



# BRIMMER

1880

## HEAD OF SCHOOL

Start Date: July 2027

**Brimmer and May**

Chestnut Hill, Massachusetts | [brimmer.org](http://brimmer.org)



Carney  
Sandoe  
& ASSOCIATES

# MISSION AND GUIDING PRINCIPLES

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Brimmer and May is a PK-Grade 12 all gender day school that upholds high academic standards while implementing innovative ideas in a supportive and student-centered community. We develop lifelong learners who are informed, engaged, and ethical citizens and leaders in our diverse world.

## GUIDING PRINCIPLES

**Inspired to Learn** : We inspire students to be active learners, confident problem-solvers, and critical thinkers who work both independently and collaboratively.

**Encouraged to Explore** : We encourage students to engage their curiosity, expand their creativity, explore their interests, develop their voices, and strive for their personal best.

**Empowered to Lead** : We empower students to embrace opportunities, develop their intellect with character, and lead in the global community.

## At a Glance

 **1880**  
established

 **400**  
total enrollment

 **40%**  
students of color

 **76**  
total faculty

 **80%**  
faculty with  
advanced degrees

 **6:1**  
student-faculty ratio



# OVERVIEW

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Nestled in the beautiful neighborhood of Newton, Brimmer and May is a PreK-12 all gender school where joy and purpose intersect, and where every student is truly known by many people and in multiple ways. Brimmer is a school that has a “transformative” impact on students, where they come with a set of beliefs about themselves and leave having expanded their horizons and experiences beyond what they thought possible. Brimmer embraces a student-centered, whole-child approach that prioritizes authentic learning and strong student/faculty relationships. Faculty prize their autonomy (along with well-established routines for accountability) and feel deeply trusted and empowered in classrooms to innovate—whether designing interdisciplinary projects that solve real-world problems or guiding students through exhibitions that showcase their growth. Every faculty and staff member loves kids and seeks to know them well; they observe that those who do not align with this central value do not often stay long at Brimmer. Describing its relational nature, another community member said of the school, “It’s an intentionally small and connected place; you can’t be anonymous here.” This ethos of care and connection defines Brimmer’s culture and inspires confidence, curiosity, and character in the students and adults alike.



Brimmer's size is its strength, creating a close-knit environment where students form deep friendships across grades and discover leadership and mentorship opportunities that might not exist elsewhere. The school's pedagogy reflects its belief that education should be personalized, rigorous, and joyful: "We meet kids where they are and encourage them to go beyond their comfort zone," said one faculty member. The school's small size does not deter them from thinking big. From strategic book selections to dynamic academic course offerings, the prized diversity of the student body, the variety of opportunities in the arts and athletics, and the depth of its signature "diploma programs," Brimmer offers experiences that prepare students for a complex world while honoring their individuality. Families and alumni consistently describe Brimmer as home, where they feel they truly belong, and "a place that gave me confidence to make choices." Deeply committed to its non-negotiable values—student-centered learning, authentic relationships, and a culture of trust and inclusion – while thinking broadly about its offerings and its ambitions for its students, Brimmer is a wonderful school for students and adults alike.

The new Head is well positioned to lead Brimmer's next chapter. The school stands on a foundation of programmatic, financial, and cultural strength. Faculty and families describe Brimmer as "resourceful, creative and hardworking," a place where "everyone is on the same team and pulling in the same direction." A recent campaign paved the way for investments in facilities, increased faculty compensation and endowment. Signature programs and diverse offerings distinguish Brimmer as a school where students experience deeply rooted values, clarity of purpose, student-centered learning, authentic relationships, and opportunities for intellectual and personal growth that rival larger schools. With a strong leadership team, high functioning board of trustees, and a healthy and happy faculty and staff, Brimmer offers an experienced and visionary leader the chance to bring fresh eyes to a cherished school poised for continued growth.



# OPPORTUNITIES AND CHALLENGES

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Brimmer and May enters its Head of School search from a position of strength, with a deeply committed faculty, a vibrant and diverse student body, a strong administrative team, and a dedicated board of trustees. Key priorities for the next Head of School include:

**Enrollment and Positioning:** Brimmer is in a highly competitive market, where, despite strong current enrollment, challenging demographics and fierce competition will require thoughtful attention and a strategic focus. The new Head will need to be a visible enrollment ambassador, able to tell the story and articulate Brimmer's unique value proposition, engage community members nearby and in the Boston area, and ensure that Brimmer is well known.

