

ASSISTANT HEAD OF SCHOOL SEARCH

THE BENJAMIN SCHOOL

Palm Beach Gardens, FL

thebenjaminschool.org

July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

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



Established
1960



Enrollment
1,307



Financial aid awarded
for 2023-24
\$4.84M



Student-teacher ratio
8:1



Students of color
21%



Total faculty
162



Campus size
60 acres

School Type: Independent, coeducational
day school PK3-12

Faculty of color: 22%

Endowment: \$27M

Annual operating budget: \$41M

Admissions Yield: 81%

AP Courses: 23

Co-curricular clubs and organizations: 90+

Motto: *Nulli Secundus* (Second to None)

Learn More

Click on the links below to learn more about The Benjamin School.

[School Website](#)

[Strategic Plan](#)

[Benjamin Values](#)

[Virtual Campus Tour](#)

[Diversity and Inclusion](#)

[Academic Profile](#)



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 a strong set of morals as they go on 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, creativity, healthy competition, and balance, students cultivate creativity and curiosity in 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. 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 continues to be for them to participate in athletics; excel in reading, writing, and public speaking; participate in meaningful community service; and learn skills and build character that will serve them for their 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 constantly strengthened and improved upon 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 in it as welcoming, caring, close-knit, and balanced.

Palm Beach County, Florida

Palm Beach rose to prominence in the late 19th century when Henry Morrison Flagler, a co-founder of Standard Oil Company, made the Atlantic coast barrier island accessible via the Florida East Coast Railway. Today, Palm Beach County stretches from the Everglades to the Atlantic Ocean. With its international airport, world-class shops and restaurants, stunning waterfront, and annual average temperature of 75 degrees, it is a wonderful place to live. One of three major cities in South Florida, the population of West Palm Beach is roughly 118,000. This does not include the rest of Palm Beach County, which also comprises the towns of Jupiter, Palm Beach Gardens, Palm Beach, Wellington, Delray Beach, Boca Raton and others. Located 68 miles north of downtown Miami, West Palm Beach is the oldest municipality in South Florida.



Downtown West Palm has enjoyed significant revitalization and offers a rich array of cultural attractions. The historic main street through town, Clematis Street, comes alive every Thursday for “Clematis by Night,” an outdoor event featuring live music and food. Historic neighborhoods of El Cid, Flamingo Park, and Grandview Heights, all listed on the National Register of Historic Places, are characterized by beautiful Mediterranean revival homes. Also noteworthy is Rosemary Square, featuring The Harriet Himmel theater, night clubs, restaurants, and retail outlet stores. Equally impressive are Northwood Village, a historically commercial area-turned-arts district; and Antique Row, a stretch of shops that has been mentioned by *Architectural Digest* and *The New York Times* as one of the best antique districts on the East Coast.

Cultural attractions in West Palm Beach include Florida’s largest art museum, the newly renovated Norton Museum of Art, the Palm Beach County History Museum, a recently expanded science museum, and a zoo. The Kravis Center for the Performing Arts is another stunning venue that hosts an array of Broadway musicals, dance, opera, orchestra, and music events in the city. People flock to West Palm Beach each spring for SunFest, the state’s largest waterfront music festival, and the Palm Beach International Film Festival draws crowds each April. The area is also home to several colleges and universities including Florida Atlantic University, Palm Beach Atlantic University, Palm Beach State College, Keiser University, and Lynn University.

The northern Palm Beaches have become a hub for bioscience, with the addition of two prominent world institutes that are located within a mile of the Upper School campus: the Max Planck Florida Institute for Neuroscience and The Herbert Wertheim UF Scripps Institute for Biomedical Innovation and Technology. TBS students are not only exposed to these entities through community partnerships with the School, but some are active using these resources for research and projects.

Palm Beach County offers exceptional sun coast living as well as outdoor entertainment and numerous TBS families and faculty express the sentiment, “It’s been a wonderful place for our family.” Forty-seven miles of pristine beaches offer superb fishing, diving, boating, and aquatic recreation, while more than 200 golf courses and two PGA tournaments have much to offer golf enthusiasts. A vibrant tourist economy and charming collection of neighborhoods make the Palm Beach area an ideal place to live year-round, amounting to a big little city that native Floridians and transplants take pride in calling home.



