



THE PINGRY SCHOOL
Basking Ridge, Short Hills,
Pottersville New Jersey

HEAD OF SCHOOL
pingry.org



**Carney
Sandoe**
& ASSOCIATES



PINGRY

EXCELLENCE & HONOR

MISSION

The mission of The Pingry School is to foster in students a lifelong commitment to intellectual exploration, individual growth, and social responsibility by inspiring and supporting them to strive for academic and personal excellence within an ethical framework that places the highest value on honor and respect for others.

OVERVIEW

In 1861, Dr. John Francis Pingry founded a school with a vision to extend students' learning well beyond the parameters of traditional academics. Beginning with a commitment to classical education, Dr. Pingry envisioned an institution that would not only foster intellectual vigor, but also instill in its students a sense of honor, strength of character, and a commitment to service.

Today, The Pingry School is a K-12 coeducational, independent college preparatory school very much connected to Dr. Pingry's founding ideals. The School's mission—to inspire and support students “to strive for academic and personal excellence within an ethical framework that places the highest value on honor and respect for others”—is exemplified in every facet of the School. Pingry takes great pride in preparing students to be global citizens and leaders in the 21st century by focusing on four key pillars: Honor and Character; Intellectual Engagement; Diversity, Equity, Inclusion, and Belonging (DEIB); and Stewardship and Sustainability. These four pillars, and the Honor Code that underlies them, continue to reinforce the goals and values set forth by Dr. John Francis Pingry over 150 years ago.

Current Head of School Matt Levinson will be departing at the conclusion of the 2021-22 school year. The School seeks a new Head who will advance the School's mission and serve as a visionary and collaborative leader for the entire Pingry community.

VISION

At Pingry, we believe in a commitment to character.

When honorable behavior is more about attitude and spirit than rules and regulations, good things happen. When decent, self-respecting behavior is guided by personal integrity and a genuine concern for others—whether encouraged by the Lower School’s Code of Conduct or the Middle and Upper School’s Honor Code—everybody wins.

At Pingry, we believe in the power of one to influence many.

When students behave in a trustworthy manner, they not only help themselves, but also further the interests of the school, their class, and their clubs and teams.

At Pingry, we believe in leading by example.

When students conduct themselves in a moral and decent manner, they not only benefit themselves but serve as valuable contributors to their school and the larger world. This belief is underscored by our requirement that all students, from the youngest to the college-bound, give back to the community each year through community and civic engagement.

At Pingry, we believe in personal empowerment.

When students take responsibility for themselves, as well as for their peers, the community as a whole is strengthened, a belief underscored by our Honor Code.

SCHOOL HISTORY

In 1861, The Reverend John Francis Pingry, a Presbyterian minister and educator, founded The Pingry School in Elizabeth, New Jersey to provide scholastic training and “moral” education for boys. Pingry’s legacy continues today through his motto, *Maxima reverentia pueris debetur* (paraphrased “The greatest respect is due students.”). In 1926, Pingry’s students further elevated the commitment to integrity by establishing an official Honor System, which became the foundation for the School’s revered Honor Code - still very much a defining component of Pingry to this day.

The School remained at its Elizabeth campus until 1953, when it moved to Hillside. In the 20 years that followed, the School saw two major developments: the transition to a coeducational school and a merger with the Short Hills Country Day School.

In 1983, Upper and Middle Schools of Pingry relocated again—from Hillside to the new campus in Basking Ridge. The move was made possible by honorary trustee William Beinecke, who purchased and later donated the land for the new campus. Beinecke, class of 1931, also established a trust to fund construction of a headmaster’s residence for the Basking Ridge campus. Because of this generosity and foresight, a new home for Pingry’s Head of School was dedicated in 2012. The Beinecke House is exceptional, as it is both a private home and a public space for alumni, faculty, and student gatherings. Recognized as U.S. Green Building Council LEED Certified, it also embodies the School’s commitment to sustainability. The five-bedroom traditional farmhouse style home includes a living room, dining room, library, kitchen, guest rooms, bathrooms, utilities, and exterior that all feature the most high-quality sustainable materials and systems.

