



RYE COUNTRY DAY SCHOOL
Rye, New York

UPPER SCHOOL PRINCIPAL
Start Date: July 2022
ryecountryday.org



**Carney
Sandoe**
& ASSOCIATES



Mission

Rye Country Day School is a coeducational, college preparatory school dedicated to providing students from Pre-Kindergarten through Grade 12 with an excellent education using both traditional and innovative approaches. In a nurturing and supportive environment, we offer a challenging program that stimulates individuals to achieve their maximum potential through academic, athletic, creative, and social endeavors. We are actively committed to diversity. We expect and promote moral responsibility and strive to develop strength of character within a respectful school community. Our goal is to foster a lifelong passion for learning, understanding, and service in an ever-changing world.

OVERVIEW

Rye Country Day School (RCDS) is a Pre-Kindergarten through Grade 12 coeducational independent day school dedicated to inspiring excellence with a purpose. Since 1869, the School's motto has been, *Not for Self, but for Service*. To that end, RCDS students enjoy a challenging educational experience that combines intellectual mastery with real-world perspective. Students are bright, articulate, and engaged. They excel academically while also exploring art, music, athletics, and many other endeavors. Throughout their years at RCDS, students discover their unique strengths, expand on their capabilities, develop their intellects, and strive for the exceptional. As a result, they are accepted into and flourish in the best colleges and universities.

A superior education embraces the concept that to educate is to do more than to teach. RCDS regards the student as a whole person and seeks to assist students in fulfilling their potential for personal growth by providing an environment that nourishes cultural, social, and physical needs, as well as moral and ethical sensitivities, thus helping young people to define an image of themselves that they can accept and respect. Academically, the School offers a comprehensive program enabling students to think independently, to write and speak with clarity, and to appreciate the values and joys of the humanities, arts, and sciences.

At a Glance

Founded: 1869

Total students: 940

Upper School students: 432

Students of color: 39%

Total Faculty: 143

Faculty with advanced degrees: 85%

Faculty of color: 22%

Student-teacher ratio: 15:1

Financial aid budget: \$6.3 million

Students receiving aid: 16%

Endowment: \$77M



RCDS seeks a dynamic, student-centered Upper School Principal to begin July 2022. The Upper School Principal holds comprehensive responsibility for all curricular and non-curricular activities involving students and faculty in Grades 9-12 in support of the School's mission and philosophy. The Upper School Principal is responsible for all aspects of the program and personnel of the Upper School and oversees every facet of the division's daily operation.

SCHOOL HISTORY

Rye Country Day School was founded in 1869, when a group of local parents contacted the Reverend William Life and his wife, Susan, who ran a small school in Pennsylvania. The Lifes came to Rye and established the Rye Female Seminary under the direction of Mrs. Life. During its first year, 1869, 60 students enrolled in the Seminary, which was located on the present school property on Grandview Avenue. In 1896, the Seminary was purchased by Harriet and Mary Stowe, two members of the faculty. Upon assuming leadership, the Stowe sisters initiated significant changes in the curriculum. During this period, the Seminary was part of a national trend to introduce college preparatory programs for women. Conscious of the potential financial risk for a strictly proprietary institution, a group of parents bought the Seminary in 1917 and established it as a nonprofit day school under the direction of a board of trustees.



The year 1921 saw the Seminary merge with a boys' school from nearby Harrison, the Rye Country School, and became known as the Rye Country Day Schools. In 1928, the "s" was dropped from the word "Schools". At this time, the School offered a program for girls from Kindergarten through Grade 12, and a program for boys from Kindergarten through Grade 9. In 1964, this pattern of organization was changed when the Board of Trustees extended the enrollment for boys through Grade 12.

Since then, additional property was acquired, buildings were constructed, and roads moved. From the construction of the Main Building in 1924, the Dunn Performing Arts Center in the eighties, new Lower School classrooms, the Athletic Center in 2000, the turf athletic fields in 2006, and the most recent addition of the Cohen Center of the Creative Arts, which opened in 2018, the Rye Country Day campus has kept pace with the needs of its community. Today, students in Pre-Kindergarten through Grade 12 enjoy a state-of-the-art facility while remaining fully conversant with the traditions and expectations of the School's founders.

