



**Upper School Director
Brentwood School—Los Angeles, CA
July 2022**

THE SCHOOL

Brentwood School in Los Angeles, California, is an independent, coeducational, college preparatory day school in the Brentwood neighborhood of west Los Angeles. The school, a community of 1200 Kindergarten through 12th Grade students and 150 faculty members, is situated on two campuses. The three-acre West Campus (K-6) is four blocks away from the original 28-acre East Campus (7-12). In its relatively short history of 49 years, Brentwood has grown into one of the premier independent day schools in California. The school enjoys an exceptionally strong national reputation for a rigorous academic program, combined with a commitment to nurture and support its students both personally and academically. This is an atmosphere charged by intellectual discovery and marked by a pride in the school that is shared by students, faculty, and parents alike.

Students describe a warm and caring atmosphere where they are known and valued as individuals. Embracing high standards of character, commitment, and achievement, Brentwood encourages students to think critically and creatively and to act ethically.

Brentwood School is fully accredited by the California Association of Independent Schools and the Western Association of Schools and Colleges, and is a member of the National Association of Independent Schools, the California Association of Independent Schools, A Better Chance, and the Independent School Alliance for Minority Affairs.

Statement of Purpose

Brentwood inspires every student to:
Think critically and creatively.
Act ethically.
Shape a future with meaning.

Core Values

Trust, Respect, Responsibility,
Honesty, Caring, Diversity, and
Community



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HISTORY

Founded as a non-profit corporation in 1972, Brentwood School acquired the Brentwood Military Academy, which had existed on the land now known as Brentwood's East Campus, and opened a co-educational, college preparatory day school with grades 6-10. Grade 11 was added in fall 1973 and Brentwood's first senior class graduated in June 1975. In 1994, Brentwood purchased the nearby Marymount Junior School campus and opened a kindergarten through grade 6 campus in the fall of 1995.

LOCATION AND SETTING

Visitors to Brentwood's two campuses are immediately struck by their beauty and warmth. The setting is a well-integrated blend of old and new buildings, red-tiled roofs, intimate courtyards, ivy-covered walls, and green fields.

Brentwood's East Campus, housing grades 6-12, is situated on 28 acres with Mission-style historic buildings and sustainable landscaping. The Upper School facilities, including classrooms, laboratory space, a cafeteria, a bookstore, faculty and administrative offices, and courtyards, are located in a series of buildings built in an arroyo and into an adjacent hillside with sweeping views across Los Angeles to the ocean. A 28,000 square-foot science, library and performing arts center was completed in 1990 and the Eagle Center classrooms were recently renovated.

The 22-acre East Campus Athletics Complex was completed in 2001 and the Caruso Watt Aquatics Center opened in the spring of 2008. No other school in the Los Angeles area boasts such an expansive, state-of-the-art facility that encompasses such a wide variety of sports.

Lying at the base of the Santa Monica Mountains at the western edge of Los Angeles, the community of Brentwood is gracious and welcoming, with comfortable homes on leafy, well-maintained streets. Nearby neighborhoods and cities include Pacific Palisades, Santa Monica, Westwood, and Bel Air. The UCLA campus is directly east of the school about one mile. The Brentwood area is also home to the Getty Center, one of the world's most comprehensive arts, conservation, and education institutions.

COMMUNITY

Brentwood School has always been a community where students and teachers know and care about each other. The closeness and longevity of these relationships is evident in the close ties many teachers still share with alumni/ae. The vibrant faculty draws on a wealth of teaching experiences. Fifty-nine faculty members have been at Brentwood for ten or more years and 91 hold advanced degrees.



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Brentwood's student body is diverse and lively. Students of color comprise 46% of the population and 120 zip codes are represented in the student body. Tuition for the 2021-2022 school year is \$46,550 (grades 6-12) and Brentwood is strongly committed to an aggressive financial support program. The school has budgeted \$7 million annually for financial support, and 17% of the East Campus students receive financial support. With the school's close proximity to three major freeways, Brentwood is easily accessible to students from a wide geographical area served by seven school bus routes, two shuttles, and an extensive carpool system.

EQUITY AND INCLUSION

We believe that every single person brings something unique to our community. Their background and personal experiences represent something different—a value added to our community. Our Office of Equity and Inclusion considers how to best navigate our differences so that they can be shared and raised up throughout our school.

Equity is being conscious and cognitive of our efforts to best meet the needs of all members of our community. Inclusion means creating an environment where all participants and constituents are valued and can be their best selves, irrespective of background, experience, and lifestyle. We do this with a variety of measures, policies, and programs. We do this through our curriculum—in what we teach and how we teach it. We work together as students, parents, faculty, and administration to maintain an inclusive community. All of this is motivated and inspired by our recognition that diversity is advantageous now, and in the future, because we believe that classroom experiences and social relationships that broaden, rather than replicate the ideas and experiences students bring with them from their home environments are critical to fostering cognitive and social growth.