FAST FACTS

- Founded: 1861
- Total students: 1,177
- Students of color: 53%
- Total faculty: 200
- Faculty of color: 25%
- Faculty with advanced degrees: 75%
- Student/teacher ratio: 6:1
- Financial aid & Tuition Remission for 2020-21: \$7.3M
- Students receiving financial aid and tuition remission: 18%
- Endowment: \$120M



THE SCHOOL

At Pingry, the collaborative pursuit of excellence is integral to every aspect of the School's programming, inside the classroom and out. Honor, character, and service to others are part of school culture. Over the years, the Honor Code has continued to embody Dr. Pingry's original values and focus on character.

The Pingry School Honor Code

Pingry believes that students should understand and live by standards of honorable behavior, which are essentially a matter of attitude and spirit rather than a system of rules and regulations. Decent, self-respecting behavior must be based on personal integrity and genuine concern for others and on the ethical principles which are the basis of civilized society.

The members of the Pingry community should conduct themselves in a trustworthy manner that will further the best interests of the school, their class, and any teams or clubs to which they belong. They should act as responsible members of the community, working for the common good rather than solely for personal advantage. They should honor the rights of others, conducting themselves at all times in a moral and decent manner while at Pingry and throughout their lives as citizens of and contributors to the larger community of the world.



The Pingry School is committed to sustaining a welcoming and supportive environment. Diversity, equity, inclusion, and belonging education is a critical component in the School's curriculum and programming, and DEIB work is embedded in every pedagogical, curricular, and programming consideration. Faculty and staff engage in off-campus professional development, and division-specific teams work to implement a K-12 diversity curriculum that helps students develop cultural competency skills. Student programming includes affinity groups, the Student Diversity Leadership Committee in the Upper School, the Genders & Sexualities Alliance Network, and other initiatives that promote inclusion.

For over 160 years, Pingry has been offering students a well-rounded education that emphasizes not only rigorous academics but also environmental stewardship, energy conservation, and sustainability. Students experience the satisfaction of "going green" through classwork, extracurricular activities like the "Green Group," and working in one of the School's gardens. The School is also committed to a wide array of sustainability initiatives across both the Short Hills and Basking Ridge campuses.

Both current students and alumni from previous decades report that the "faculty make all the difference" at Pingry. The teachers at every grade level are exceptional in their fields, and a common thread from Kindergarten through 12th grade is a fierce dedication among faculty to the intellectual growth of each student. The School provides faculty with exceptional resources and professional growth opportunities, and it employs a Dean of Faculty for Teaching and Learning to ensure that faculty can become the teachers they dream of being. Students and faculty enjoy an average class size of 14 and learn in a wide variety of classroom settings.

Pingry enjoys tremendous support and participation from a large network of active alumni. From recent graduates to alumni who graduated many years ago, generations of Pingry alumni report that the School positively shaped the arc of their lives as much or more than any other institution. Pingry also benefits from a healthy and committed Board of Trustees, where "best practice" with respect to governance and strategic planning is implemented on a consistent basis. Finally, the School enjoys substantial financial support from a wide variety of generous contributors who give unflinchingly, united in their enthusiastic belief in the benefits of a Pingry education.



ACADEMICS

The Pingry School motto—“greatest respect is due students”—guides its student-centered pedagogy with a curriculum that nurtures intellectual curiosity and critical thinking at every level. At Pingry, students explore a diversity of ideas through meaningful inquiry and respectful debate, all within the context of a global perspective and mindset. The curriculum and programming promote a deep commitment to exploration, inquiry, and problem-solving both inside and outside of the classroom. As one student shared, “At Pingry, it’s cool to be intellectually curious. That’s the vibe, and I love it.”

Lower School (Kindergarten-Grade 5) – Short Hills Campus

The Lower School situated on 28 acres housing approximately 290 students offers traditional coursework in language arts, mathematics, science, Spanish, and social studies, supplemented by activities—both inside and outside the classroom—that emphasize experiential learning. Art, music, and drama classes provide outlets for student creativity and self-expression. Technology and library classes impart foundations in research and literary skills. Newly modernized STEAM (science, technology, engineering, art, and math) classrooms offer valuable opportunities for interdisciplinary study, furthering creativity, critical thinking, and problem solving among students. Daily physical education classes and plenty of outdoor time on recently redesigned outdoor spaces including renovated athletic fields, give students the chance to play, interact, and learn valuable lessons in teamwork, sportsmanship, and leadership.