THE SCHOOL

The purpose of a Rye Country Day education has always been, and will always be, to provide students with the experiences they need to uncover their maximum potential so that they can contribute most meaningfully to the world. The School's commitments to academic rigor, personal development, and a strong community based on integrity and service to others extend back to its founding a century and a half ago.



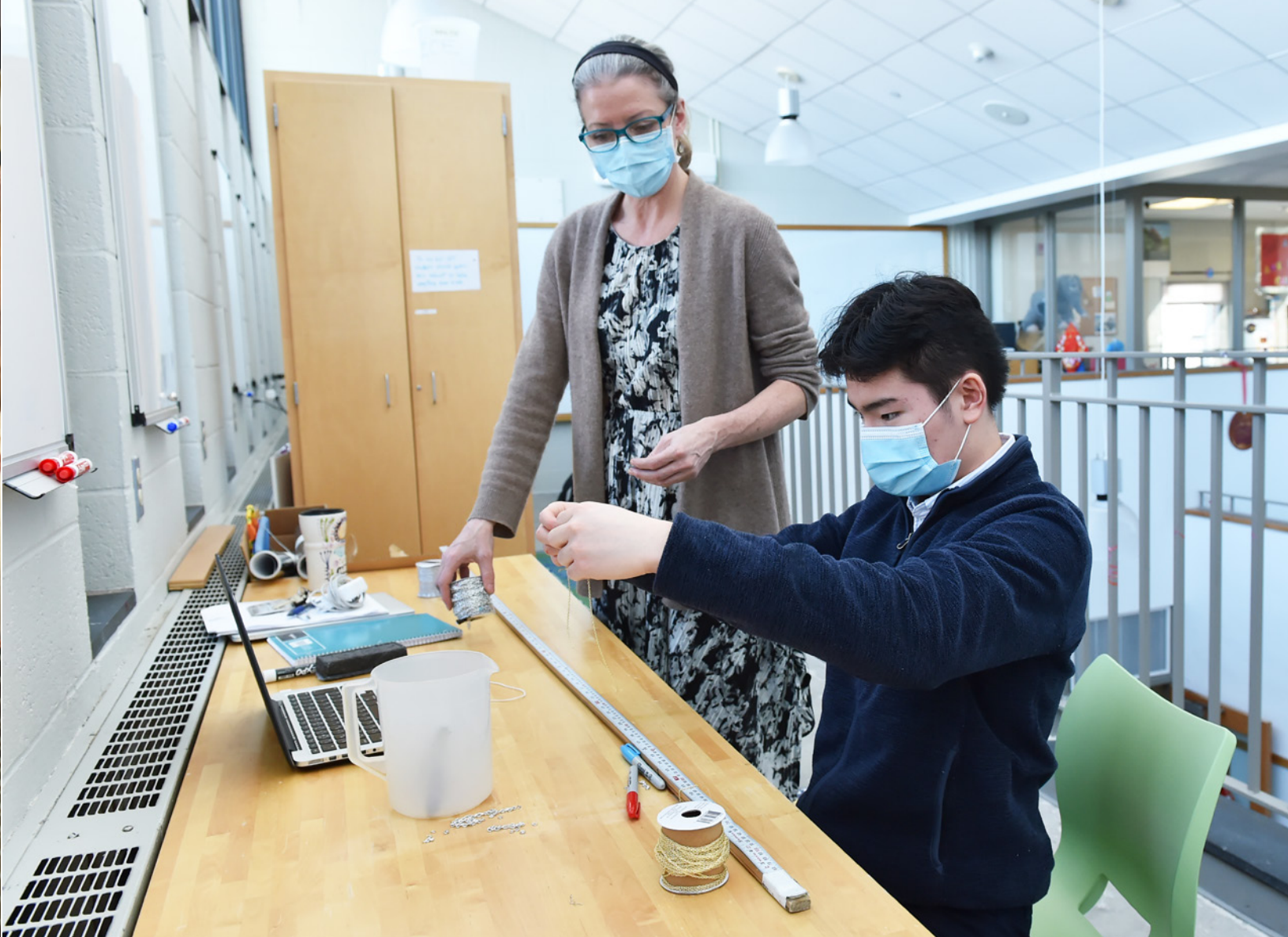
There is a longstanding tradition of excellence at Rye Country Day, but teachers and administrators do not rest on their laurels. Instead, a shared vision and commitment to the future of the School demands they routinely ask, “How can we make our school better?” RCDS’s signature initiatives answer this question by seeking ways to advance and embed values throughout the educational program and community. It is through these initiatives that the School maintains its tradition of excellence and its position at the forefront of education.

