



FAIRFIELD COUNTRY DAY SCHOOL

Fairfield, Connecticut

DIRECTOR OF ENROLLMENT

Start Date: July 1, 2022

fairfieldcountryday.org

@fairfieldcountrydayschool



Carney
Sandoe
& ASSOCIATES



Mission

To prepare impactful young leaders who are ready to 'meet the moment'.

FCDS helps young boys become leaders of character and purpose; ready to face the everyday challenges and pivotal turning points of their lifetime with confidence, courage & compassion.

Vision

To give young boys a solid foundation for a life of achievement, affinity & fulfillment.

We envision generations of leaders ready and able to fulfill their potential and passions as they seek to make the world a better place.

Motto

'laboribus iudicamur'

We are judged by our deeds.

Tagline

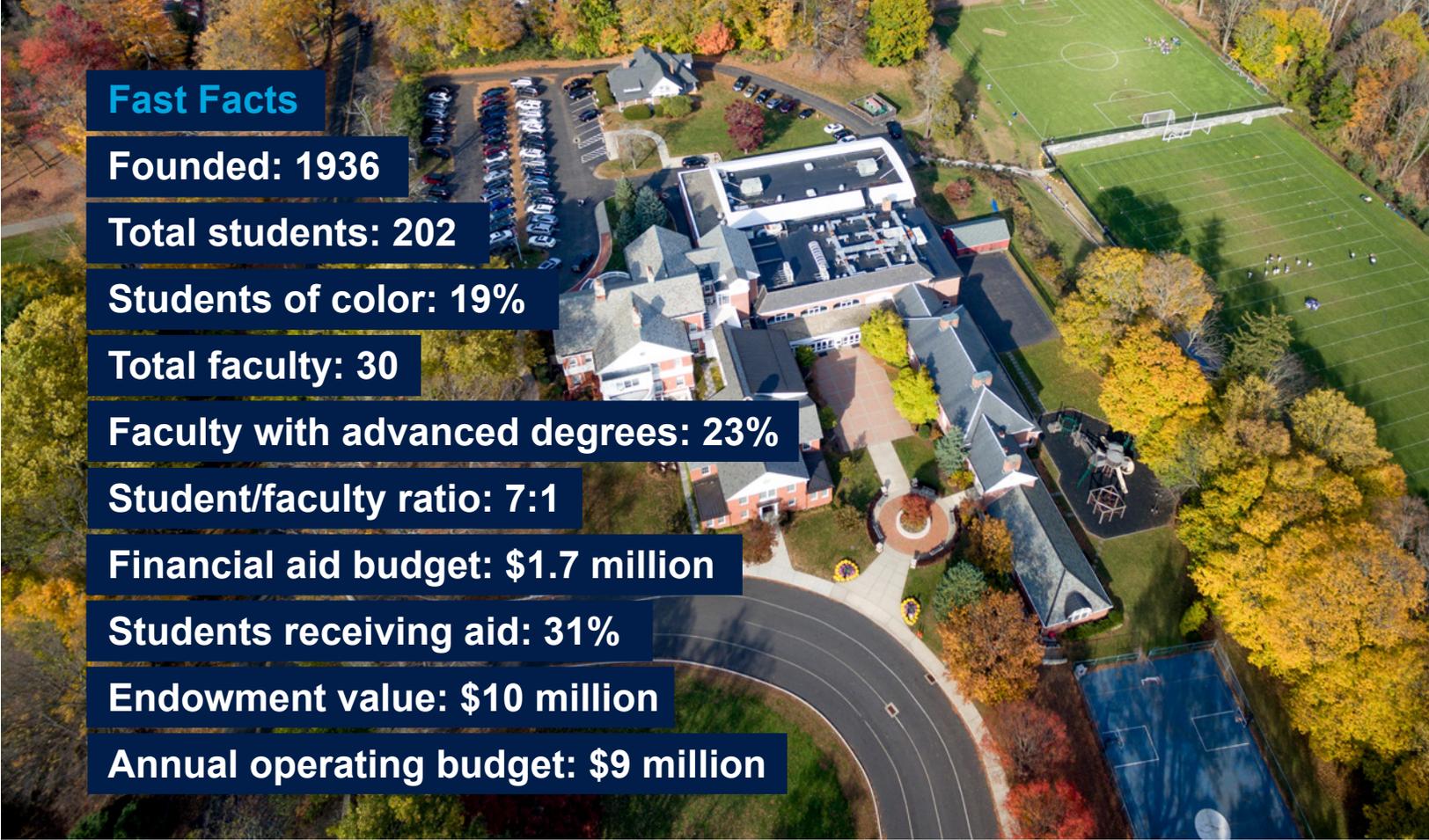
Preparing boys to meet the moment.

Fairfield Country Day School is a superior learning environment that develops high-achieving students by catering to the unique ways boys socialize and learn. Creating confident, courageous and compassionate young leaders.