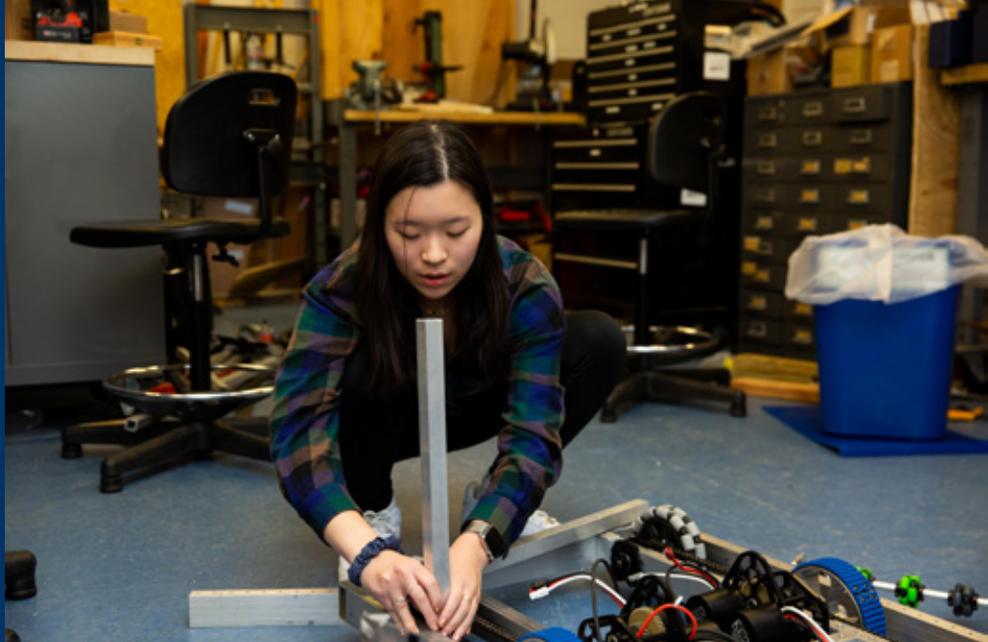
Middle School (Grades 6-8) – Basking Ridge Campus

The Middle School curriculum supports around 270 students with the liberal arts background that Pingry believes to be an integral part of each student's educational foundation. While exploring greater independence, students take courses in English, history, science, math, and world languages including Spanish, French, German, Latin, and Mandarin Chinese. Recognizing that students are at different stages in their academic development, math and world language classes are grouped by student ability. Students also participate in drama, art, performance music, electives, and a four-day activity block that exposes students to a variety of ways to be physically active and part of a team experience. Throughout their Middle School experience, students are supported by an advisor and an advisory group. Conference Period, integral to Pingry life, is a way in which advisors guide the maturation of strong study habits and time management skills.

COLLEGE MATRICULATION

Recent matriculations include the following colleges and universities, among others:

Amherst College
Bates College
Boston College
Boston University
Bowdoin College
Brown University
Colgate University
Colorado College
Columbia University
Connecticut College
Cornell University
Dartmouth College
Davidson College
Denison University
Dickinson College
Duke University
Emory University
Georgetown University
Georgia Institute of Technology
Harvard University
Howard University
Johns Hopkins University
Massachusetts Institute of Technology
Middlebury College
Northwestern University
Princeton University
Stanford University
Swarthmore College
The George Washington University
Tufts University
University of California, Berkeley
University of California, Los Angeles
University of Oxford
University of Pennsylvania
University of Southern California
University of Virginia
Vanderbilt University
Villanova University
Wellesley College
Williams College
Yale University



Upper School (Grades 9-12) – Basking Ridge Campus

The Upper School provides an engaging and comprehensive academic program that prepares about 570 students to perform at the highest level in college, as well as to serve honorably as civic leaders and global citizens. Students are encouraged to think and perform independently and to solve problems in innovative ways through group discussion, one-on-one conferences with faculty, and individual work. The college preparatory curriculum draws on both a diverse array of unique course selections as well as more traditional pedagogy, with Honors, Advanced Placement, and Advanced Topics options. Through their course work, students develop an informed, nuanced picture of the world; practice their powers of higher-order thinking and analysis; refine their written and oral communication skills; and exercise and expand their creative imagination. At the end of their Pingry career, each student has the opportunity to pursue a real-world learning experience through an Independent Senior Project, the capstone of their high school education.

