

ASSISTANT HEAD OF SCHOOL FOR ACADEMIC AFFAIRS SEARCH

DEERFIELD ACADEMY

Deerfield, Massachusetts
deerfield.edu

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Deerfield Academy Core Values

- **Citizenship** in a spirit of humility, empathy, and responsibility
- **Face-to-face interactions** characterized by joy and generosity of spirit
- **Connectedness** to our unique setting and the contemporary world
- **Reflection and balance**, promoting intellectual vitality and self-understanding
- **Pursuit of mastery** built on a foundation of breadth and versatility
- **Shared experiences**, large and small, as sources of relationships, identity, and community

At a Glance



Established
1797



Enrollment
650



Total faculty
150



International students
17%



Annual operating budget
\$76.5M



Financial aid awarded
\$16M



Faculty with advanced degrees
56%



Campus size
330 acres

Boarding students: 576
Day students: 74
Students receiving aid: 40%

Sports offered: 31 varsity teams and 69
total athletic teams



Overview

Deerfield Academy is an independent, coeducational, boarding and day school serving approximately 650 students in grades nine through postgraduate. Located in a historic village surrounded by a river, hills, and farmland, Deerfield’s environment fosters reflection, academic engagement, spirited play, lasting friendships, and a vibrant school culture. Committed to the highest standards of scholarship, citizenship, and personal responsibility, Deerfield offers a rigorous liberal arts curriculum, an expansive cocurricular program, and a supportive residential environment. The school encourages students to develop intellectual curiosity, physical and mental well-being, and strong moral character.

Founded in 1797 by a charter signed by then-Governor Samuel Adams, Deerfield opened its doors to students in 1799 with a mission to promote “Piety, Religion, & Morality... in the liberal Arts and Sciences.” More than two centuries later the Academy, unaffiliated with a specific religion, remains deeply rooted in its New England heritage and location while preparing students for the demands of the modern world.

Reporting to the Head of School, the Assistant Head of School for Academic Affairs serves as the strategic leader of the school’s academic program, setting a clear vision for teaching and learning that balances innovation with foundational educational principles. This role oversees all aspects of academic life—including curriculum design, assessment, university and college counseling, faculty development, and academic support—while also guiding a team of academic leaders and professionals who shape learning at Deerfield. A key partner to the Head of School and the Board of Trustees, the Assistant Head advances Deerfield’s mission by fostering a culture of curiosity and growth among students and pedagogical excellence among teachers. The role also leads efforts to integrate into the curriculum the distinctive educational priorities set forth in *Thriving in a World of Pluralistic Contention: A Framework for Schools*.



Qualifications and Personal Attributes

The Assistant Head will bring a demonstrated record of excellence as a leader, educator, and community builder who has previously served in roles of considerable responsibility. The most competitive candidates will offer most or all the following qualifications and qualities:

- Nuanced understanding of the academic, student life, and operational dimensions of an independent boarding school;
- Deep knowledge of fundamental learning principles and curricular and pedagogical innovations and a proven ability to implement them effectively;
- Personal and professional commitment to student flourishing and the skillfulness to support student and faculty growth in this area;
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity across a wide range of audiences; and
- An advanced degree and evidence of a commitment to lifelong learning.

Leadership Style and Personal Qualities

- Positive, energetic, and collaborative colleague, who takes joy in supporting young people and contributing to team successes;
- A strategic thinker with strong listening skills and high emotional intelligence;
- Commitment to hard work and creative problem solving while demonstrating a growth mindset and an investment in personal growth and learning from and with one's colleagues;
- A leadership style grounded in relationships; the confidence, open-mindedness, flexibility, and emotional intelligence to advocate for new ideas, invite differences of opinion, and welcome feedback, leaning into challenging conversations with humility and grace;
- Exceptional organizational skills and attention to detail; and
- A sense of humor, enthusiasm for schools, an abiding care for young people, and genuine excitement for serving as an Assistant Head of School.



Primary Duties and Responsibilities

Design and Lead the Academic Program

- Support and communicate a strategic vision for Deerfield's academic program;
- Oversee curriculum, assessment, grading, tutoring, and policies to foster student learning;
- Chair key committees (Curriculum, Chairs Symposium, Cum Laude) to ensure coherence and continuous improvement;
- Increase coherence and alignment across academic departments around a core set of learning outcomes;
- Provide leadership and collaboration in shaping coursework that nurtures open inquiry;
- Develop and track metrics to assess student outcomes and drive progress;
- Lead curricular and departmental reviews to continue to promote collaboration and best practices;
- Serve on internal and external committees related to academics;
- Partner with the Communications Office to highlight Deerfield's academic strengths externally.

Support Faculty Development

- Set and reinforce standards of instructional excellence;
- Lead the ongoing redesign of the Classroom Insights program, to promote continued teacher growth and accountability;
- Collaborate with the Dean of Faculty and Department Chairs on criteria, feedback, and strategic planning;
- Use data to identify trends and areas for faculty development, fostering a culture of continuous improvement.



Implement the *Framework* for Schools in Academics

- Lead the strategic and tactical implementation of the *Framework for Schools* in the classroom context;
- Continue to support integration of the Framework into curriculum and instruction;
- Create faculty learning opportunities aligned with its guiding principles;
- Continue to build out programs that extend the *Framework* beyond the classroom.

Lead Academic Affairs and Adjacent Teams

- Foster a collaborative culture across Academic Affairs and among direct reports (Student Information Systems, Academic Support, Library, College Advising, Teaching & Learning, Arts, CSGC, etc.);
- Provide feedback and performance reviews for direct reports;
- Model clear, compassionate communication and support staff in their roles;
- Ensure smooth daily operations of the Academic Affairs Office;

Other Responsibilities

- Serve as a strategic partner to the Head of School in shaping mission and long-term goals;
- Serve on the six-person leadership team, reporting to the Head of School;
- Maintain an active presence in school life, including sit-down meals and in cocurricular programs;
- Rotate as School Officer in Charge (SOC), responding to campus needs and emergencies.

Job Specifications

- Master's Degree required;
- 7-10 years of experience teaching;
- Significant experience in school leadership and administration and a demonstrated capacity to lead multiple complex functions;
- A deep understanding of curriculum development, effective instructional practices, and student support;
- Experience working in an independent school preferred;
- Demonstrated proficiency with technology;
- Ability to use data and information effectively in planning and decision-making.

Learn More

Click on the links below to learn more about Deerfield Academy.

[School Website](#)

[Virtual Campus Tour](#)

[School History and Traditions](#)

[School Profile](#)

[Thriving in a World of Pluralistic Contention:
A Framework for Schools](#)

[About Deerfield, Massachusetts](#)



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
- 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)

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The full-time salary range for this position is \$190,000 to \$225,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.