**Strategic Planning:** By the time the new Head begins, the school will have successfully completed their current strategic plan, including the completion of the Recreation & Wellness Center, bringing the school's athletics program to the standard of Brimmer's academic and arts facilities. In addition to establishing the practical uses of this new space, the new Head will have the opportunity to work with the community and the board in developing the next strategic plan that will define the work of the next five to ten years.





**Nurturing Faculty and Staff Culture:** Brimmer's professional culture is healthy, with morale resulting from thoughtful leadership and genuine collegiality. Faculty and staff care for students and wear many hats with pride and describe a culture of "autonomy and trust." Strong systems exist to support and mentor new teachers, celebrate longevity, and ensure consistency of practice across the school; Brimmer faculty and staff genuinely enjoy one another and their students. The new Head will benefit from and need to continue to support this culture in big and small ways in order to sustain the high morale and collegiality that permeates the school.

**Endowment and Financial Aid:** With an endowment approaching \$60 million and a recently completed ambitious fundraising campaign supported by longstanding donors, Brimmer has a solid foundation. The new Head will need to cultivate relationships with a new generation of donors to support endowment growth for financial aid, faculty compensation, and other priorities as the school manages increasing tuition and changing demographics.

**Maintain "the essence" of Brimmer's pedagogy:** Brimmer's distinctive pedagogy— active, responsive and student-centered—defines the school's identity and pervades every classroom. From trustees to faculty to alumni there is consensus that this pedagogical approach is at the center of Brimmer's success. The new Head should bring both curiosity and commitment to nourish this central philosophy that defines the Brimmer experience.



**\$5.4M**

financial aid awarded



**29%**

students receiving aid



**\$55M**

endowment



**~\$20M**

annual operating budget



**17**

AP courses



**7 acres**

campus size



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Sandoe  
& ASSOCIATES

# QUALIFICATIONS

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## Professional Qualifications

- Experience as an academic leader with deep knowledge of current best practices and innovation in curriculum and pedagogy, preferably across multiple school divisions
- Understanding of student-centered, active learning pedagogy, and a clear commitment to its effective implementation through faculty support and growth
- Nuanced understanding of the academic and programmatic dimensions of a complex, multi-division independent school
- Strong interpersonal skills and an ability to communicate with inspiration and clarity to both internal and external audiences, orally and in writing
- The ability to articulate vision and strategy, the tactical skills to deftly manage the systems and processes necessary to implement strategy, and the organizational fluency to navigate multiple streams of information while responding to situations as they emerge
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty and senior leadership
- A history of thoughtful innovation informed by research and data, balanced with a skillful and sensitive approach to change





## Leadership Style and Personal Qualities

- Commitment to hard work and creative problem-solving, demonstrated through humility and willingness to learn from and with colleagues
- A spirit of curiosity that fuels the pursuit of evolving best practices and current research on curriculum and pedagogy; a commitment to continuous learning
- Eagerness to engage actively with students, faculty, parents, and alumni and willingness to prioritize visibility amidst the demands of a busy professional schedule
- The ability to navigate complexity, in part through effective prioritization, delegation, and management of systems
- Deep appreciation for Brimmer's roots in education philosophy and its commitment to knowing and caring for every student
- Commitment to reinforcing and enhancing Brimmer's commitment to equity and inclusion in all aspects of school life
- A collaborative and visible approach to engaging with faculty and staff
- The ability to engender a spirit of compassion and empathy within and among students
- Skill in inspiring faculty while underscoring both accountability and autonomy as equally important guideposts



# LEARN MORE

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- [School Website](#)
- [Equity and Inclusion](#)
- [Strategic Plan](#)
- [Diploma Programs](#)
- [School Profile](#)
- [New Recreation & Wellness Center](#)
- [About Newton, 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;
- 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) to:

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#### **LISA PARSONS**

Consultant

[lisa.parsons@carneysandoe.com](mailto:lisa.parsons@carneysandoe.com)

#### **ALLISON GAINES PELL**

Senior Consultant

[allison.gainespell@carneysandoe.com](mailto:allison.gainespell@carneysandoe.com)

*The full-time salary range for this position is \$400,000-450,000. The school also provides housing. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.*



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