

HEAD OF SCHOOL SEARCH

HARBORLIGHT MONTESSORI

Beverly, Massachusetts
engageyourworld.org

Start Date: July 2024



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

MISSION STATEMENT

Harborlight graduates possess the intellectual capacity, self-knowledge, and good character to be difference-makers in the ever-changing world. The student journey begins with a toddler's first experience with independence and ends with an Upper School student who has fully engaged in the education process, is inquisitive, responsible, and compassionate. Harborlight alumni know themselves and are ready to engage their world.

AT A GLANCE



Established
1973



Enrollment
272



Financial aid awarded
\$973,703



Student-teacher ratio
4:1



Students of color
28%



Total faculty
72



Faculty with advanced degrees
22%



Campus size
5 acres

Cities represented: 40

Faculty of color: 3%

Students receiving aid: 30.5%

Endowment: \$575,000

Annual operating budget: \$5.5M



OVERVIEW

Founded in 1973 and nestled in the picturesque coastal city of Beverly, Massachusetts, Harborlight Montessori offers a uniquely well-rounded, authentic Montessori education for children ages 4 months through 14 years. For decades, Harborlight Montessori has provided a nurturing and innovative educational environment where children develop a lifelong love of learning. The school boasts more than 70 full- or part-time staff, several of whom serve as faculty for the [Montessori Institute – New England](#), a renowned teacher education program located within the Harborlight campus.

Paul Horovitz, Harborlight’s dedicated Head of School for the past 10 years, has announced he will be retiring at the end of the 2023-24 school year, and the Board has launched a search to help the school find its next visionary and dynamic leader.

Harborlight stands at one of its best moments in history, poised for continued growth, innovation, and excellence. The school has achieved substantial enrollment growth in recent years and now enjoys significantly enhanced financial security. The school community is firmly united in its conviction that opportunities for continued expansion and advancement lie ahead in the years to come.

The school is committed to recruiting a new leader whose educational philosophy aligns with the school’s mission and Montessori principles. This leader will inspire faculty and staff while also engaging the school community to achieve the highest standards in its service to children and families, fully realizing its place as a distinguished educational school within Boston’s North Shore.

OPPORTUNITIES AND CHALLENGES

Having just celebrated its 50th anniversary, Harborlight has a long history of educating children aged 4 months through Grade 8 on Boston’s beautiful North Shore. Committed to Montessori’s intentional and holistic approach to education, faculty at Harborlight guide a diverse community of learners and encourage independence, critical thinking, and passion for lifelong learning. The inviting campus and expansive surroundings provide ample opportunity for natural learning environments and outdoor play, including three playgrounds, a large playing field, and a basketball/tennis court, as well as campus farm animals and gardens. With a bright future ahead, the next Head of School will need to bring visionary leadership to support strategic growth, collaborative management skills to engage a talented group of faculty and staff, and an engaging, personable demeanor to continue building upon the strong sense of community that exists with students and families.



Other opportunities the new Head will find at Harborlight are:

- Partnering with a committed Board to ensure strong governance and serving as a strategic leader that respects Harborlight's history while also planning for sustainability and growth in the future.
- While the toddler and primary divisions are consistently fully enrolled, the elementary and middle school divisions have historically experienced fluctuating enrollment numbers thus providing opportunity for growth and retention.
- In a competitive independent school market, there is an incredible opportunity to improve awareness of Harborlight's commitment to early childhood-Grade 8 Montessori education.
- Ensure Harborlight's financial stability while exploring ways to enhance and improve the school's campus and provide continued investment in its faculty and programs.
- Foster community through authentic engagement with students, faculty, staff, and parents and continue to unify staff and faculty operating three distinct programs in two separate buildings.
- Ensure communications with the full Harborlight community are efficient and effective so that these groups are appropriately informed of school matters, potential issues, and needs.
- Center equity, inclusivity, and belonging in all aspects of leadership to ensure all students and adults feel safe and recognized.



QUALIFICATIONS AND PERSONAL ATTRIBUTES

The ideal candidate(s) will offer most or all of the following qualifications and qualities:

- An educational philosophy compatible with Montessori principles and values; teaching experience and a track record of supporting and developing teaching faculty;
- Eagerness to engage actively with students and faculty, and willingness to prioritize visibility amidst the demands of a busy professional schedule;
- Be a collaborative, decisive problem-solver who is a confident risk-taker and possess the courage to make difficult decisions;
- Strong interpersonal skills and the ability to communicate with inspiration and clarity;
- A collaborative leadership style built on approachability, responsiveness, and transparency;
- The ability to articulate vision and strategy and the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy;
- Personal and professional commitment to diversity, equity, and inclusion work and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, and programs;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty;
- Familiarity with the intersection of tuition and financial assistance.
- The confidence and humility to advocate for new ideas, invite disagreement, manage difficult conversations, and welcome feedback;
- Ability to navigate complexity and ambiguity.

LEARN MORE

Click on the links below to learn more about Harborlight Montessori School.

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[Benefits of a Montessori Education](#)

[About Beverly, Massachusetts](#)

[Strategic Initiative](#)



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:

Burke Zalosh
Consultant
burke.zalosh@carneysandoe.com

John Faubert
Consultant
jfaubert@carneysandoe.com