

HEAD OF SCHOOL SEARCH

THE HARVEY SCHOOL

Katonah, New York

harveyschool.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

To prepare and inspire students to become independent, adventurous thinkers and engaged, compassionate citizens in courageous pursuit of knowledge and truth.

At a Glance



Established
1916



Total enrollment
330



Total faculty
50



Student-faculty ratio
10:1



Students of color
33%



Financial aid awarded
\$3.7M



Faculty with advanced degrees
75%



Campus size
125 acres

Boarding students: 15%
International students: 9%
Faculty of color: 15%
Students receiving aid: 33%

Endowment: \$7.4M
Annual operating budget: \$19.5M
Varsity teams: 20
Annual Fine Arts performances: 10



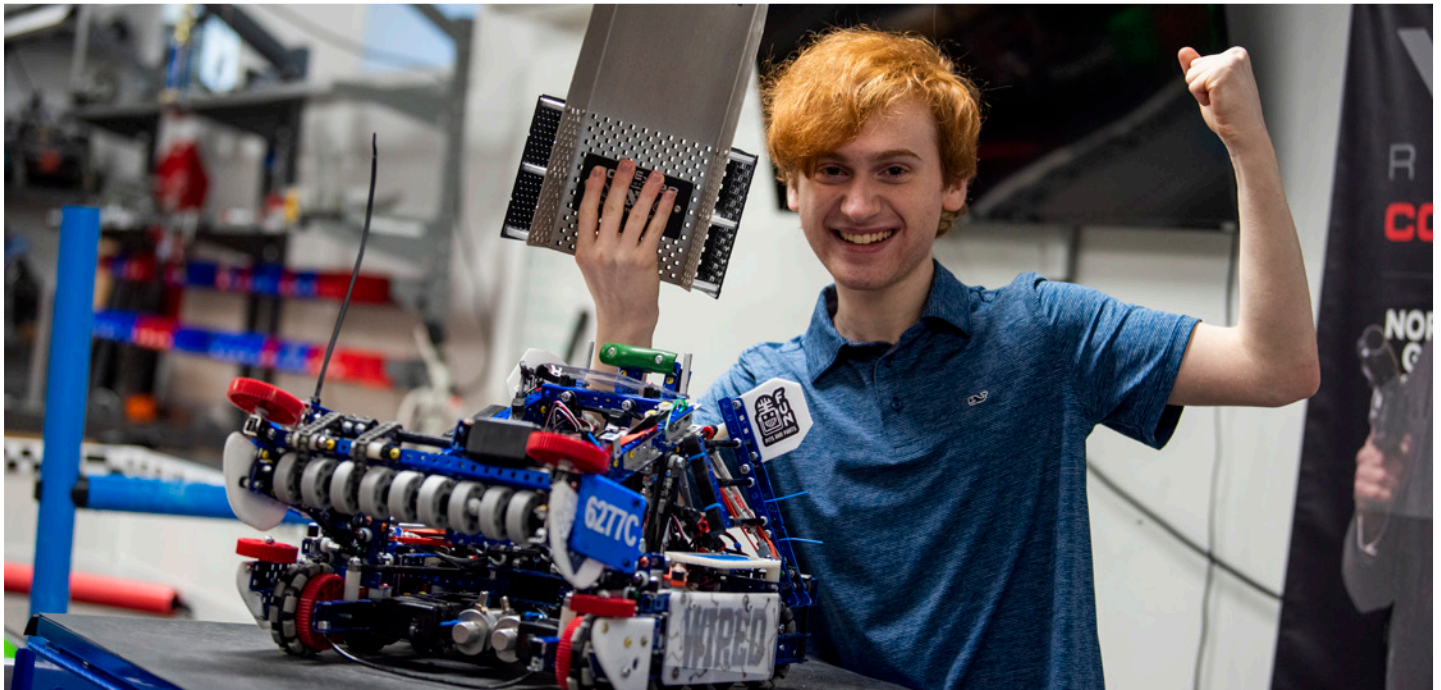
Overview

[The Harvey School](#) (330 students, grades 6-12, day and boarding) in Katonah, NY is seeking a new Head of School to begin next summer. It is exciting to be working with a school with such a strong mission, a culture that prioritizes kindness, and a commitment to meeting students where they are and allowing them to take risks and explore broadly. Harvey is a member of the well-respected [Fairchester Independent School Consortium](#) yet also dares to define success differently. Learning at Harvey is bold, joyful, and experiential—inspiration drives achievement and failure fuels growth. When meeting members of the community, the positive energy is palpable and the aspiration for excellence is real. Harvey deeply values students' individuality and seeks to nurture each student's creativity, imagination, and interests, and to infuse joy in learning and in life. "Our students thrive knowing they have a safe place to learn, to try, and to make mistakes on their way to reaching their true potential."

The Harvey School was founded by Dr. Herbert Carter and his wife Mabel Carter in 1916 as a residential school for boys, enrolling students through the secondary grades. The Harvey School soon established a reputation for providing a sound, traditional education in the style of the English prep school in a small residential setting. The school continued operating at its original location until 1959 when the search for a new site led to the former Sylvan Weil Estate in Katonah, generously offered to the school by former student Frank Weil '44 and his family. Located 50 miles north of New York City, Harvey continues to thrive on a beautiful and sprawling 125-acre [campus](#).

