

ENGLISH DEPARTMENT CHAIR 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, located in Deerfield, Massachusetts is a globally recognized leader in independent schools. A coeducational boarding and day school serving approximately 650 students in grades nine through postgraduate, Deerfield Academy is a place students, staff, and faculty are proud to call their home. 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.

Deerfield seeks a relationship-centered leader to serve as its next English Department Chair. Reporting to the Dean of Faculty and Dean of Academic Affairs, Department Chairs lead the pedagogical and curricular development in the department. They supervise department members and facilitate the growth and professional learning of student-centered teachers by regularly observing class meetings and offering teachers actionable feedback through the Classroom Insights program.

Primary Duties and Responsibilities

Instructional Leadership and Culture of Department

- Ensure effective teaching strategies, multi-section and grade-level alignment, and curricular coherence within the department;
- Foster a culture of collaboration, growth, and professional learning;
- Plan and lead pedagogical and curricular department meetings;



- Observe department members classes regularly through the Classroom Insights program and provide timely, specific, and actionable feedback;
- Collaborate with departmental teachers to develop new courses and refine current offerings;
- Partner with the Associate Department Chair to support and mentor new department members and teaching fellows;
- Represent the department at Admissions events, including revisit days and fall webinars.
- Ensure teaching practices align with the Classroom Insights Scope and Sequence, the Vision of the Deerfield Learner, and the Framework for Schools;
- Uphold the Academy's professional teaching standards as outlined in the Employee and Academic Affairs Handbooks.

Curricular Leadership

- Advance and steward the department's learning outcomes, ensuring they are clear, measurable, and meaningful to the discipline:
 - » Students will read closely to make observations about a text's content and form.
 - » Students will write with clarity and attention to voice and audience in critical and creative modes.
 - » Students will analyze and synthesize texts to form original, effective, and discerning claims, both orally and in writing.
 - » Students will develop an iterative process of drafting, reflection, and revision to move their ideas toward clarity and meaning.
 - » Students will listen intently and with empathy in discussion, speak with confidence and self-awareness, and contribute to the building of shared knowledge.
- In collaboration with departmental teachers, regularly assess the student learning outcomes to ensure department-wide efficacy and alignment;
- Ensure assessment strategies are clear, consistent, and aligned within courses and across grade levels;
- Review any Guest Speaker requests from departmental teachers and collaborate with Associate Department Chair and members on special events or speaker visits;
- Promote awareness of advances in educational research, technology, and disciplinary conversations to support curricular development and innovation;
- Liaise with scholars and teachers beyond the Academy on disciplinary opportunities and challenges;
- Lead regular departmental curricular reviews;
- Participate in weekly Department Chair meetings.



Administrative Duties

- Meet regularly with the Assistant Head of School for Academics and Dean of the Faculty to share feedback on department members, identify areas for growth and determine hiring needs;
- Collaborate with teachers and the Dean of Studies on matters related to academic integrity;
- Partner with departmental teachers to select graduation prize recipients and their gifts;
- Collaborate with the Dean of Faculty to recruit and hire outstanding teachers;
- Collaborate with the Dean of Academic Affairs and Dean of the Faculty in the evaluation of department members, as outlined in the school's policies and procedures, and ensure alignment the Classroom Insights Scope and Sequence and the Framework for Teaching;
- Work closely with the Dean of Faculty and Assistant Head of School for Academics to address performance concerns or other faculty matters.

Qualifications and Personal Attributes

- Master's Degree required;
- Approachable, collaborative, and effective communication with strong problem-solving skills;
- Excellent written and oral communication skills;
- Engaging, high energy, flexible, warm and a high EQ;
- Open to feedback and committed to continuous self-improvement;
- Able to adapt to a dynamic, rapidly changing work environment;
- Demonstrated ability to collaborate across teams, departments, and divisions with a "can do" mindset;
- Strong belief in accountability, measurable outcomes, and high expectations.

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)

John Faubert

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Beth Dietz

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Lisa Parsons

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The full-time salary range for this position is \$77,000 to \$125,000+. Salary commensurate with experience.