Diversity Mission Statement
The Brentwood School community actively seeks diverse perspectives and embraces diversity, equity, and inclusion as essential.
We create an environment that fosters openness and appreciation of multiple dimensions of culture and identity.
We aim to engage mindfully in open and frequent dialogues to ensure that each member is valued, included, and respected.



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ACADEMIC AND CO-CURRICULAR PROGRAMS

The student-centered philosophies of learning and teaching, the emphasis on a broad-based and diverse liberal arts curriculum that is connected and sequential between grades and divisions, and the unwavering quest for excellence are all common features of the Brentwood K-12 experience. The school provides a core curriculum that is primarily traditional and classical emphasizing language, communication, mathematical reasoning, and computation. The goal of both curriculum and pedagogy is to foster intellectual curiosity, excitement for learning, and a desire to fulfill individual potential.

THE UPPER SCHOOL (GRADES 9-12)

On the East Campus, the approximately 575 Upper School students learn to master the essential balance between skills and knowledge. They learn to develop habits of the mind – thinking critically and creatively – in order to be prepared to shape a future with meaning. Ideal class sizes mean students benefit not only from a great deal of personal attention, but also from a feeling of being closely connected to the school, to one another, and to the faculty. In this supportive, yet challenging environment, students are exposed to a broad range of subjects that allow them to explore their interests, develop new interests, and experience both personal and intellectual growth. See the [Upper School Curriculum Guide](#) and [Viewbook](#) for more information.

The weekly meetings of the Upper School Advisory Program allow students to develop connections with faculty members in small, intimate groups. In faculty-moderated sessions, students explore topics that include organization, study skills, coping with peer pressure, and ethical decision-making.

2021-2022

Brentwood School Admissions

Middle School: 426 applicants for 116 positions

Upper School: 241 applicants for 45 positions

Middle and Upper School Honor Code

As a member of the Brentwood School community, I will act with integrity and civility, and I will encourage others to do the same. My actions confirm my honor.

CO-CURRICULAR ACTIVITIES

Brentwood encourages active participation in extracurricular activities in order to engage students in the life of the school and enable students to discover and pursue their passions. It is a goal to provide students with as many areas as possible in which to develop their talents and to experience success. Opportunities abound for participation in art, athletics, debate, drama, dance, concert band, beginning instrumental music, orchestra, rhythm section workshop, chorus, student government, and service learning.

THE ARTS

The arts programs at Brentwood foster a supportive atmosphere that promotes questioning, individuality, and diversity. The Upper School arts at Brentwood offer instruction in visual arts, dance, music, and theater. Working in observational, abstract, and/or inventive ways, students learn to manipulate ideas, techniques, and materials through a thoughtful, evolving application of the elements and principles of art and design as they work toward creative goals.



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THE ATHLETIC PROGRAM

A tradition of wide and enthusiastic participation in physical education and athletics has developed alongside athletic success. Brentwood fields highly competitive teams and prizes character, sportsmanship, and teamwork. There are 37 Upper School teams representing 25 sports. Each year Brentwood teams attain league and sectional championships as well as playoff berths. The program is designed to engender an understanding of commitment, sportsmanship, hard work, and responsibility.

THE BELLEGRUN CENTER FOR INNOVATIVE LEADERSHIP (BCIL)

The Beldegrun Center for Innovative Leadership prepares community members to engage with real world challenges and explore solutions within and beyond the classroom. Work with BCIL impacts the entire Brentwood School community, cultivating innovative problem solvers, courageous risk takers, effective managers, adept communicators, and inspired community builders. Through their involvement in BCIL, students and faculty seek answers in creative, collaborative ways and discover that their work can have an impact. In the Upper School there are also 12 BCIL designated courses focused on service, social justice, multiculturalism, science, and entrepreneurship in addition to 19 students who participate in independent studies through the BCIL Scholars program and Applied Science Practicum.

SERVICE LEARNING

Brentwood's service learning program ensures the development of social awareness and inspires students to be lifelong learners with a self-motivated sense of responsibility to the local, national, and global communities. The school is a caring and conscientious neighbor, as well as a financial asset to both the local and broader Los Angeles communities.

VETERANS CENTER FOR RECREATION AND EDUCATION (VCRE)

Our unique partnership with the West Los Angeles VA provides robust Veteran-centric resources funded by Brentwood School. This 30+ year relationship offers services in physical recreation, health and wellness, education, as well as a range of special programs and events, all on facilities built and maintained by Brentwood School.



