



bennett day school

HEAD OF SCHOOL AND CHIEF OPERATING OFFICER

Start Date: July 2026

Bennett Day School

Chicago, Illinois | www.bennettday.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

To provide a collaborative culture that nurtures our innate sense of inquiry and curiosity. We are committed to advancing creativity, innovation, and the development of lifelong learners and leaders.

At a Glance



2014
established



400
total enrollment



60+
number of family zip codes



75%
faculty with
advanced degrees



9:1
student-faculty ratio



\$12M
annual operating
budget



95,000
square feet
campus size



OVERVIEW

In 2012, the co-founders of what would become Bennett Day School came together to create a new kind of school. They recognized that real-world learning leads to resilience, perseverance, creative problem-solving, and innovative thinking. Two years later, Bennett Day School opened in 2014 with the goal of creating a future-focused educational program that is truly a “one-of-one” school community.

Initially, in a small, four-classroom campus, Bennett Day’s Early Childhood and Lower School programs were launched. Within two short years, a larger campus was needed, and in 2016, Bennett Day opened at 955 W. Grand Avenue in Chicago’s vibrant and fast-growing Fulton Market neighborhood. The school expanded quickly and added new grades each year. The school opened its Middle and Upper School programs in 2019, becoming a PreK-12th grade school. As the community grew, the school designed a purpose-built addition to its campus, doubling in size recently to nearly 100,000 square feet in 2024 by adding a full-size gymnasium, library, community spaces, and classrooms, and readying itself to grow.

The principles that Bennett Day School was founded on have resulted in a school dedicated to building community, fostering creativity and innovation, attracting the best teachers, and producing lifelong learners. In its next Head of School, Bennett Day seeks an exceptionally relational and entrepreneurially minded leader, someone who is ready to capitalize on the school’s promise and positive trajectory, grow the school’s financial position and resources, and fully realize its mission and value proposition. Bennett is “Built for What’s Next”.



PRIORITIES, OPPORTUNITIES, AND CHALLENGES

Bennett Day School is at a key moment in its history, growth, and development, and its next Head of School and Chief Operating Officer will arrive ready to lead the school in the following work:

- Growing the school’s enrollment in alignment with its mission and values, including seeing through the addition of its 2-year-old Bambini program and building demand for its Upper School division, while managing its financial goals through net-tuition and complementary revenue streams.
- Strengthening the external messaging about its “one-of-one” educational program and raising the school’s profile across Chicago.
- Building on the capabilities of its leadership team, including more fully adopting and enacting a distributive leadership model to maximize the impact of their talents, and assessing and evolving the organizational structure as the school continues to grow.
- Enhancing the experience of the school’s dedicated professional community by focusing their efforts on what is most vital, continuously connecting current initiatives with the school’s long-term plans and goals, creating even stronger two-way feedback loops, and providing opportunities for professional growth and enrichment.
- Clarifying and improving the mechanisms for and communications with parents and caregivers, including reporting academic student progress in ways that remain future-focused and mission-aligned but clearer and more accessible for students and their parents and caregivers.
- Cultivating an ever-stronger sense of community and pride in the school and mobilizing all constituencies to tell the story of their remarkable school community.



QUALIFICATIONS AND PERSONAL ATTRIBUTES

The most competitive candidates will offer most or all of the following qualifications and qualities:



Professional Qualifications

- A positive trajectory in educational leadership, ideally within PreK-12 or post-secondary organizations with similar missions, philosophies, and practices
- An understanding of the academic, operational, and financial dimensions of a growing, multi-division, and for-profit independent school, complemented by deep experience in one or more of the following areas: enrollment management, school finance, marketing and communications, and academic, divisional, or organizational leadership
- The ability to articulate vision and strategy, the tactical skills to manage the systems and processes necessary to implement strategy deftly, and the organizational fluency to manage multiple streams of information and respond to situations as they emerge
- The ability to communicate persuasively and with energy, inspiration, and clarity to internal and external audiences through the full range of written and oral communications required of Heads of School
- Experience with recruiting, hiring, supporting, retaining, developing, and leading talented, and mission-aligned faculty and senior leadership
- A history of thoughtful innovation informed by research and data and moderated by a skillful and sensitive approach to change, including an informed view or experience adapting to AI



Leadership Style and Personal Qualities

- Commitment to hard work and creative problem-solving in fast-paced environments
- An orientation to lead through a distributive leadership model, delegating and empowering others within the organization to act in alignment with the mission and their responsibilities
- The ability and flexibility to navigate complexity, including living out a role that requires high levels of collaboration and independence, projecting steadiness while managing growth and change, and making, communicating, and owning decisions big and small
- Strong interpersonal skills focused on trust building, trusting others, deep and empathetic listening, and humility
- Dedication to building relationships and engaging with warmth and a helpful nature
- A spirit of curiosity that fuels the pursuit of evolving best practices and a commitment to continuous learning
- An orientation to make decisions after listening closely to colleagues and other constituency groups
- Eagerness to engage actively with students, faculty, parents and caregivers, board members, our founder/CEO, and alums, prioritizing visibility amidst the demands of a busy professional schedule
- Exceptional organizational skills, attention to detail, and the ability to harness technology and manage their calendar

LEARN MORE

- [School Website](#)

- [Mission and Vision](#)

- [Redefining Rigor Video](#)

- [Portrait of a Graduate](#)

- [College Matriculation](#)

- [About Chicago, Illinois](#)

- [About Fulton Market](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultant in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this 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:

CHRIS BOYLE
Consultant
chris.boyle@carneysandoe.com

The full-time equivalent base salary range for this position is \$225,000-\$300,000, commensurate with experience. In addition, the position is eligible for annual variable incentive compensation via a performance bonus as well as equity ownership. The starting base salary and any additional compensation are based upon, but not limited to, several factors that include years of experience, education level, and expertise. The position operates 12 months of the year with a full suite of benefits, including health insurance, 401(k) with a match, and paid time off.



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