

PRINCIPAL SEARCH

CITY AND COUNTRY SCHOOL

New York, New York

cityandcountry.org

Start Date: July 2023



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM



Mission Statement

City and Country School, for children ages 2-13, was founded in 1914 by the pioneering educator, Caroline Pratt, during the dynamic period of Progressive Education.

Believing that education is fundamentally a social process, we strive to create a vital school community that supports each child’s innate passion for learning while also expanding their understanding of communities and cultures that exist beyond school and home.

The teacher’s place is alongside the child, posing questions that elicit imaginative thinking, problem-solving, and decision-making in pursuit of a deeper perspective. In the partnership of learning among children and teachers, community is lived through purposeful experiences that foster responsibility, cooperation, active participation, care, and respect—qualities necessary to the life of a democratic society.

With social studies as the core of the curriculum, enriched through science, mathematics, literature, and the arts, students are offered varied opportunities to explore and question the human story, both past and present. Academic and practical skills are embedded in contexts meaningful to children, within larger, in-depth investigations.

At City and Country, we assume an ongoing responsibility to understand and reflect the diverse identities, backgrounds, and cultures inherent in our city, which is essential to innovate and thrive. We are committed to making our school authentically inclusive through the lens of antiracism and social justice, ensuring everyone’s fundamental right to be seen, be valued, and belong.

City and Country graduates are rigorous, original thinkers who embrace inquiry and experimentation as a means toward discovery. Compassionate in spirit, supportive of the needs and ideas of fellow citizens, and sure of their ability to solve problems, they move confidently into the world and contribute positively throughout their lives.



At a Glance



Established
1914



Enrollment
351



Average class size
16



Students of color
43%



Total faculty
76



Financial aid awarded
\$3,320,000

Student/teacher ratio: Range from 5:1 (IIs) to
12:1 (XIIIs)

Students receiving aid: 23%

Operating budget: \$16 million

Endowment: \$10.2 million

Development: annual giving (2021-2022):
\$2.9 million



Overview

City and Country School is a coeducational independent progressive school for children ages 2–13 located in the Greenwich Village neighborhood of Manhattan. Students at City and Country learn by doing and develop a strong sense of responsibility and community through group experiences such as collaborative block-building; School-serving jobs; creating original plays that emerge from the curriculum; and experiential excursions. Founded in 1914 as a preschool in a three-bedroom apartment, City and Country now occupies seven reconfigured townhouses on West 12th and 13th Streets separated by open-air courtyards used for recreation and other activities.

The School believes the teacher’s place is alongside the child, posing questions that elicit imaginative thinking, problem-solving, and decision-making in pursuit of a deeper perspective. An underlying respect for children, and a focus on their own questions as the most productive means toward meaningful research, are among the hallmarks of City and Country School’s program.

City and County graduates go on to attend many of the leading public and private secondary schools in New York City and the country. Among the colleges the class of 2018 attend are Yale, Brown, Williams, Duke, Wesleyan, Northwestern, and Pitzer.

The School desires an inspiring leader who will lead the community in successfully meeting several challenges. As is the case in many schools, City and Country wants to reconnect a community that was stretched and stressed by the pandemic. The faculty and staff must be inspired to do their best work and align that work across the School’s three divisions. New York City is a dynamic and vibrant environment for independent schools, but also a competitive one. The next Principal will need to lead the staff in improving this already wonderful school and continue to broaden its appeal to families. The demands and aspirations of the program will inevitably affect the types of physical spaces the School requires, and the next Principal will be tasked with answering, “What else can we do?” In addition to helping form such a vision, the next Principal will need to be attuned to finances, and help the school leverage its strengths to inspire philanthropy.

One needs only to have a conversation with a City and Country student to recognize the impact of the School’s progressive practices. The children at City and Country speak with conviction, confidence, and a deep caring for others and the world. This is a wonderful opportunity to join a community with a strong identity and a commitment to continue to get better.



Opportunities and Challenges

City and Country has served as a leader in progressive education for over 100 years. The next Principal will be joining a community that celebrates its history and is excited about the future. City and Country is a school that places a high value on community and collaboration and seeks an educator who can lead strategically while supporting a program that has historic roots in progressive education.

The new Principal will:

- Be called upon to bring a high level of support to a gifted and dedicated faculty and staff who are committed to its progressive principles and are eager to continue to learn and grow.
- Work with the three division heads to align the teaching and learning program across the lower, middle, and upper schools.
- Communicate the value of a City and Country education and differentiate it from its competitors in the highly selective NYC independent school market.
- Ensure that the School remains fiscally sound while exploring ways to enhance and improve the School's physical plant and continue to invest in its faculty and programs.
- Further the School's diversity, equity, and inclusion initiatives within the community and in the teaching and learning program.
- Foster community through authentic engagement with students, faculty and staff; parents, and neighbors; and between the three divisions of the school.
- Enjoy the support of a highly functional, strategic, and vibrant Board of Trustees; a Board that understands "best practice" governance and commits to working collaboratively with the Principal.