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PARENT INVOLVEMENT

Brentwood believes in partnering with parents in the education of their child and encourages and welcomes parents to actively participate in the life of the school. The students benefit from sharing their school world with their parents; the school benefits from parents who contribute their talents, interests, and energy to support and enrich the school's programs; and the parents benefit from experiencing first-hand the environment in which their children are educated.

Parents are strongly encouraged to participate in the Parents Association and Eagles organizations and to attend parent education events including guest lectures and coffees with the Upper School Director and members of the Upper School Leadership Team.

STRENGTHS OF THE UPPER SCHOOL

One of the hallmarks of the Brentwood Upper School is a passionate, vibrant, and student-centered faculty and staff who are committed to the following:

- A culture of collegiality, professionalism, and interdisciplinary collaboration
- A commitment to equity, inclusion, and cross-cultural competency
- Rigorous college preparatory academic program and rich extracurricular offerings that foster both critical and creative thinking
- Students who are happy, self-confident, well-rounded, and caring
- High quality educational and athletic facilities on a magnificent campus
- Core values that emphasize character, personal responsibility, and service to the greater community
- A balance of hard work and fun, and of high expectations and nurturing, with a strong focus on the quality of student life
- An enviable stature and high demand for admissions in the universe of greater Los Angeles independent schools
- The integration of the three excellences: Academic Excellence, Emotional Intelligence, and Character Development



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THE POSITION

The Upper School Director is responsible for all aspects of the program and personnel in the Upper School. The Upper School Leadership Team is comprised of the Director, Assistant Director of the Upper School, Director of Equity and Inclusion, Dean of Students, Director of Service Learning, Director of Student Life, Director of College Counseling, Director of Counseling, Athletic Director, and Upper School Learning Specialist Chair.

EXPECTATIONS

The Upper School Director, in partnership with the Upper School Assistant Director, leads a robust division that has constructed its programs and operations with careful attention to Brentwood's mission and values. The next Director of the Upper School will accomplish the following:

- Provide leadership through the hiring and retention of excellent and diverse faculty and staff, attending to the curriculum, and ensuring the Upper School's overall vitality
- Lead and work collaboratively with the Upper School Leadership Team
- Work with the faculty and administration to sustain systems and structures that support and increase the effectiveness of the school's curriculum and programs
- Foster transparency and trust through open communication, clear expectations and full engagement—working closely with the Upper School administration, faculty, staff, parents, and students
- Create a culture in which critical feedback is seen and experienced as a catalyst for professional and personal growth
- Use institutional data and relevant research to inform decisions and track progress towards a more equitable experience for all constituents, especially members of underrepresented groups
- Engage fully in the daily life of the school
- Provide educational leadership and serve as a skilled spokesperson for the school's vibrant, educational program
- Work closely with the Head of School and members of the Brentwood Leadership Team to foster the strength of the entire school



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PROFESSIONAL QUALITIES

Brentwood School is interested in candidates who can support, articulate, and promote a mission-driven, in inclusive and equitable student-centered model of education. Along with excellent organizational and leadership skills, ideal candidates will have backgrounds that demonstrate most, if not all, of the following:

- A warm, approachable presence on campus that invites and respects the views of others yet is decisive when needed
- Visible and accessible on campus, knowing and enjoying the faculty, staff, parents, and especially the students of the school
- Engage actively with students, faculty, staff, and families in the daily life of the school, preserving and promoting the warmth and closeness that defines the Upper School's culture
- The ability to motivate, inspire, and support faculty and staff
- Knowledge and understanding of developmentally appropriate curriculum and instructional practice
- A deep understanding and appreciation for diversity and a demonstrated commitment to equity and inclusion
- Strong familiarity with significant educational, DEI, and technology trends in independent schools
- Effective communication with faculty members, students, and parents, in a clear concise, and timely manner, keeping these groups appropriately informed of potential issues and or needs
- Ability to synthesize and articulate the school's educational vision and to inspire and motive others towards further strengthening the Upper School
- Collaborative approach to leadership and the ability to grow others professionally
- A lifelong learner who uses the latest research to complement their own experiences
- Teaching and administrative experience at Upper School levels
- A minimum of 3 years as a school administrator
- An advanced degree is preferred

PERSONAL QUALITIES

The favored candidate is an energetic, confident, collaborative, culturally competent person of keen intellect and integrity who will enjoy developing and guiding the Upper School community. The frequency with which parents and teachers are on campus working together requires a leader who is the soul of discretion. The Upper School will be best served by a leader who is self-aware; has an approachable style; a sense of humor; demonstrates flexibility and resilience; and who has a true love and appreciation for educating children.

TO APPLY

Please send resume/CV, letter of intent, list of five references with contact information (references will not be contacted until the candidate is notified), and statement of philosophy of education and leadership to John Faubert (jfaubert@carneysandoe.com) and Namita Bhattacharya (namita@carneysandoe.com). **Please do not contact the school directly.**



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