



CRANBROOK SCHOOLS

Bloomfield Hills, Michigan

ASSISTANT DIRECTOR OF SCHOOLS
Start Date: July 2022
schools.cranbrook.edu



**Carney
Sandoe**
& ASSOCIATES



SCHOOLS

Mission

Cranbrook Schools are independent day and boarding schools that provide students with a challenging and comprehensive college preparatory education. We motivate students from diverse backgrounds to strive for intellectual, creative, and physical excellence, to develop a deep appreciation for the arts and different cultures, and to employ the technological tools of our modern age. Our schools seek to instill in students a strong sense of personal and social responsibility, the ability to think critically, and the competence to communicate and contribute in an increasingly global community.

Guiding Principles

Cranbrook Schools comprise a college preparatory day and boarding education institution, early childhood through 12th grade, consisting of three divisions: a lower, middle and an upper school. We are structured to recognize and respond to the developmental, cognitive and creative needs of boys and girls and are dedicated to excellence in all aspects of education.

OVERVIEW

Cranbrook Schools is one of the largest and most multifaceted independent, PreK-12th grade, day and boarding schools in the country. Housed within the Cranbrook Educational Community, what distinguishes Cranbrook Schools from other educational institutions is the thoughtful development, from its historical inception, of an environment where physical surroundings and educational philosophy exist in authentic dialogue with one another. Architecturally, the entire campus was designed to transform those who learn, live, work, or visit here. This only enhances the Cranbrook Schools offerings and distinguishes it among peer independent schools.

Cranbrook Schools is seeking an Assistant Director of Schools effective July 2022. The Assistant Director will be a key partner with and to the Director of Schools in supporting the Schools' participation in Community-wide strategic initiatives that further Cranbrook Educational Community's mission, vision, goals, and objectives. The individual in this role will supervise programs and departments; partner with academic leaders and departments to develop curricula and programs that serve the school and its students; and support faculty, staff, and administrators in their continued professional and personal growth.

At a Glance

Established: 1922

Total students: 1,650

Students of color: 38%

Total faculty: 213

Faculty of color: 12%

Faculty with advanced degrees: 90%

Avg Student/teacher ratio: 1:9

Financial aid budget: \$10.3M

Students receiving aid: 35%

Endowment: \$310M



SCHOOL HISTORY

A commitment to innovation and design, coupled with an abiding love for aesthetics and education, inspired George Booth and Ellen Scripps Booth in 1904 to found what would become the Cranbrook Educational Community. Over time, their vision created a 319-acre campus that is now a National Historic Landmark and is home to the four divisions of Cranbrook Schools, as well as the Institute of Science, the Academy of Art, the Art Museum, the Center for Collections and Research, and the House & Gardens. True to its founders' intent, each entity is renowned on its own merits and the collective is unrivaled as a center of integrated learning.

THE SCHOOL

An exceptional sense of community exists within Cranbrook's extraordinary campus. Cranbrook becomes such an important and lasting part of people's lives that many graduates, parents, teachers and administrators stay connected to the community for decades. With more than 250 students and 70% of the Upper School faculty living on campus, the place really does become "home" for the people it serves. The Schools' boarding population currently comes from 75 US cities and 20 countries and the diverse, multi-faceted backgrounds of the boarding students expose the entire community to a wide range of ideas and viewpoints, fueling creativity and fostering enduring interpersonal relationships. So pervasive is the resulting sense of community that many alumni credit the Cranbrook experience with being one of the single greatest factors in their lifelong success and happiness; many go on to send their children and grandchildren to be educated by the Schools' outstanding faculty, who collectively average over 22 years of service at Cranbrook, making it home to one of the most experienced faculty in the country.



The School is dedicated to promoting and advocating for diversity and inclusion within all aspects of the community. As the school's two historical mottos affirm, "Enter to Learn, Go Forth to Serve," and "Aim High." Diversity, equity, and inclusion are elemental to the school's identity. Cranbrook Schools celebrates and supports many types of diversity including age, race, ethnicity, culture, nationality, sexual orientation, socio-economic class, physical ability, neurodiversity, religion, and other social identifiers that contribute to each individual's full identity.