Desired Qualities and Qualifications

Professional

A successful candidate will:

- Be a process-driven educator with a strong academic background who can lead dynamic curriculum initiatives and program enhancement.
- Take palpable enjoyment in being an active and visible presence in the life of the School, and form vibrant, supportive relationships with faculty, staff, and the administrative team, thereby promoting a sense of community and a culture of meaningful professional growth.
- Have experience living and leading diversity and inclusion initiatives, skill in building inclusive communities, and the ability to respectfully navigate diverse cultural and social situations.
- Connect and communicate effectively with faculty members, administration, parents, students, community members, and the Board so that these groups are appropriately informed of School matters, potential issues, and needs.
- Understand important trends in education and have the ability to combine that understanding with an appreciation for City and Country's values and traditions to articulate a compelling vision for the School's future.
- Play an active role in a comprehensive outreach program that will include enrollment management, fundraising, and broader community involvement to provide the financial and human capital to support the School's aspirations.
- Be a collaborative, decisive problem-solver who is a confident risk-taker and possess the courage to make difficult decisions.
- Have the financial acumen to lead a complex organization.

Personal

A successful candidate will:

- Exude optimism and a growth mindset while being warm, approachable, empathetic, optimistic, joyful, and down-to-earth.
- Be a leader who relishes working with young people.
- Enjoy the challenge of leading a school with a national reputation in progressive education.

Learn More

Click on the links below to learn more about City and Country School.

[School Website](#)

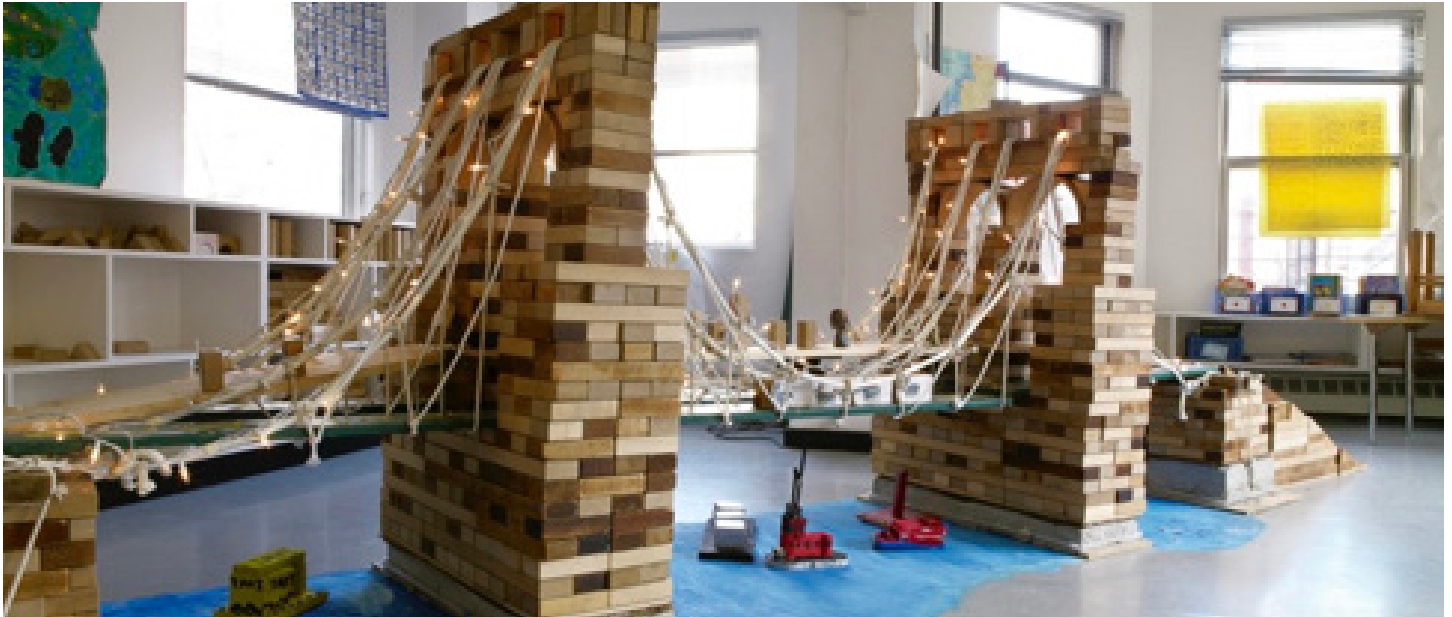
[High School Matriculation](#)

[School History](#)

[Community Life, Equity, and Inclusion](#)

[Strategic Plan](#)

[About Greenwich Village, New York](#)



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:

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