- *Diversity and Inclusion:* RCDS’s active commitment to diversity is integral to the fulfillment of every aspect of the School’s mission, from the core values of respect, understanding, and service, to the stimulation of individuals to meet their maximum potential and develop strength of character in an ever-changing world.
- *Public Purpose:* Service learning fosters compassion, self-discovery, transferable skill building, and ethical leadership, and it upholds the School’s motto, Not for Self, but for Service.
- *Sustainability:* Sustainability at RCDS seeks to create a climate of environmental awareness and to help students understand that they can effect positive and lasting change in the world by becoming life-long stewards of our planet.
- *Global Studies:* Through global programs, Rye Country Day School is dedicated to preparing students to participate actively and ethically in a global community and to both understand the nature of globalization and their responsibilities as citizens in an evolving world.



- *The Institute for Innovative Teaching and Learning:* The RCDS Institute for Innovative Teaching and Learning encourages and empowers Rye Country Day School faculty to lead, collaborate, and innovate as they develop and implement ideas that advance the School's mission and values, thereby ensuring ongoing programmatic evolution, professional growth, and transformative experiences for students.
- *S.T.E.A.M.:* RCDS seeks to inspire, engage, and empower a community that fosters innovation, creativity, critical thinking, and problem-solving within and across the curriculum and co-curriculum.
- *Health and Wellness:* Through health and wellness programs, RCDS is committed to the emotional, physical, social, and intellectual wellness of the members of the community—to the wellness of their whole person—so that they may achieve their maximum potential.
- *Educational Technology:* RCDS is committed to developing creative problem-solvers. To do so, students today must be well-rounded users of technology, unafraid to push the limits of what is possible and capable of embracing tools yet to be developed.

[Learn more about Rye Country Day's signature initiatives.](#)