At Harvey, every student is truly known. In small classes, teachers understand not just academic strengths, but also personal challenges, goals, and passions. In Harvey's inclusive environment, with strong learning and social-emotional supports, students with a broad range of learning styles thrive. Teachers often serve as coaches or mentors, providing a different lens through which to see students and build bonds that extend beyond the classroom. Students trust their teachers, knowing they can turn to them for support, advice, or encouragement. These authentic relationships spark confidence, fuel new interests, and unlock potential that might otherwise go unseen. Parents, too, value the openness and responsiveness demonstrated in the communication with teachers and administrators, knowing their child is supported by a team that cares as deeply as they do.

Students are the architects of their experience at Harvey. Students don't just follow a program—they help shape it. With an extraordinary range of electives and opportunities, they can be themselves, discovering passions, pursuing interests, and designing experiences that reflect who they are. Award-winning programs in robotics and the arts sit alongside playwriting, athletics, and an ice hockey program at Harvey's own [Evarts Ice Rink](#). From the 8th Grade Capstone Initiative to the Senior Bridge Seminar, Harvey empowers students to take ownership of their learning, giving them voice, choice, and confidence to chart their own path.



Harvey has benefitted from a tradition of strong and stable leadership. The school has been well served by its current Head of School, Bill Knauer, who will retire after ten successful years having positioned the school to step boldly into the future. This is an exciting time for the next head of school to join Harvey.

Opportunities and Challenges

The next Head of School at Harvey will step into a position of strength with exciting opportunities that will shape the future of the school. These include:

- **Student-Centered Learning:** The new Head will continue to develop and deliver an inspiring and challenging student-centered learning experience where every student is known, passions are pursued, and graduates are prepared for lives of confidence, purpose, and impact.
- **Strategic Leadership:** In close partnership with the Board of Trustees, a talented senior leadership team, and kind and committed faculty and staff, the new Head will develop a vision for the school designed to advance every dimension of school life, including teaching and learning, community engagement, and operational excellence.
- **Innovative Marketing and Enrollment Management:** The Head will join current efforts to refine and articulate the school's mission and identity in a region with strong public and independent schools. Efforts will include expanded outreach, fine tuning of communications and messages, and the further leveraging of existing strengths such as Harvey's hockey program and nationally recognized robotics program.
- **Visible and Visionary Leadership:** The Head will be a prominent and accessible presence on campus, celebrating Harvey's rich history and cherished traditions while ensuring the school remains relevant, and forward-looking in all aspects of its program and operations.



