryan

Consultant

rbryan@carneysandoe.com

The full-time equivalent salary range for this position is \$140,000-\$190,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.