Position Overview

The Assistant Head will work collaboratively with all constituents at TBS to enhance the School's ability to deliver on its mission by nurturing Benjamin's diverse and inclusive community of learners and fostering the intellectual, moral, emotional, artistic, and physical development of each student.

In partnership with the Head of School, Division Heads, and other senior administrators, the Assistant Head of School will be a highly visible presence in the school, helping to shape the day-to-day implementation of the School's philosophy, long-term planning, curricular design, and strategic initiatives to advance the School's mission and achieve operational, strategic, and educational goals. This position is new for the school since [Dave Faus](#) began as Head of School in July 2020. Core responsibilities are likely to include:

- Overseeing the PK3-12 curriculum and ensuring that curriculum and pedagogy are cohesive across divisions and align with the School's mission and values and current best practices in teaching and learning;
- Providing leadership, support, and guidance to the Lower, Middle, and Upper School Division Heads as they administer the curricular and co-curricular programs and personnel in their divisions;
- Providing leadership and support to the Strategic Planning and Accreditation processes as needed;
- In partnership with the Division Heads and Human Resources, recruiting, hiring, and developing PK3-12 faculty;
- Designing, delivering, and stewarding ongoing professional education for faculty;
- Maintaining a strong and visible presence in all areas of the School;
- Serving as a liaison for parent concerns and communication as needed;
- Serving as administrative liaison to Board Committees, as directed by the Head of School; and
- Serving as a strategic thought partner to the Head of School.



Opportunities and Challenges

As TBS develops a new strategic plan, campus development and improvement, fundraising, and program development and enhancement, the Assistant Head will have the opportunity to help guide and then to oversee the implementation and evolution of key areas of school life. Opportunities and challenges will include:

- Carefully balancing a rich history and tradition with a commitment to evolving best practices and openness to new ideas;
- Designing and refining systems, processes, and structures that will facilitate a more cohesive and consistent student experience in PK3-12 curricular and co-curricular programs;
- Fostering a deeper sense of community for students and adults across divisions and campuses;
- Working in partnership with faculty and academic leadership to further develop and refine the curriculum and pedagogy, to ensure it is both relevant and innovative;
- Nurturing and honoring The Benjamin's School commitment to balance and wellness, both for employees and students; and
- Building relationships and partnerships with non-profit organizations, educational and research institutions, and businesses throughout the region in support of the School's mission.

Qualifications and Personal Attributes

Successful candidates are likely to bring significant experience in a senior leadership position and facility with multiple departments and/or school divisions, in addition to most or all of the following qualifications and personal attributes:

- Deep appreciation for The Benjamin School's mission, history, and values;
- Experience as a curricular leader, facilitating connections across divisions and departments, particularly in a large, multi-division school;
- Classroom teaching experience and a track record of supporting and developing teaching faculty;
- A spirit of curiosity that fuels pursuit of evolving best practices and current research on curriculum and pedagogy;

- The flexibility and collaborative spirit necessary to partner and compromise with other members of the senior administrative team for the smooth functioning of a cohesive multi-division school;
- Personal and professional commitment to diversity and inclusion and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, pedagogy, and programs;
- Strong interpersonal skills and the ability to communicate orally and in writing with inspiration and clarity to both internal and external audiences;
- A relational leadership style built on approachability, transparency, and responsiveness;
- The ability to articulate vision and strategy, the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy, and the organizational fluency to manage multiple streams of information and respond to situations as they emerge;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty;
- The ability to navigate complexity, in part through effective prioritization, delegation, and management of systems;
- The confidence and humility to advocate for and embrace new ideas, invite disagreement, and welcome feedback; and
- A style characterized by warmth and optimism.

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 and comprehensive resumé of no more than four pages.

Selected candidates may also be asked to provide:

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

Candidates are invited to contact one of the consultants in confidence and to submit their materials to:

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