Pingry has five dedicated college counselors and each family is assigned to one of them. The counselors are available for unlimited individual meetings with students and parents. College counselors draw upon their close relationships with colleges and universities as they advise Pingry students. Students matriculate to the top colleges and universities across the nation and abroad.



THE ARTS

At Pingry, students explore the visual arts through wide exposure, critical examination, and age-appropriate curricula. Courses are carefully designed to help students discover their talents and find their voice and the facilities are state-of-the-art. On the Lower School Campus, students work in two renovated studios. At the Basking Ridge campus, they enjoy the resources principally housed in the beautiful Hostetter Arts Center, completed in 2003.

The dynamic Upper School program provides students with opportunities to specialize in a range of media including clay-working; photography; sculpture; drawing and painting; architecture, drafting, and design; filmmaking and video; and environmental art. Middle School students find their visual vocabulary through a supportive, confidence-building arts curriculum grounded in a studio environment. The Lower School program is devoted to allowing young students to experience the joy and meaning found in the process of being a creative, artistic individual.

Pingry fosters a lively dialogue with artists outside the campus through the Hostetter Gallery program, which brings master artists' exhibitions and visiting artists to campus throughout the year. The School also sponsors an annual, area-wide photography exhibition featuring student works from 14 independent and public schools.



Music is an indispensable part of the Pingry education. Students have the opportunity to study vocal and instrumental music as well as music theory, addressing the needs of both experienced and experimental musicians through individualized and group instruction. Meanwhile, performance classes expose students to classical, traditional, world, folk, jazz, musical theater, a cappella, and popular/contemporary repertoire. Many of the music programs require no more than a commitment to consistent rehearsal and performance attendance.

Drama at Pingry encourages genuine personal interactions and truthful moments, allowing actors to open their eyes to the lives of others, to walk in their shoes, and to listen to and respect their voices. Pingry drama students are expected not only to use their brains, but to engage their bodies and emotional sensibilities as well. By participating in drama, students develop important academic and life skills, such as public speaking, cognitive recall, literary analysis, language proficiency, communication, teamwork, and problem solving.



ATHLETICS

The Pingry School prides itself on a rich history of athletic success. Students succeed not just in a win, but in the effort, and step back on the field each day, ready to work again. Developing student-athletes of passion and character is a priority of the program at all levels. From fielding championship teams to encouraging participation among its youngest students, Pingry cultivates athletic excellence. The School offers a comprehensive strength and conditioning program that helps athletes achieve their physical potential in the safest manner possible.

Pingry offers over 80 different teams in the Middle and Upper Schools and over 90% of Upper School students play at least one interscholastic sport. Sports include cross country, field hockey, football, soccer, tennis, water polo, basketball, fencing, ice hockey, skiing, squash, swimming, wrestling, baseball, golf, lacrosse, softball, and track and field. For decades the School has won innumerable state titles in a wide variety of sports, including 26 state championships in soccer.

A key to Pingry's athletic success is the coaches, who are committed to the physical, emotional, and psychological development of student-athletes. Across divisions and sports, coaches mentor and motivate students in their sport while emphasizing their holistic growth. In accordance with Pingry's Honor Code, coaches promote qualities such as teamwork, resilience, hard work, and honorable behavior.