OVERVIEW

Fairfield Country Day School (FCDS) is a leading independent boys day school in Fairfield, Connecticut for students in Kindergarten through Grade nine. Steeped in the tradition of liberal arts for over eight decades, FCDS is dedicated to the personal growth and intellectual enrichment of boys. FCDS believes that an all-boys educational experience creates thoughtful, resilient global citizens who are enriched by their relationships with others and are committed to living up to their own remarkable potential.

FCDS seeks a dynamic leader as its next Director of Enrollment effective July 1, 2022. The successful candidate will be a highly strategic, engaged, dedicated, and creative educational leader with significant admission experience who is inspired and guided by the School's mission. The Director of Enrollment will oversee all aspects of admission and student recruitment, partnering with the Head of School, leadership team, faculty, and staff. The ideal candidate will be an inspiring spokesperson for the School and a highly collaborative colleague.



Fast Facts

Founded: 1936

Total students: 202

Students of color: 19%

Total faculty: 30

Faculty with advanced degrees: 23%

Student/faculty ratio: 7:1

Financial aid budget: \$1.7 million

Students receiving aid: 31%

Endowment value: \$10 million

Annual operating budget: \$9 million

THE SCHOOL

Originally located on Unquowa Road in downtown Fairfield, Fairfield Country Day School was founded in 1936 by Laurence W. Gregory, a 1909 graduate of Yale University, "...to provide superior academic instruction to boys in an environment that fosters the scholastic and extra-curricular activity of each boy."

The School grew quickly in its early years and in 1949, the need for more space prompted the acquisition of the Bronson Estate, the current home of the School. The historic main building of the School was originally the home of Timothy Dwight, minister of Greenfield Congregational Church and later president of Yale University. Isaac Bronson then purchased the property and expanded the estate to become the Bronson Homestead. Many of the original architectural details remain as part of the beautiful historic main building of the School today. Take a tour of the school [here](#).

Throughout its history, Fairfield Country Day School has maintained its commitment to academic excellence by providing progressive resources that have evolved with the needs of the students. The core strength of the School lies in the development of meaningful relationships between students and the caring faculty. Teachers actively engage in all facets of school life. They deliver powerful lessons in multiple contexts, from the classroom, to the stage, to the fields, as well as in the community. Underpinning the relational connections between teachers and students is a purposeful commitment to character education. Empathy, collaboration, stewardship, and resilience are a few of the FCDS Core Competencies that are benchmarked across all grade levels with measurable expectations. Above all else, the community aspires to live by the school motto, *Laboribus Iudicamur*: We are judged by our deeds.



FCDS is incorporated in the state of Connecticut and is governed by a 21-member Board of Trustees. The School is accredited by the Connecticut Association of Independent Schools and approved by the Connecticut State Department of Education. FCDS is also a member of the National Association of Independent Schools, the Fairchester Independent Schools, and the International Coalition of Boys' Schools. The School has been recognized by the Smithsonian Institute for its participation in the laptop program and by the Council for the Advancement of Education for the School's exemplary development of voluntary support.

ACADEMICS

A challenging, boy-specific curriculum is rigorously designed to stretch each boy to reach his full potential and small class sizes increase student engagement and escalate overall academic performance. The tight-knit student body possesses a unique blend of diverse talents and energies where every boy is known and celebrated.

At Fairfield Country Day, boys are active learners engaged with a balanced curriculum of academics, arts, music, and athletics. The academic program teaches boys to communicate effectively, problem solve, and lead. Steeped in the tradition of liberal arts, FCDS is committed to teaching effective communication skills, including writing, reading, and public speaking, across the academic program.

Small class sizes and an emphasis on community allow teachers to form lasting, meaningful relationships with students that instill a desire for success and a lifetime love of learning. Relational learning is crucial to the academic experience, and refers to the social, emotional, and academic connections between boys and their teachers that drive boys to want to succeed in school. The intrinsic value gained by teachers really knowing their students not only bolsters their skills as effective teachers but defines pedagogy at the school. Building relationships is central in FCDS's mission of educating the whole boy.



The Fine Arts Program at FCDS broadens the creative and cultural development of every boy. The curriculum is based on the national standards of art education, and teachers maintain age-appropriate goals and artistic experiences for all the boys. Included in the curriculum are a variety of art history experiences allowing the boys to assimilate the artists' work with their own. In addition, the boys complete a variety of cross-curricular projects that support the work done in their academic classes.

Sports round out the typical school day with age-appropriate physical education in Grades K-3, intramural sports in Grades 4 and 5, and interscholastic team competition within the Fairchester Athletic Association in Grades 6-9.

In 1996, FCDS was selected by Toshiba/Microsoft as one of 20 schools nationwide to launch a 1:1 student laptop program. Today, FCDS remains at the forefront of educational technology.

SCHOOL LIFE

On a communal basis, what really makes a day interesting at FCDS is when everyone comes together. This is especially noteworthy at lunch where students and teachers dine family-style. The boys have assigned seats, with a mix of boys from each grade, and a teacher at every table. During the course of the school year, each boy has the opportunity to serve as a waiter and to be seated with every teacher. The benefits from this experience are numerous, but most importantly it gives teachers and students a forum to come together and get to know each other a little better outside of the classroom.