- **Faculty Excellence:** Described by students and families as dedicated, caring, hard-working, constantly-learning, and collaborative, the faculty at Harvey is the school's greatest strength. The next Head will be expected to maintain an unwavering commitment to attracting, developing, and retaining exceptional educators who appreciate and can support a broad range of learning styles and are deeply invested in student growth, learning, and well-being.
- **Unified School Identity:** The Head will work to strengthen cohesion and continuity across divisions and departments. Together with the senior team, the Head has opportunity to enhance connections between students, faculty, staff, and families to strengthen retention, the educational experience, and appreciation of the value of the Harvey experience from grade 6 through grade 12.
- **Campus Care and Development:** Harvey's beautiful and expansive campus is a tremendous resource to the community and necessitates intentional care. The next Head will arrive on the heels of construction of a new Welcome Center and as the community undertakes the process of generating a new campus master plan.
- **Board Partnership:** The school benefits from a committed and forward-thinking Board of Trustees that looks forward to continuing its close and collaborative working relationship with the Head of School.

Qualifications and Personal Attributes

The next Head of School should have an impressive record as an educator and school leader who has previously served in senior administrative roles of considerable responsibility. Competitive candidates will have experience and familiarity with strategic planning, change management, program development, management of complex processes, and the day-to-day operations of a multidivisional and/or boarding school.

The most well-aligned candidates will offer most or all of the following qualifications and qualities:

Professional Qualifications

- Experience and success in engaging and inspiring community members, prospective students and their families, alumni, and donors
- Experience with admissions, fundraising, and marketing
- Experience with recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty and senior leadership
- Experience as an academic leader and deep knowledge of current best practices and innovation in curriculum and pedagogy, preferably across school divisions



- Excellent interpersonal skills and the ability to communicate orally and in writing with inspiration and clarity to both internal and external audiences
- The ability to develop and articulate vision and strategy, the tactical skills to deftly manage the systems and processes necessary to implement strategy, and the organizational fluency to manage multiple streams of information and respond to situations as they emerge
- An appreciation for thoughtful innovation informed by research and data and moderated by a skillful and sensitive approach to change
- Experience leading, managing, and empowering teams

Leadership Style and Personal Qualities

- Authentic, dynamic, warm, and outgoing presence that celebrates the work, joy, and humor of school life and builds community and connection
- Eagerness to engage actively with students, faculty, parents, and alumni and willingness to prioritize visibility, active listening, and a genuine sense of presence amidst the demands of a busy professional schedule
- Commitment to hard work and creative problem solving, while demonstrating humility and the willingness to learn from and with one's colleagues
- A spirit of curiosity and a commitment to continuous learning that fuels the pursuit of evolving best practices and current research on curriculum and pedagogy and that serves as a model for others
- The courage, confidence, and humility to make decisions, advocate for new ideas, invite disagreement, and welcome feedback, engaging in challenging conversations with grace
- The ability to navigate complexity, in part through effective prioritization, delegation, and management of systems
- Exceptional organizational skills and attention to detail

Learn More

Click on the links below to learn more about The Harvey School.

[School Website](#)

[School History](#)

[School Values](#)

[School Profile](#)

[Signature Programs](#)

[International Student Program](#)

[Summer Programs on Campus](#)

[About Katonah, New York](#)



Anticipated Search Calendar: Fall 2025

October 13: Applications Due
October 24: Search Update

November 1 & 2: First Round Interviews (in-person)
Early-Mid November: Finalists' Visits

To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates encouraged to submit the following materials as separate PDF documents as soon as possible:

- A cover letter expressing their interest in this particular position
- A current résumé

Selected candidates may be asked to provide:

- 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)
- Writing samples specific to this search

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The full-time equivalent salary range for this position is \$325,000 - \$375,000. Compensation includes residency in a house adjacent to campus. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.