Established in 1965 with a grant from the Ford Foundation, **Horizons-Upward Bound (HUB)** is a partner program at Cranbrook Schools that serves first-generation college-bound high school students in lower income and underserved areas of metropolitan Detroit and the Detroit public school system. Students join HUB the summer prior to their freshman year of high school and are supported for six years after high school graduation. For multiple summers, students spend six weeks on campus under the supervision of HUB staff. HUB students attend classes and participate in daily campus activities when they are in residence, with 10th-12th graders live in the dormitories on the historic campus. During the academic year, students attend 24 Saturday sessions at Cranbrook and receive academic instruction, one-on-one academic assistance, standardized test preparation, college preparation as well as career guidance. The HUB program is one of the oldest and largest of its kind in that nation, serving 160 students annually for whom there is no cost to participate.

The central governing body of Cranbrook Educational Community is the Board of Trustees, which has chief legal and fiduciary responsibility for the entire Community, including the Schools. The Trustees serve renewable three-year terms and includes at-large members as well as members representing the Schools, the Institute of Science, and the Academy of Art and Art Museum. The President of the Community reports to the Board and has responsibility for oversight and management of all aspects of Cranbrook. As do all affiliated units at Cranbrook, the Schools also has its own dedicated Board of Governors, which is advisory in nature and is made up of alumni, current and past parents, and friends of the Schools.



Cranbrook Schools is accredited by the Independent Schools Association of Central States and is a member of the National Association of Independent Schools.

ACADEMICS

At Cranbrook, students discover new passions and interests through rigorous and challenging learning environments designed to prepare them for a well-rounded life anchored by academic success. Over the last century, the school has proven its value to parents and students with an outstanding record of acceptances to top colleges and universities; (58% more students are Cranbrook are accepted to the top 50 liberal arts universities and 19% are accepted to the top 50 national universities).

Brookside Lower School and the Vlasic Early Childhood Center

Based on the belief that an extraordinary life begins with an extraordinary childhood, Brookside educates students from age three through Grade 5. A warm sense of family permeates Brookside, where students learn in an architecturally charming building that features unique classrooms with secret nooks and crannies and that is located in a beautiful stream-side setting. Brookside is the opening chapter to an educational journey filled with wonder, challenge, and excitement about learning. Cranbrook's youngest students receive individualized attention in small classroom settings. A hands-on, age-appropriate curriculum taught by skilled early childhood educators ensures a highly personal experience and a family-like environment. Capitalizing on the low student:teacher ratio, faculty members encourage students to think independently and creatively, to problem-solve and be inquisitive.



The curriculum at Brookside is designed to focus on excellence, with a focus on developing 21st-century skills in students. The depth and rigor of the coursework gradually increases, preparing students for the continued challenging academic work that lies ahead. Coursework develops critical skills with an emphasis on reading, written expression, math, and social studies, while a range of specialist teachers focus solely on their areas of expertise. In addition to the core curriculum taught in the homerooms, Brookside's students receive instruction in science, Spanish, music, art, physical education, media arts, drama, health, and instrumental music. Brookside faculty are committed to professional development, with over 90% attending an annual summer professional development series offered at the school, in addition to strong attendance at outside conferences and seminars. The school day at Brookside is punctuated by a sit-down, family style lunch served in the dining room where students and faculty enjoy conversation together over a hot meal.

Cranbrook Kingswood Middle Schools

Cranbrook approaches the most dynamic period of change in a young adolescent's life by providing the ideal environment for learning: separate, single-gender educational settings for girls and boys. Cranbrook has long-recognized that single-gender classrooms enhance the participation of all students and foster a stronger bond amongst the students themselves and with their teachers. As a result, Cranbrook Kingswood's Middle Schoolers come to class comfortable with and confident in being themselves, secure in an environment that provides each one the opportunity to connect naturally and easily to the material and discover the joys of independent learning. Each Middle School campus has 175 students and, while most classes are single-gender, coeducational activities including orchestra and band, joint assemblies, and off-campus field trips are coeducational and bring students together across schoolhouses.