ACADEMICS

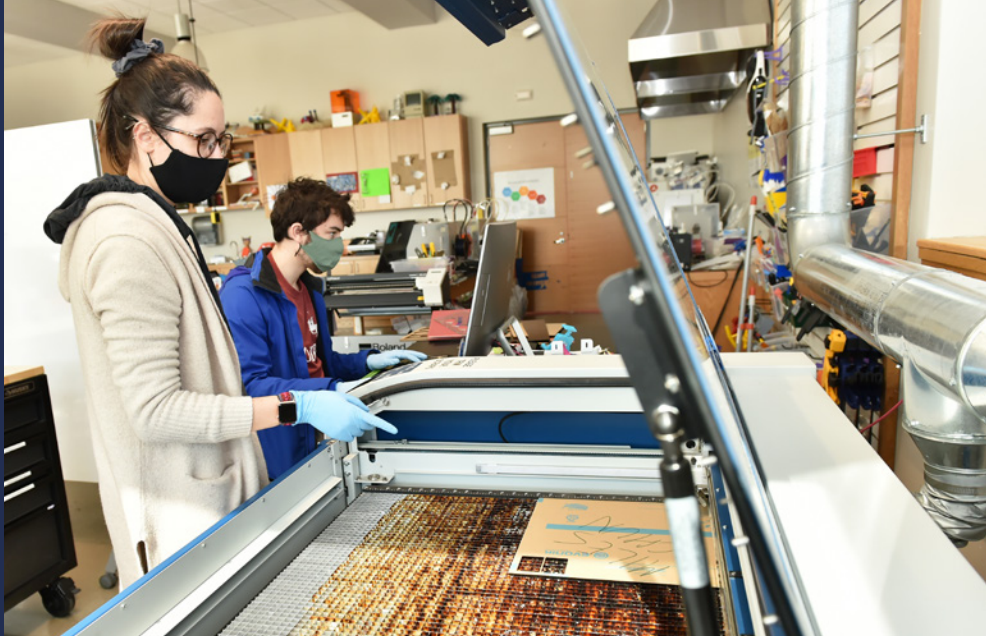
The RCDS Upper School is a place where students discover, develop, and refine their interests, explore new opportunities, and pursue passions in a supportive and challenging community. By design, the student body is large enough that the School is able to provide a broad range of opportunities, but small enough that the only limiting factor for student participation is time. The division takes pride in a faculty who are talented, dedicated, passionate, and enthusiastic experts in upper grades curriculum, pedagogy, and learning. At the core of the Upper School is a commitment to discovering each learner's potential, and students routinely push the faculty to redefine and rethink perceived bounds of teenager capacity.

The comprehensive curriculum prepares Upper School students to achieve excellence and thrive in their lives beyond RCDS. Students take challenging courses in the full range of academic subjects (including a special focus on writing) that challenge and stretch each individual to unlock their potential. Courses include STEAM offerings in engineering and robotics; modern language choices of French, Mandarin Chinese, and Spanish; Arts courses in drama, dance, and the visual arts; and a wide variety of honors and Advanced Placement courses.

College Matriculation

Students of the Class of 2021 matriculated at the following colleges and universities, among many:

American University
Boston University
Brandeis University
Brown University
Carnegie Mellon University
Colby College
Columbia University
Cornell University
Duke University
Emory University
Georgetown University
Georgia Institute of Technology
Harvard University
Howard University
Lehigh University
Massachusetts Institute of Technology
Middlebury College
New York University
Northwestern University
Princeton University
Purdue University
Rice University
Skidmore College
Southern Methodist University
Stanford University
Tufts University
University of California, Santa Barbara
University of Chicago
University of Notre Dame
University of St. Andrews, UK
University of Southern California
Vanderbilt University
Wake Forest University
Wellesley College
Yale University



The dedicated College Counseling team strives to provide developmental and appropriate guidance and support for students throughout—and even before—their high school experience. Counselors work closely with students and families, with college admissions deans, and with faculty and coaches in an effort to help Rye Country Day students have college options that offer both great “fit” and the best possible opportunities for future growth. Because the college counselors also serve as Grade 12 deans, they are involved in all aspects of seniors’ daily lives, and they get to know them in myriad ways – as students, athletes, artists, thinkers, and doers.

THE ARTS

The arts are woven into the fabric of student life at RCDS, giving students a chance to shine while having fun in the process.

The Upper School visual arts program challenges students to take creative risks, value the creative process, and discover innovative ways to express themselves. This is accomplished through creative exploration, communication, sharing of verbal and visual ideas, and problem solving in a relaxed, nurturing, and stimulating environment. Students may choose courses in such areas as drawing, painting, design, ceramics, digital photography, and videography.



In music, many Upper School students participate in one or more performing groups such as Concert Choir, Honors Choir, Wind Ensemble, and Jazz Band. RCDS offers both performance and non-performance based music electives. Students often participate in the New York All-State and Area-All State music festivals, and the choir joins forces with adult singers from the RCDS community to sing a major work each year with a professional orchestra at the Festival Chorus Concert. Over the years, the Concert Choir has toured internationally in Europe, Asia, and, most recently, Ireland. The Wind Ensemble has traveled throughout the East Coast and to Canada. The Concert Choir, Wind Ensemble, and Jazz Band are all award winning groups at regional competitions and festivals.

