



**Head of Upper School
Rivers School—Weston, MA
July 2022**

[The Rivers School](#) of Weston, MA, seeks a Head of Upper School (HUS) who will be a committed leader in a collaborative, student-centered, 6-12 school.

Position Purpose:

The HUS will be an experienced educator with a track record of building and sustaining positive school culture and driving curricular and pedagogical innovation. The HUS manages the day-to-day operations of the division by directing the assessment and development of curriculum and academic policy, supporting the growth of the faculty, creating the division calendar and student academic schedules, and overseeing Upper School student life. The HUS represents the school in front of current and prospective Upper School parents and manages a team of three direct reports: The Dean of Academic Studies, the Dean of Faculty (US), and the Dean of Student Life (US). The HUS is a senior administrator and reports to the Head of School, working in close partnership with the Assistant Head of School, Head of Middle School, and Department Heads.

The HUS will be charged to lead the Upper School by placing student experience and well-being at the center of all decision-making, while modeling a culture of collaboration, innovation, research-based decision-making, and high professional standards. The HUS will help drive The Rivers School toward its strategic goals of becoming a more diverse, equitable, and inclusive community and inspire The Rivers School's faculty by leading the creation of impactful and innovative curriculum across the Upper School academic program. In doing so, the HUS will also engage students and families as partners, supporting the school's dedication to community while establishing appropriate boundaries.



**Carney
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Ultimately, the Head of the Upper School is responsible for developing a transformational and engaging high school experience in the realms of both academic and student life. The HUS must be an advocate for and champion of progressive education, a leader willing to pivot pedagogical approaches based on the intersection of educational research and best practice while creating the most positive student experience possible.

Rivers At Glance

- 23-acre campus located 17 miles from Boston
- 516 students from more than 70 Massachusetts towns
- 387 students in the Upper School and 129 in the Middle School
- 263 boys, 253 girls
- 24% of the student body are students of color
- 6:1 student/teacher ratio
- Average class size: 12 students
- 30% of student received more than \$6.2 million in tuition assistance in FY2021
- \$36 million endowment (as of June 30, 2021).

DEI at Rivers

Diversity, equity, and inclusion (DEI) are integral parts of the Rivers experience. The Rivers community is committed to growing an intentionally diverse community in which every member—regardless of race, ethnicity, religion, sexual orientation, gender identity, or socio-economic background—feels welcome, safe, and respected. As stated in their [DEI Mission Statement](#), “The Rivers School believes that developing a sincere appreciation for and understanding of diverse perspectives, experiences, and identities is integral to achieving its broader mission of preparing students to lead and live in a world that ‘needs their talents, imagination, intellect, and compassion.’”



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Academics in the Upper School

The Rivers Upper School offers a diverse and challenging curriculum in an ideal academic setting. The challenge comes from a rigorous academic program that includes extensive honors and AP courses, as well as an eclectic array of electives. At the same time, the Upper School classrooms reflect a strong balance between individual achievement and collaborative learning. Rivers teachers lead students in their learning by demanding high levels of thinking and analysis.

Education in the Upper School emphasizes the importance of developing students who can think critically and analytically, write logically and incisively, and speak articulately and convincingly. The curriculum includes traditional academics, along with the infusion of arts and athletic requirements. As students move through the program, a diverse offering of electives becomes available, allowing students to create an academic schedule that best reflects their interests, expertise, and passions.

Essential Job Functions:

- Act as the academic leader for the Upper School
- Establish a culture of inclusivity and belonging in which all students are known and cared for
- Collaborate with and work positively as a member of the School's Senior Leadership Team and Academic Leadership Team, along with other committees as needed
- Commit to developing the individual potential of students and faculty. Guide and direct purposeful conversations in difficult situations or conflict
- Work closely with the Head of Middle School to ensure alignment between divisions
- Participate actively in strategic planning
- Represent the School at admissions events and other events as requested
- Oversee the overall organization, supervision, and management of the Upper School
- Model school virtues of integrity and perseverance
- Perform other duties as assigned by the Head of School.



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Qualifications:

The Rivers School seeks a professional for the position of Head of Upper School with:

- A minimum of five years of relevant independent school experience.
- An advanced degree in a related field.
- An understanding of best practices in curriculum design, instruction, student life, and evaluation of faculty.
- A proven track record of leading, supporting, and inspiring faculty.
- A demonstrated personal and professional commitment to diversity, equity and inclusion.
- The ability to balance a culture of academic rigor with a commitment to student well-being.
- Demonstrated success in program development and implementation.
- Thorough knowledge of contemporary educational practices, leadership development, faculty growth, social-emotional learning, and community building.
- Excellent interpersonal skills and the ability to communicate with inspiration and clarity.
- Superior project management and organizational skills.
- A strong work ethic and the ability to delegate, supervise, and hold others accountable.
- A willingness to take on difficult and critical conversations.
- A well-developed sense of humor.

The Rivers School Hiring Philosophy:

The Rivers School is an equal opportunity employer dedicated to non-discrimination in employment. The Rivers School selects the candidate best qualified for the job based on job-related qualifications regardless of race, age, religion, gender, national origin, ancestry, marital status, sexual orientation, gender identity, disability, veteran's status or any other status protected by applicable law. We welcome candidates who will increase our diversity; we encourage candidates of color to apply.

To Apply

Please send resume/CV, letter of intent, list of five references with contact information (references will not be contacted until the candidate is notified), and statement of philosophy of education and leadership Rice Bryan (rbryan@carneysandoe.com) and Namita Bhattacharya (namita@carneysandoe.com). **Please do not contact the school directly.**



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