

HEAD OF SCHOOL SEARCH

THE BREARLEY SCHOOL

New York, New York

brearley.org

Start Date: July 1, 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

The Brearley School challenges girls of adventurous intellect and diverse backgrounds to think critically and creatively, and to act with courage and integrity.

The School fosters a love of learning, excellence in the liberal arts, and engagement in a lively and inclusive community. Guided by dedicated faculty and staff, students learn to uplift one another as they grapple with complex ideas and develop a strong sense of self. We value empathy, originality, and depth of thought and character.

The Brearley community cultivates the joy of lasting friendships, the confidence to pursue one’s ambitions, and a commitment to the greater good.

At a Glance (2023 data)



Established
1884



Total enrollment
773



Financial aid awarded
\$8.4M



Student-teacher ratio
6:1



Students of color
55%



Total Faculty
122



Faculty with advanced degrees
84%

Zip codes represented: 119

Students receiving aid: 20%

Endowment: \$147.3M

Annual operating budget: \$50.4M

Student-led organizations: 50+

Varsity sports teams: 14

Kindergarten admissions yield: 97%



Overview

Located in the heart of New York City, The Brearley School stands a beacon of academic excellence for 773 girls of adventurous intellect in grades K-12. Above all, the school cultivates an enduring love of learning and a strong sense of self. Here, the life of the mind takes center stage. The hallways teem with kinetic energy, and joy emanates from the students; classrooms are full of promise, potential, and discovery.

With a rich history dating back to 1884, Brearley offers a rigorous curriculum that fosters academic depth and breadth as well as creativity and courage within a nurturing and supportive environment. This commitment to intellectual curiosity is facilitated by the school's extraordinary faculty and diverse and inclusive student body. Every girl feels heard and valued by her peers and teachers as she grapples with complex questions and ideas. She knows that she is part of a warm and collaborative community, which extends to thousands of passionate, loyal, and accomplished alumnae who support the school and current students.

Brearley is both guided by its history and continually evolving to meet the needs of an ever-changing world, thanks to faculty, staff, and administrators who innovate and develop the School's program. A Brearley education encourages and inspires students to become compassionate, critical thinkers poised to make a meaningful impact on the world.

The incoming Head of School will build on the highly successful 13-year tenure of current Head, Jane Foley Fried, and will benefit from the school's strong financial position, a supportive Board of Trustees, and excellent faculty, staff, and administration. Guided by an updated Strategic Vision, the incoming Head of School will be expected to lead with curiosity, kindness, empathy, inclusiveness, and conviction as the school develops new strengths and navigates what it means to innovate and educate in these uncertain, sometimes discordant, and quickly-changing times.



Opportunities and Challenges

The next Head of School will lead the community in navigating a number of important questions, including:

- Taking into account Brearley's traditions and culture of academic challenge, how can the school best honor this rich history while simultaneously welcoming innovation and change to its curriculum and programs?
- How might Brearley best support the whole child in the context of a rigorous academic program? How might the notion of academic excellence be reexamined and reconstituted to reflect and support the ever-evolving landscape of learning? Acknowledging that both rigor and joy are central to the Brearley ethos, how can the school best support the mental and social health of its students? What athletic, artistic, and co-curricular programs might be strengthened in this pursuit?
- Brearley's exceptional faculty and staff are at its core. How might the school most effectively recruit, hire, and retain excellent, mission-aligned faculty and staff and deploy their skills in full service to the community? How can the school further nurture and care for the faculty and administration, providing continued opportunities for community and collaboration across grades, departments, and divisions?
- Building on Brearley's commitment to diversity, equity, inclusion, and antiracism, how might the school evolve its approach to these values? How can the classroom foster a range of perspectives and best prepare students to be thoughtful and effective citizens and leaders in a complex world?
- How can Brearley be accessible to and engaged with the surrounding communities?



Qualifications and Personal Attributes

The Brearley School is seeking in its next Head of School an intellectually curious and inspiring leader who fully embraces the school's mission and vision. The strongest candidates will exude an infectious optimism and a genuine love of school life—in the classrooms and studios alike, on the stage, the playing field, and in the cafeteria. They will also offer the following qualifications and qualities:

Professional Qualifications

- Successful history of navigating the demands of a complex, multi-division educational organization;
- Particular alignment with Brearley's commitment to educating girls and young women;
- Experience working closely with students;
- Experience recruiting, hiring, supporting, and retaining talented, diverse, and mission-aligned faculty and staff;
- Exceptional interpersonal skills and the ability to inspire and communicate clearly with a wide range of audiences;
- The ability to articulate vision and strategy and the tactical skills necessary to manage the systems and processes necessary to implement change;
- Personal and professional commitment to diversity, equity, inclusion, and antiracism and the requisite skillfulness to support student, faculty, staff, and programmatic growth in this area;
- Depth of experience as a leader in education and in school operations, fundraising, and Board relations;
- Experience working in partnership with an engaged parent community that has high expectations of the school.



Leadership Style

- A strategic thinker and creative problem solver who understands the interplay of internal and external systems, constituents, and priorities;
- A catalyst who, through distributed leadership and a commitment to empowering others, ensures that the school benefits from the talents, skills, and experience of a wide variety of faculty, staff, and other professionals;
- A community-builder whose style is collaborative when possible and decisive when necessary, demonstrating approachability, responsiveness, trustworthiness, and transparency as well as a commitment to respecting multiple perspectives;
- A thoughtful innovator who appreciates both tradition and purposeful, evolutionary change.

Personal Qualities

- Intellectual curiosity and commitment to excellence;
- Outstanding communication skills that also convey consistency, compassion, and open-mindedness;
- The courage to make challenging choices while upholding the highest standards of integrity and embodying the school's values;
- Excitement to embrace the city of New York, professionally and personally;
- Eagerness to engage actively with students, parents, faculty, and staff and willingness to prioritize visibility amidst the demands of a busy professional schedule.

Learn More

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

[School Website](#)

[Diversity, Equity, Inclusion, and Antiracism](#)

[School History](#)

[College Matriculation](#)

[Strategic Vision](#)

[About New York, New York](#)



To Apply

Interested candidates are asked to submit the following materials as **separate PDF documents**:

- A cover letter expressing their interest in this particular position
- A current résumé

As the process moves forward, selected candidates will be asked to submit:

- Writing samples specific to this search
- A list of five professional references with name, relationship, phone number, and email (references will not be contacted without the candidate's permission)

Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter to:

Devereaux McClatchey

President

dev@carneysandoe.com

Heather Flewelling

Consultant, Chief Talent Officer

heather.flewelling@carneysandoe.com

Marsha Little

Senior Consultant, Director of Professional Learning and Development

marsha.little@carneysandoe.com

Jessica Wright

Director of School Services

jessica.wright@carneysandoe.com

The full-time equivalent salary range for this position is \$800K-\$1M. The starting salary is based upon, but not limited to, several factors which include years of experience, education level, and expertise. Head of School housing is provided.