

# HEAD OF SCHOOL SEARCH

## NEW ROADS SCHOOL

Santa Monica, California

[newroads.org](http://newroads.org)

Start Date: July 2026



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

In an authentically diverse community reflective of Los Angeles, New Roads prepares young people for life by developing in them a personal dedication to learning, a respect for independent thinking, an expanding curiosity about the world and its people, and a commitment to the common good.

# Vision

We the people of New Roads liberate young individuals through the pursuit of justice, equity, and opportunity. We raise generations of powerfully compassionate advocates in an intellectual habitat driven by authentic diversity. Ultimately, this experience endows them with the capability to disrupt systems of inequality and build a more just future.

# At a Glance



Established  
1995



Total enrollment  
550



Total faculty  
172



Student-teacher ratio  
6:1



Students of color  
53%



Annual Financial aid awarded  
\$8,890,000



Faculty with advanced degrees  
53%



Campus size  
3.8 acres

Elementary School enrollment: 90  
Middle School enrollment: 150  
Upper School enrollment: 310  
Feeder Schools: 40 unique schools  
College Attendance: 98% of students

Total Administration: 28  
Faculty of color: 42%  
Students receiving aid: 42%  
Annual operating budget: \$22M  
Endowment: \$1.9M



## Overview

New Roads School (NRS) is a progressive, and dynamic college-preparatory K–12 independent school located on a 3.8 acre campus in sunny Santa Monica, California. Founded in 1995 by renowned educators Paul Cummins and David Bryan. The 172 members of the school’s faculty and administration serve over 550 students and celebrate a diverse community that is reflective of Los Angeles. The school’s K-12 program emphasizes creativity, critical thinking, and social responsibility while integrating hands-on learning experiences across disciplines, from science labs and project-based social studies to math and writing practices that make thinking visible. Students are encouraged to explore their passions and engage in authentic learning, preparing them to become thoughtful, engaged citizens in an ever-changing world.

Building upon a mission focused on promoting a personal dedication to learning, NRS fosters respect for independent thinking, an expanding curiosity about the world and its people, and a commitment to social responsibility. The school’s robust elective offerings enhance individualized teaching and learning for students while NRS’s Spectrum Program enrolls 30 students who identify as neurodivergent.

The school is situated within The Herb Alpert Educational Village, a collaborative nonprofit space that hosts organizations sharing New Roads’ commitment to educational justice and community engagement. A network of “bungalows” and buildings house the three divisions of the school and provides dynamic teaching and learning and community space on campus. NRS is home to the Moss Theater, a state-of-the-art performance space, a multi-use sport court that is slated for renovation this summer, and numerous outdoor multipurpose/ gathering spaces.

The next Head of School will be responsible for guiding the strategic direction of the school, ensuring its continued growth and excellence, and nurturing a diverse environment where academic, emotional, and social development thrives for all students, faculty, and staff. The Head of School will have the ability to inspire and collaborate with a diverse set of stakeholders and bring a deep understanding of progressive education, as well as the ability to lead with clarity, empathy, collaboration, and inspiration.





### **Key responsibilities of the Head of School include:**

- Inspiring and supporting students in reaching their full potential in a joy filled, safe to be themselves, engaging school environment.
- Ensuring the school's financial health and long-term sustainability through effective management and fundraising efforts.
- Advancing the school's diversity, equity, and inclusion initiatives.
- Engaging with students, families, and alumni to further foster relationships and a sense of community and joy.
- Leading and inspiring faculty and staff while promoting a culture of professional growth and collaboration.

## **Opportunities and Challenges**

Looking forward to celebrating its 30th anniversary in the 2025-26 school year, New Roads School seeks an experienced and relational educator who will build upon the school's deep commitment of authentic diversity, social action, and progressive education while strengthening the School's operations, reputation, and financial position. Working with dedicated educators and board leadership, the next Head of School will build upon the successful work of Interim Head of school Dan Vorenberg.

### **Specific opportunities and challenges will include:**

- Strengthening New Roads' understanding of the School's progressive approach and its continued dedication to curriculum excellence while always adhering to its commitment to diversity, curiosity, and fostering the growth of students in the service to humanity;
- Building upon the current leadership and board's work to improve the School's current and future financial position;
- Working to retain New Roads' talented faculty and staff;
- Improving New Roads' marketing and reputation as a destination school in the Los Angeles marketplace and building the School's admission pipeline especially by working with the leadership of feeder schools;



- Developing a masterplan for the campus which may include the acquisition of adjacent properties;
- Assessing and building further divisional excellence while enhancing the K-12 grade unity as one school;
- Work with the school Development team and Trustees to inspire and build an inclusive culture of philanthropy to support the School's current programming and future campus plans;
- Maintaining the School's community "ethos" as a progressive and authentically diverse school while stabilizing systems and resources to ensure New Roads' long-term strength;
- Continuing work with the Board of Trustees to ensure best practices in governance.

## Qualities and Personal Attributes

- A personal and professional commitment to New Roads School's values and education and practices that drive the mission of the school.
- Experience with and interest in managing and enhancing the financial and operational aspects of a complex organization.
- The ability to articulate vision and strategy, the tactical skills necessary to deftly create and manage the systems and processes necessary to implement strategy, the organizational fluency to manage multiple streams of information and respond to situations as they emerge.
- A warm, positive, and relational leadership style built on approachability, humility, transparency, presence, responsiveness, and that includes the ability to set boundaries and expectations.
- Strong interpersonal skills and the inclination to listen for understanding and the ability to communicate orally and in writing with inspiration and clarity to both internal and external audiences.
- Personal and professional commitment to diversity, equity, and inclusion and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, pedagogy, and programs.
- Experience in building community for a multidivisional organization and success in making and fostering connections between and amongst constituencies, divisions, and stakeholders on and off campus and developing systems and structures to sustain those connections.



## Learn More

Click on the links below to learn more about New Roads School.

## School Website

## School History

## Diversity

## College Matriculation

## About Santa Monica, California



## 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

## Cathy Shelburne

Consultant and Executive Coach

cathy.shelburne@carneysandoe.com

## Darryl J. Ford

Vice President, Education Leadership Services

darryl.ford@carneysandoe.com

*The full-time equivalent base salary range for this position is approximately \$425k - \$475k as well as competitive benefits, incentive and performance based compensation. The starting salary is based upon, but not limited to, several factors which include years of experience, education level, and expertise.*