The drama and dance program's mission is to create diverse theatrical performances that engage the RCDS community and show students that creativity has a place in this world. Students actively move, speak, sing, think, and feel during their curricular and extra-curricular drama and dance experiences. Students are encouraged to participate through performance and technical work on major theatrical productions throughout the academic year.



ATHLETICS

The Upper School physical education and athletics programs enhance each student's athleticism and self-esteem with a curriculum focused on building skills, teamwork, and dedication to compete. Students are required to complete three seasons by participating on an athletic team, enrolling in the Physical Education program, or fulfilling the requirements of a granted sports exemption.

Varsity interscholastic teams, the RCDS Wildcats, compete in one or more of the following leagues: FAA, NEPSAC, WNESPA, WIHLMA, NYSAIS, and ISFL. Through the athletic programs, students experience a sense of team responsibility and school spirit. Offerings include cross country, field hockey, football, soccer, basketball, fencing, ice hockey, squash, wrestling, baseball, lacrosse, softball, tennis, and track and field.



STUDENT LIFE

RCDS is a place where it is cool to be smart and where opportunities are almost limitless. The dress code is relaxed, but the community's sense of hard work and values are clear. Beyond academics, athletics, arts, and community service at RCDS, there is a remarkable breadth of clubs, trips, and activities that augment the school experience.

Students have the opportunity to get to know teachers in a different way, to learn something new, and to have fun with friends after school by participating in one of more than 50 clubs and student-led organizations. Several times a week, there is a 25-30 minute break in the middle of the morning allowing for club time within the schedule. For those clubs that need more time on a regular basis, students are able to meet after school or when individual schedules allow. Some of the larger organizations, such as Model United Nations and the Young Physicists Tournament, compete with other schools in tournaments hosted at universities on the East Coast.

The RCDS faculty and administration provide Upper School support and advice beyond the classroom. Teachers are available for extra help, students have academic advisors, each grade has two deans, and the Upper School has three counselors, two learning specialists, and three college counselors for a graduating class of approximately 100 students. Students receive four narrative report cards per year, and parent-advisor conferences happen twice per year. Through the School's supportive, comfortable, and caring environment, students are immersed in a community where they are prepared to thrive, not only during high school, but in their future endeavors.



CAMPUS

The 26-acre RCDS campus includes academic buildings, two libraries, administrative buildings, centers for the creative and performing arts, and impressive athletic facilities. Two dining rooms serve lunch every day; the Middle School/Upper School Dining Room is open for snacks in the morning and afternoon. The campus is one block from the Rye Metro North station.

The most recent campus addition, the Cohen Center for the Creative Arts, is a 23,000-square-foot innovative creative arts center built in 2018. This stunning complex includes digital art studios for photography and videography; two large studios for ceramics, sculpture, painting, and drawing; an innovative design makerspace encompassing RCDS's commitment to S.T.E.A.M. and design thinking; and an experimental, state-of-the-art black box theater with seating for 160.

The Edward B. Dunn Performing Arts Center features a dance studio with a sprung marley floor, choral and instrumental rehearsal spaces, individual practice rooms, and a theater, RCDS's largest performance space. With seating for 480 and state-of-the-art acoustics and lighting, this professional theater is home to the School's largest student productions, as well as assemblies and community events.

Located in the Upper School's Pinkham Building, Memorial Hall includes a lecture hall with seating for 120. This space is home to student club assemblies, faculty and staff training, guest speakers and panels, student work symposiums, performances, rehearsals, and more.



Athletic facilities include four artificial turf fields and the 40,000-square-foot Scott A. Nelson Athletic Center, which houses a two-court gymnasium, four squash courts, four locker rooms, an athletic training facility, a fitness center, and a multipurpose room that serves as the home for the wrestling program. The LaGrange Field House includes tennis courts and an indoor ice rink, depending on the season.