On the Middle School campuses, the faculty are deeply committed to encouraging, supporting, and inspiring students' academic and personal growth and understanding the distinctive ways in which boys and girls often think about and process information. Teachers attend conferences to keep current with best practices and teaching strategies. Teaching only in their special areas of expertise, Middle School faculty cover a curriculum that is designed to promote critical thinking, communication, and collaboration. On each campus the objective is to involve all the students as active learners, engaging them through a solid focus on math, science, English, world language, and history. Technology is viewed as an essential tool in the delivery of education at the Middle Schools. Vigorous courses in STEM-related subjects help prepare students for the challenges of the math and science that await them in the Upper School. Maker Spaces, well-equipped science labs, a 1:1 laptop program, and a nationally-recognized robotics club help ensure that readiness.

Cranbrook Kingswood Upper School

As a result of the merger of the Cranbrook School for Boys and the Kingswood School for Girls in the mid-1980s, the Upper School consists of two distinctly beautiful, historic campuses. Academic classes take place at both locations, with fine arts, English, history and religion & philosophy on the Kingswood campus, and math, science, world languages, computer science and performing arts on the Cranbrook campus. The Upper School utilizes a rotating schedule with class periods of varying lengths that optimize the learning environment. Students are challenged inside and outside the classroom to develop independence, individuality, and problem-solving skills. Upper School students are encouraged to pursue academic challenges in the classroom, and each individual designs his or her schedule through a process that includes parents, students, advisors, and the academic dean. Before graduating, students are required to complete coursework in English, math, world languages (Latin, French, Spanish, or Chinese), science, history, religion and philosophy, arts, and health.



Additionally, students are able to choose from a variety of college-level electives that help them identify and pursue their own intellectual passions. The recently developed and popular Department X serves as a curricular “think tank” and place for innovative, interdisciplinary teaching and learning. At the close of their senior year, Cranbrook also offers students the opportunity to conduct a Senior May Project, which allows them to participate in internships or develop independent research or community service projects. Uniquely, in the 1970s Cranbrook developed one of the first Wilderness Expedition programs as an elective program for sophomores, where after a semester of training, students embark over spring break with trained faculty, staff, and student leaders for an eleven-day backpacking and wilderness camping trip in the mountains of the Nantahala National Forest along the North Carolina-Tennessee border. Building independence and resilience, Wilderness, like so much else in the Cranbrook experience, is frequently cited by students and alumni as having been transformational and life affirming for them.

As a result of the rich programmatic offerings and the architecture and lay-out of the two well-appointed campuses, the Upper School ambiance is that of a small liberal arts college in which students are given considerable independence and handle it with maturity. With so many students and teachers living on one campus or the other, the Upper School is remarkably relational and the bonds among students and between students and teachers are strong and palpable. Upper School faculty serve as advisors, mentors, and coaches and know their students well inside and outside the classroom and maintain connection throughout their lives.



Upper School students benefit from five full-time college counselors who provide comprehensive, one-on-one and small-group college planning. With more than a century of combined experience between them in college placement, admissions, and financial aid work, counselors are experts in colleges and universities across the globe. More than 120 top universities visit the Cranbrook Schools annually, providing students with the opportunity to meet face-to-face with representatives as they prepare to step into the next chapter of their academic journey.

THE ARTS

Not surprisingly, the school aims to foster the creative impulse in each student and offers unique and comprehensive programs in printmaking, drawing, metalsmithing, weaving, symphony and jazz bands, choral groups, stagecraft, acting, dance, sculpture, and ceramics.

Given the aesthetics that pervade the campus, the fine and performing arts are woven into the very fabric of the Schools. From looms to welding, fiber art to jewelry making, sculpture to photography and the digital arts, dance to band, the arts are critical components of the curriculum. Graduates of the Academy of Art teach in the program and continue to create art themselves. With studios and performance spaces for music, drama and dance, the sights and sounds of the arts at Cranbrook are omnipresent.

