

HEAD OF UPPER SCHOOL SEARCH

THE BROWNING SCHOOL

New York, New York

browning.edu

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

The Browning School fosters growth of courageous and compassionate men of intellect and integrity who aspire to contribute meaningfully to our world.

At a Glance



Established
1888



Upper School enrollment
140



Total faculty
70



Student-teacher ratio
6:1



Students of color
48%



Financial aid awarded
\$3.98M



Faculty with advanced
degrees
90%

Total enrollment: 413

Faculty of color: 23%

Students receiving aid: 20%

Endowment: \$55M

Annual operating budget: \$21M

Clubs and organizations: 30+



Overview

The Browning School, long established as a leading K-12 school for boys in New York City, has embarked on an ambitious building program that will give the Upper School division a state of the art home beginning in the 2025 school year. The new Head of the Upper School will work with the Head of School, the administrative team, and the faculty to transition the excellent academic program and lead the effort to leverage all the advantages this exciting space makes possible. This is a rare and special opportunity for a leader!

Founded in 1888 the school has thrived under stable leadership and is appreciated by its families for the emphasis the school places on being a nurturing environment that truly understands boys. The school is guided by four values:

HONESTY, We speak the truth, act with integrity, and take responsibility for our actions.

DIGNITY, We honor and celebrate the dignity of all people and support the power of a diverse, inclusive, and welcoming community.

CURIOSITY, We encourage and celebrate open-minded inquiry about our world and the perspectives of those around us.

PURPOSE, We believe that education encourages exploration and discovery in pursuit of meaning and enduring fulfillment.

The Head of the Upper School will have the 2024-2025 school year to work in the existing building to gain a good appreciation of the practices and processes already in place that have made the division so successful. In September of 2025 the Upper School Head will lead students and teachers into their new spaces and will create an exciting new chapter in the history of this celebrated school.



Opportunities and Challenges

Qualified candidates will be motivated to apply when considering the impact the next Head of the Upper School will have on the lives of the boys at The Browning School.

The Head of the Upper School will be charged to:

Prepare the Upper School Community to enter and take full advantage of a new facility. Slated to open in the 2025-2026 school year, the new upper school facility will provide enhanced opportunities for teaching and learning for all students and foster creativity, collaboration, and relationships among students in the division. With 18 new classrooms and labs and a regulation-size gymnasium, the Head of Upper School will lead a faculty in developing additional programmatic offerings for expanded student learning. In addition to leading in a new state of the art facility, the Head of Upper School will need to focus on preserving Browning's close-knit feel and—with colleagues—work to maintain “one Browning education” across two buildings.

Lead with intention in ways that support the education of boys. Consistent with the school's mission to foster growth of courageous and compassionate men of intellect and integrity who aspire to contribute meaningfully to our world, Browning educators are Champions of Boys, believing in their expansive potential. The Head of Upper School will affirm Browning's Key Competencies: Relationship Oriented, Purpose Driven, Justice Seeking, and Can-Do Collaborator. Modelling these competencies, Browning's Head of Upper School will be in the unique position to lead a talented faculty and staff to powerfully shape the educational experience of its students.

Build culture among the Upper School student body to be in alignment with the School's values. Central to student development at Browning are the School's values of Honesty, Curiosity, Dignity, and Purpose. Working collaboratively with the faculty, the Upper School Head will need to work to strengthen these values among the Upper School student body so boys can positively develop, take responsibility for their actions, and support others in the community – a hallmark of a Browning boy.



Qualifications and Personal Attributes

The Browning School seeks a Head of Upper School who can:

- Exhibit and communicate knowledge of and passion for boys' education;
- Lead in highly relational ways and make deep connections with students, faculty and staff, and families;
- Inspire and collaborate with faculty, students, and the broader school community around a common vision;
- Combine prior experience in school leadership with a desire to continue to grow, learn, and evolve as a leader;
- Bring experience as a classroom instructor into thinking on how to best to help students and support faculty and staff;
- Communicate clearly and transparently, both in writing and orally;
- Listen well and work with other school leaders to align the Upper School's growth and direction to the other divisions;
- Help the school deepen the equity and inclusion practices in the Upper School;
- Recruit, retain and support a highly capable and diverse faculty;
- Develop programs and affect school culture around student and faculty wellness, teaching students how to be leaders who balance achievement with wellbeing.

Learn More

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

[School Website](#)

[College Matriculation](#)

[Virtual Tour](#)

[About New York, New York](#)

[Equitable Practices and Social Impact](#)



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 packet of three writing samples or previously used communications to constituents (e.g. article, speech, blog post, etc.) pertaining to leadership and/or educational issues;
- 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:

Robert D. Vitalo

Vice President, Search and Consulting Services
robert.vitalo@carneysandoe.com

Darryl Ford

Vice President, Education Leadership Services
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The full-time equivalent salary range for this position is \$240K - \$280K. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.