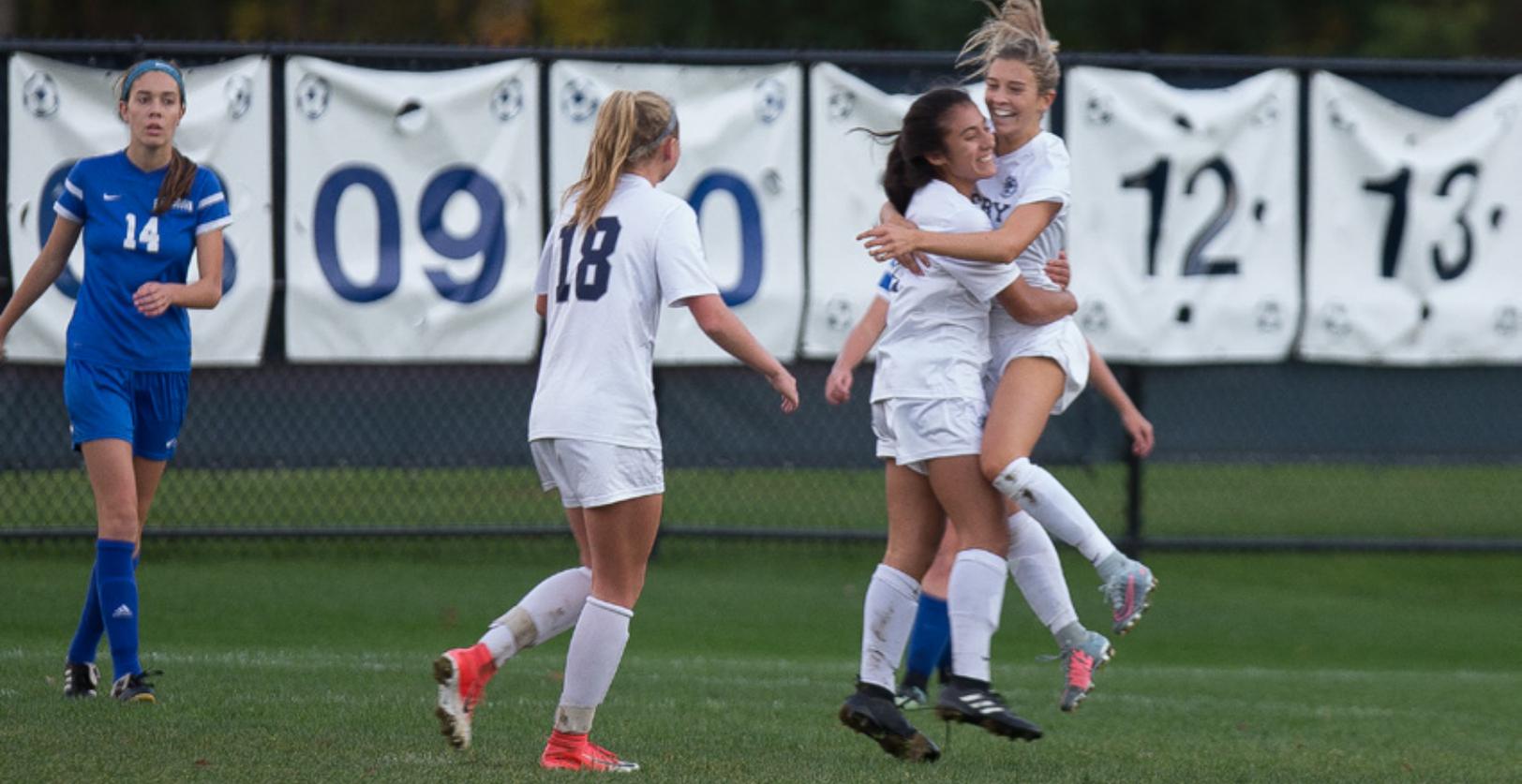
In 2017, the School opened its Bugliari Athletics Center (BAC), one of the most impressive secondary school athletics facilities in the country. In addition to housing a state-of-the-art conditioning center, a huge indoor sports arena and eight squash courts, it also hosts the School's impressive Athletics Hall of Fame.



SCHOOL LIFE

Pingry is a place for motivated learners to grow academically and socially. It is also an environment that nurtures caring citizens who are ready to embrace a diversity of individuals ideas as well as future leaders who are prepared to make a positive mark on the world. As such, Pingry students enjoy a rich academic and social life filled with a host of co-curricular and extracurricular activities that span athletics, visual arts, drama, music, journalism, community and civic engagement, environmental programs, and more.

Founded in 1895, *The Pingry Record* has the distinction of being the oldest continuously published country day school newspaper in the United States. The paper began as a “lark” by a group of boys who thought it might be fun to edit a newspaper containing school news. Today, *The Record* is staffed by Upper School students who write, edit, and provide the artwork. *Vital Signs* is another publication that is essential to the Pingry community. The student-run current events magazine features Pingry students’ original analyses of serious national and world issues. Topics range from domestic politics and policy to business and economics, from science and technology to international affairs and the changing dynamics of the global system. Since its inception in 1986, *Vital Signs* has grown and evolved and has been recognized with numerous awards.