RYE, NEW YORK

A picturesque city in Westchester County, Rye's downtown is lined with cute shops offering unique treasures and bakeries and restaurants serving cuisines for every appetite. With acres upon acres of lush forest and warm beaches, it's the perfect place to unwind and get away from the craze of nearby New York City.

Chartered as a city in 1942, Rye is the youngest city in New York State and abundant in charm. In fact, located in the city are two National Historic Landmarks: the Boston Post Road Historic District with its centerpiece, the Jay Estate, the childhood home of John Jay, a Founding Father and first Chief Justice of the United States; and Playland, an historic amusement park, featuring one of the oldest wooden roller coasters still in operation in the Northeast. This 279-acre theme park is owned and operated by Westchester County and includes rides, games, an indoor skating rink or Ice Casino, beach, a boardwalk, and concession stands.



Rye also has exceptional outdoor recreation. With hundreds of acres of green and open space, Disbrow Park, Edith G. Read Wildlife Sanctuary, the Marshlands Conservancy, and the Rye Nature Center are just some of the outdoor destinations residents and visitors enjoy. Long a destination as a seaside resort town, Rye's beaches and boardwalk have the old-fashioned charm of popular summer destinations without the crowds and cost.

Rye is just 25 miles from New York City. Situated on a massive natural harbor, New York City today consists of five boroughs, each of which is a separate county of the State of New York. At its core, New York City is an international city; it was once the primary gateway for immigration into the United States and current estimates suggest that hundreds of languages are spoken in New York, making it one of the most linguistically diverse cities in the world.

Any resident or visitor will attest that the attractions offered by New York City are, quite literally, unparalleled. The City offers stunning views from the Top of the Rock, the Empire State Building, and One World Observatory. For those who prefer to keep sightseeing at ground-level, the City has an ever-changing rotation of shows and a breathtaking range of permanent exhibits at the Metropolitan Museum of Art, the Whitney Museum of American Art, the American Museum of Natural History, the Brooklyn Museum, and New York Hall of Science (the list goes on!), as well as at countless small-scale galleries. Additionally, adults and children alike can enjoy thrilling performances on Broadway, and at Lincoln Center, Brooklyn Academy of Music, and Barclays Center, among other venues.



CHALLENGES AND OPPORTUNITIES

The next Upper School Principal will have the opportunity to work with a talented and dynamic student body and faculty, supportive and collaborative administrative teams, at a school with significant institutional resources, which is also welcoming a new Head of School in 2022. The priorities, opportunities, and challenges ahead include:

- Honoring and supporting RCDS's commitment to academic excellence and continuing to expand the definition of what excellence and success at the school might look like;
- Ensuring the RCDS educational experience remains relevant and supportive of students' futures;
- Evaluating/assessing certain policies and procedures for the division, in the name of improving clarity of expectations and accountability for both students and faculty alike;
- Further nurturing the well-being of the student and adult communities;
- Evaluating the administrative structure to ensure it provides sufficient and clear support for the division;
- Striving to stay connected and aligned with the RCDS's lower and middle schools, seeking ways to connect students and faculty across divisions; and
- Recruiting, retaining, and supporting high-quality faculty.



DESIRED QUALITIES AND QUALIFICATIONS

The most competitive candidates will offer most or all of the following qualifications and qualities:

- Classroom teaching experience and a track record of supporting and developing teaching faculty;
- An ability to build community through shared values, trust, transparency of communication, etc;
- Organizational/spatial ability, an ability to see the big picture and implement policies, procedures, and program in support of that vision;
- Creative, communicative, student-centered, and collaborative approach to decision-making;
- Knowledge of best practices in community and inclusion work and the requisite skillfulness to support student and faculty growth in this area;
- Enthusiasm for building and maintaining connections and community between and among colleagues, divisions, parents, and students;



TO APPLY

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A one- to two-page statement of educational or leadership philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

John Faubert

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Namita Bhattacharya

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