College Matriculation

Matriculations for the class of 2021 including the following universities and colleges, among many others;

Amherst College
Bates College
Boston College
Brandeis University
Brown University
University of Chicago
Colby College
Colgate University
Colorado College
Columbia University
Connecticut College
Cornell University
Denison University
Duke University
Emory University
Franklin & Marshall
Georgetown University
Harvard University
Johns Hopkins University
Lafayette College
Lehigh College
Northwestern University
Oberlin College
University of Pennsylvania
Princeton University
Reed College
University of Rochester
Skidmore College
Stanford University
Trinity College
Tufts University
Tulane University
Villanova University
William & Lee University
Wesleyan University
Yale University



ATHLETICS

Over 70 percent of Upper School students participate in interscholastic sports. Varsity teams for girls (14) and boys (12) provide a highly competitive interscholastic athletic experience. Many intramural options also exist, including archery, badminton, fencing, rock climbing, sailing, snowboarding and ultimate frisbee. Over the past five years, Cranbrook's student athletes have earned 18 State Championships, 13 State Champion Runners-Up, and 32 Regional Championships. The Michigan Interscholastic Athletic Association has recognized Cranbrook as an Exemplary Program and many of the Schools' athletes have gone on to intercollegiate distinction at both the D-I and D-III levels.



SCHOOL LIFE

Students from around the world become members of a warm and safe environment on the Cranbrook Schools campus. With a wide array of extracurricular activities, Upper School students benefit from 64 different student clubs and organizations that develop leadership skills, cross-cultural competence, and a collaborative work ethic. In addition to campus clubs, students at Cranbrook Schools also enjoy giving back to the community through civic engagement, reinforcing the core values of a Cranbrook education – respect, integrity, health, and safety.

CAMPUS

From the point of view of generations of students, the glorious grounds and inspiring architecture have been described as Cranbrook’s “longest-serving teacher, a real and integral part of the curriculum... boast[ing] resources unequaled by any preparatory school environment in the world.” Capitalizing on the natural beauty of the place, the five campuses that comprise the Schools are rich with history and reflect an intentional, deliberate emphasis on architectural style, design thinking, and innovation that pervades the Community.

Each School’s campus speaks to the developmental needs of the children it serves. From the cozy confines of Brookside School for the youngest students, to the gender-specific Cranbrook Kingswood Middle Schools, to the architecturally diverse boarding campuses of the Cranbrook Kingswood Upper School, everything about the educational institution is aesthetically and programmatically well thought-out and beautifully executed. The sum of the parts is breathtaking, described in the New York Times Magazine as “one of the greatest campuses ever created in the world.”



BLOOMFIELD HILLS, MICHIGAN

A picturesque community of woodlands, rolling terrain and distinctive architecture, Bloomfield Hills is located just 20 miles from the city of Detroit and 45 miles from Ann Arbor. The area offers a remarkable array of opportunities for visitors and residents alike, including fourteen museums and cultural centers; symphony, opera, jazz and arts festivals; professional sports teams in baseball, football, hockey, and basketball; and more theater seats than any city east of the Mississippi other than New York. The area benefits from a true "four seasons" climate and the state of Michigan enjoys a glorious natural landscape, especially the vast Great Lakes shoreline that gives it the nickname, The Third Coast.



CHALLENGES AND OPPORTUNITIES

- Capitalize on the tremendous place-based resources that the Schools enjoy by being part of the larger Cranbrook Educational Community;
- Opportunity to work at a school which was founded on the ideals of innovative thought;
- Work closely with Director of Schools, Jeff Suzik, on curriculum design and alignment across all grade levels and all five campuses;
- Continue alignment and development of student-life-related wellness initiatives, including with the deans of students and with the Upper School residential life program;
- Opportunity to understand and navigate a complex organization, which will take time to understand and negotiate.



DESIRED QUALITIES AND QUALIFICATIONS

- Significant teaching and successful educational leadership experience;
- Deep knowledge and passion for best practices in teaching and learning, grades PreK-12;
- Commitment to diverse, equitable, and inclusive school practices;
- Collaborative, inclusive leadership style;
- Excellent communication skills, both written and oral;
- Creative problem solver and a visionary thinker;
- Advanced degree;
- Ten or more years of independent school or related higher ed experience.



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 one-page statement of educational philosophy and practice;
- 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:

Rice Bryan

Senior Search Consultant

Rice.bryan@carneysandoe.com

Karen Neitzel

Search Consultant

Karen.neitzel@carneysandoe.com