The Honor Code is paramount to Pingry life, which places the Honor Board in a position of great significance on campus. The Honor Board is a group of Upper School students—representing each grade—who aim to promote the spirit of the Honor Code within the Pingry community. As a student-driven organization, the Honor Board addresses current issues relating to honor and character within the community. As a complement, Pingry’s Student Government embodies the ideals and beliefs of the students and faithfully serves their best interests through the coordination and oversight of student activities. The student government strives to advance and unify the school by promoting good citizenship and encouraging school participation. It acts as a liaison between the administration and the student body and may, with the guidance and approval of the administration, recommend changes to school policy.

Pingry’s Honor Board and Student Government are not the only student-run groups that enhance student life, though. With more than 60 clubs, organizations, and enrichment opportunities spread across two campuses offering the best in facilities and resources, students have countless opportunities to pursue their interests and develop new passions. Club offerings at the Upper School are as diverse and varied as the students can imagine and engage myriad of interests ranging from community outreach/service to technology and coding to cultural education. Middle School clubs are faculty-sponsored and meet outside of the school day.

The *Community and Civic Engagement* program is another meaningful part of life at Pingry. Developing character and integrity and building self-confidence are essential goals of the School, and community and civic engagement endeavors are prime opportunities for this personal growth. Upper and Middle School students are responsible for planning their own volunteer activities (the minimum requirement is 10 hours per year, though most students exceed that easily), while Lower School students participate in class and school-wide community and civic engagement projects that occur several times per school year.



CAMPUSES

Pingry's three campuses offer age-appropriate and immersive learning environments, state-of-the-art facilities, and enriching, adaptable resources that promote collaboration and connectivity.

The 2021-2022 school year brings the opening of Pingry's new Pottersville Campus, an inclusive K-12 space. The Pottersville Campus is intended to be a place where students can safely take risks, be intellectually brave, handle setbacks, stick with tasks, and create differentiated and individualized pathways. It features several community and collaboration spaces, classrooms and labs, an indoor athletic facility, a performing arts building, a community "quad," and numerous athletic fields. This Campus will enable expanded programming that deepens students' learning by offering immersive experiences (including short term overnight stays), learning-by-doing education, and employee housing to support and retain great faculty and staff. The 82-acre Pottersville Campus is a 20-minute drive from Basking Ridge and a 40-minute drive from Short Hills. It is an extension of these existing campuses, and, for the first time, Pingry will have one central place shared by all K-12 students.



OPPORTUNITIES AND CHALLENGES

Pingry seeks a Head of School who will advance the School's mission and serve as a collaborative and uplifting leader for the entire School community.

In addition to being actively engaged in the daily life and operations of running a large and complex K-12 school, the new Head will be expected to:

- Champion the School's long-standing commitment to academic excellence, both in terms of promoting traditional intellectual rigor and also advancing a spirit of innovation and exploration;
- Serve as a visible and approachable presence in the lives of students and families on both the Basking Ridge and Short Hills campuses;
- Amplify a sense of community, unity, and school pride throughout all the constituencies of the School;
- Promote an enthusiastic commitment to diversity, equity, inclusion, and belonging throughout every facet of the community;
- Enhance a sense of belonging and connectedness for each Pingry student, focusing in particular on the mental health and wellbeing of students and their families;
- Engage personally, collaboratively, and consistently with the School's outstanding faculty to enhance and partner with the School's professional learning environment.



DESIRED QUALITIES AND QUALIFICATIONS

The Search Committee will consider a wide range of accomplished educational leaders for this role. Candidates who are most likely to advance will offer many of the following qualifications and qualities:

- Unflinching integrity and a steadfast moral compass, embodying Pingry's Honor Code and four foundational pillars;
- Successful experience leading educational organizations, with a leadership style characterized by collaboration, inclusivity, passion, and personal engagement;
- A passionate commitment to diversity, equity, inclusivity, and belonging, with a demonstrable history of promoting DEIB initiatives;
- An inspirational and engrossing style of communication which conveys authenticity, vulnerability, and joy to a wide range of constituents (both orally and in writing);
- Expertise on a national scale in K-12 education, with a keen appreciation for intellectual rigor and the vast array of potential new learning opportunities afforded by innovation and exploration;
- An enthusiastic storyteller who can enhance fundraising and philanthropic initiatives;
- A temperament of steadiness and calming equipoise, in terms of being able to balance and celebrate a wide range of perspectives and interests.



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 writing sample (e.g., article, speech, blog post, etc.) pertaining to leadership and/or educational issues.

Should you advance in the search, you will eventually also be asked to share 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). Materials should be sent to:

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