Fostering the sense of community at FCDS, Link Days, which pairs students from different grades together, occur at least twice a year. Seventh graders may spend the morning reading with first graders, fifth graders may work on art projects with kindergarteners, for example. Regardless of the specific projects, all boys have the opportunity to bond with a student from a different division. These connections remain throughout the school year and often over the course of many years.



Clear, effective personal communication is considered an essential component of a Fairfield Country Day School education. Every student participates in the public speaking program. Younger boys recite poems. Middle and Upper School boys debate current issues in all school assemblies. Students in eighth and ninth grade write and deliver their own speeches to the school body. Every voice is heard and strengthened.

The mission of Fairfield Country Day's Advisor Program is to provide each student in Grades 6-9 with a resource of faculty support for both academic and personal reasons. Advisor groups consist of six to eight students and one faculty member. The groups meet on a daily basis for group discussion and individual students meet with their advisor on a regular basis.

FAIRFIELD, CONNECTICUT

Fairfield is a charming, thriving town featuring five miles of shoreline on the Long Island Sound. Fairfield has more than 62,000 residents but maintains a small-town feeling with old neighborhoods on quaint town greens. Only 50 miles from New York City, Fairfield is easily accessible to I-95 and the Merritt Parkway and has three train stations on the Metro North line that extends from New Haven, Connecticut to New York's Grand Central Terminal.

Fairfield has many diverse neighborhoods with their own character and flair, top-notch neighborhood-based schools, and many active civic associations. The best known are Southport and Greenfield Hill, with its large green areas, famous dogwood trees, and picturesque green with its white-spired Congregational church.



The town has five beaches—including the popular Jennings and Penfield Beaches—marinas, many parks and ball fields, two public golf courses, and lots of open space. Nature enthusiasts enjoy the Roy and Margot Larson Wildlife Sanctuary, which covers 155 acres, and the Connecticut Audubon Society Birdcraft Museum and Sanctuary. Lake Mohegan Recreation Area offers an alternative to ocean swimming plus 170 acres of parkland.

Fairfield is also full of plenty of shopping and fine dining and thriving with attractions and entertainment venues such as the Fairfield Museum and History Center and Fairfield University Art Museum. An integral part of Fairfield University, the Regina A. Quick Center for the Arts houses an array of events such as theatre performances, dance, musical concerts, and other programs.

Consistently ranked in the top 100 in CNN/Money Magazine's best towns in which to live, Fairfield, in 2014, was ranked as Money magazine's 44th best place to live in the United States and the best place to live in Connecticut. The town truly is a top community.



OPPORTUNITIES AND CHALLENGES

The admissions process at FCDS serves as a critical introduction to the school's core values. The ideal candidate will have a commitment to advancing the art and science of an all-boys education and will be a proven team player who has a warm collaborative nature, positive energy, engaging presence, and a sense of humor. This is a compelling opportunity for a strategic, dynamic, and experienced admission leader. The current opportunities and challenges include:

Differentiating FCDS in a competitive market.

Fairfield County families have many independent school options, including other strong K-8 and K-12 schools, and Fairfield families have top-notch public schools and vibrant independent schools to choose from. The new Director of Enrollment will need to be thoughtful and strategic in articulating and engaging these different families and ensure prospective and current families feel both embraced and thoroughly informed about FCDS from multiple perspectives.



Sustaining the creative outreach and process.

Responding to the challenges of the pandemic, the Admissions team developed virtual tours, weekend tours, video assessment tools, and Zoom touchpoints with families. These changes helped to make the admissions process more accessible to a broader range of families, specifically dual career parents and single parents. The next Director has the opportunity to build off of these innovations and to seek ways to creatively engage families.

Building and deepening community partnerships.

FCDS wants to reach families who may not be familiar with independent schools. In order to increase outreach and create a diverse student body, the Director of Enrollment will continue to maintain and build partnerships within the broader community to strengthen and expand the FCDS applicant pool. Joining a strong leadership team. The ideal candidate will be a strategic thinker, strong internal and external communicator, a skilled manager, and a thoughtful collaborator on a team. FCDS seeks candidates who understand the interdependence of all aspects of an educational institution, as well as the workings of a high functioning Enrollment office.



DESIRED QUALITIES AND QUALIFICATIONS

The school is most interested in candidates who possess many, if not all, of the following:

- Bachelor's degree, with an advanced degree preferred.
- Significant leadership experience in admission and enrollment work with a deep understanding of best practices, innovative and engaging programs, and data analytics.
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity to prospective families and community organizations, students, parents, faculty, staff, and community members.
- An authentic, warm, approachable presence, welcoming conversation and connection while respecting the views of others.
- Demonstrated commitment to—and nuanced understanding of—diversity, equity, and inclusion work.
- Experience leveraging financial aid resources to meet enrollment goals.
- A strategic mindset to develop and implement tactical marketing ideas.



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:

Lisa Parsons

Search Consultant

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