

The MacDuffie School

HEAD OF SCHOOL
Start Date: July 2026

The MacDuffie School

Granby, Massachusetts | macduffie.org



**Carney
Sandoe
& ASSOCIATES**

MISSION STATEMENT

To foster in all students the intellectual habits of mind, high ethical standards, and respect for diversity required for becoming effective individuals in their personal and work lives and moral and responsible participants in the world beyond.

At a Glance

 **1890**
established

 **213**
total enrollment

 **24**
nations represented

 **34**
total faculty

 **78%**
faculty with
advanced degrees

 **9.3:1**
student-faculty ratio



OVERVIEW

Founded in 1890, The MacDuffie School has a long and distinguished history of educating students for lives of purpose, leadership, and global citizenship. Originally established as a school for young women, MacDuffie has evolved thoughtfully over time, becoming a coeducational, college-preparatory boarding and day school serving students in grades 6–12. Located on a scenic campus in Granby, Massachusetts, the School has long combined rigorous academics with a deep commitment to character, community, and personal growth, preparing students not only for college but for meaningful engagement in an interconnected world.

Today, MacDuffie is home to a diverse and internationally minded student body, drawing students from across the United States and around the globe. This global perspective is woven intentionally into the School's culture, curriculum, and residential life, enriching daily learning and fostering cross-cultural understanding. Small classes, dedicated faculty, and a highly relational approach to teaching and learning allow MacDuffie to know students well and to challenge and support them as individuals. The School's boarding and day model creates a close-knit, engaged community in which academic, extracurricular, and residential experiences are fully integrated.



MacDuffie operates with an entrepreneurial spirit and a pragmatic approach to governance, allowing school leaders to focus intently on teaching and learning, student life, and community culture. As a proprietary school accredited by the New England Association of Schools and Colleges (NEASC), MacDuffie maintains a clear organizational structure that separates business ownership from educational leadership, ensuring that academic and pedagogical decisions are driven by the school's mission and the needs of students rather than profit considerations. The School values visibility, relationships, and shared purpose, and it seeks leaders who are energized by daily engagement with students and faculty and who take pride in shaping a vibrant campus life.

In this context, The MacDuffie School seeks a Head of School to serve as the chief academic, operational, and community leader of the institution. Working collaboratively with ownership while maintaining full authority over educational matters, the Head of School will provide vision, direction, and steady leadership during a formative moment in the School's evolution. This is a highly visible, hands-on role with broad authority over the academic program, faculty and staff leadership, student life, and the overall health of the School. The Head will be deeply involved in the daily life of the campus while also collaborating to guide enrollment, admissions, and longer-term strategic growth initiatives. It is an exceptional opportunity for a collaborative, people-centered educator eager to lead a distinctive boarding and day school with purpose and clarity.



OPPORTUNITIES AND CHALLENGES

The MacDuffie School seeks a new Head of School to lead the institution through a period of growth, transition, and renewed clarity of purpose. The following opportunities and challenges reflect the scope, complexity, and promise of the role and highlight the leadership priorities and areas of focus for the Head who will guide the School at this important moment.

Shape and Steward a Rigorous Academic Program

The Head of School will be responsible for shaping, sustaining, and continuously strengthening a rigorous, mission-aligned academic program. This includes setting clear expectations for teaching and learning, supporting thoughtful innovation in pedagogy, and ensuring coherence across divisions and departments. The opportunity lies in advancing academic excellence while honoring MacDuffie's personalized, relational approach to education.

Recruit, Develop, and Inspire Faculty and Staff

A central responsibility of the Head of School is the recruitment, support, evaluation, and inspiration of faculty and staff. The Head will cultivate a culture of trust, accountability, and professional growth, providing clear leadership with empathy and integrity. Guiding adults through a period of institutional growth and change will be both a challenge and a deeply rewarding aspect of the role.



Lead Daily School Life and Core Operations

The Head of School will be closely engaged in the rhythm of daily school life, ensuring that programs, schedules, and student experiences are well coordinated and mission-driven. This role offers the opportunity to have a direct and visible impact on how students and faculty experience the School each day, while balancing competing priorities in a dynamic boarding and day environment.

Build Community and Provide Pastoral Leadership

MacDuffie seeks a Head of School who is highly visible, accessible, and deeply invested in the well-being of students, families, and colleagues. Building trust across a diverse parent community, including local day families and international boarding families, requires strong communication skills, cultural awareness, and emotional intelligence. The challenge is to provide steadiness and reassurance during change while strengthening a sense of belonging and shared purpose.

Guide Strategic Direction and Steward Enrollment

Working closely with admissions leadership, ownership, and advisory partners, the Head of School will provide leadership for enrollment strategy and sustainable growth. This includes understanding the realities of a tuition-dependent school and engaging authentically with prospective families. The opportunity lies in aligning enrollment success with educational quality, financial health, and community values.

Engage Internationally and Lead Entrepreneurial Growth

MacDuffie's established international partnerships and global programs offer opportunities for engagement beyond campus. Representing the School in domestic and international contexts, and thinking entrepreneurially about programmatic and institutional growth, will appeal to a Head of School who values innovation grounded in operational and educational realism.



\$5.4M

financial aid
awarded



73%

students receiving
aid



35

AP and honors
courses



204 acres

campus size

QUALIFICATIONS & PERSONAL ATTRIBUTES



The successful candidate will bring many of the following professional experiences:

- Demonstrated success in senior leadership roles within independent schools, with increasing scope of responsibility and impact
- A strong record of academic leadership, including oversight of curriculum, pedagogy, and faculty evaluation
- Proven experience leading, managing, and developing adults, including hiring, mentoring, supervision, and performance management
- Experience working effectively with a governing body, ownership group, or board, within a clearly defined governance structure
- Familiarity with enrollment management and admissions strategy, including engagement with tuition-dependent school models
- Experience navigating institutional growth, change, or transition, and guiding school communities through periods of evolution
- Financial and operational awareness, including experience with budgeting, resource allocation, and aligning strategy with sustainability
- Experience in independent schools strongly preferred
- Experience with international education, global programs, or diverse student populations welcomed but not required

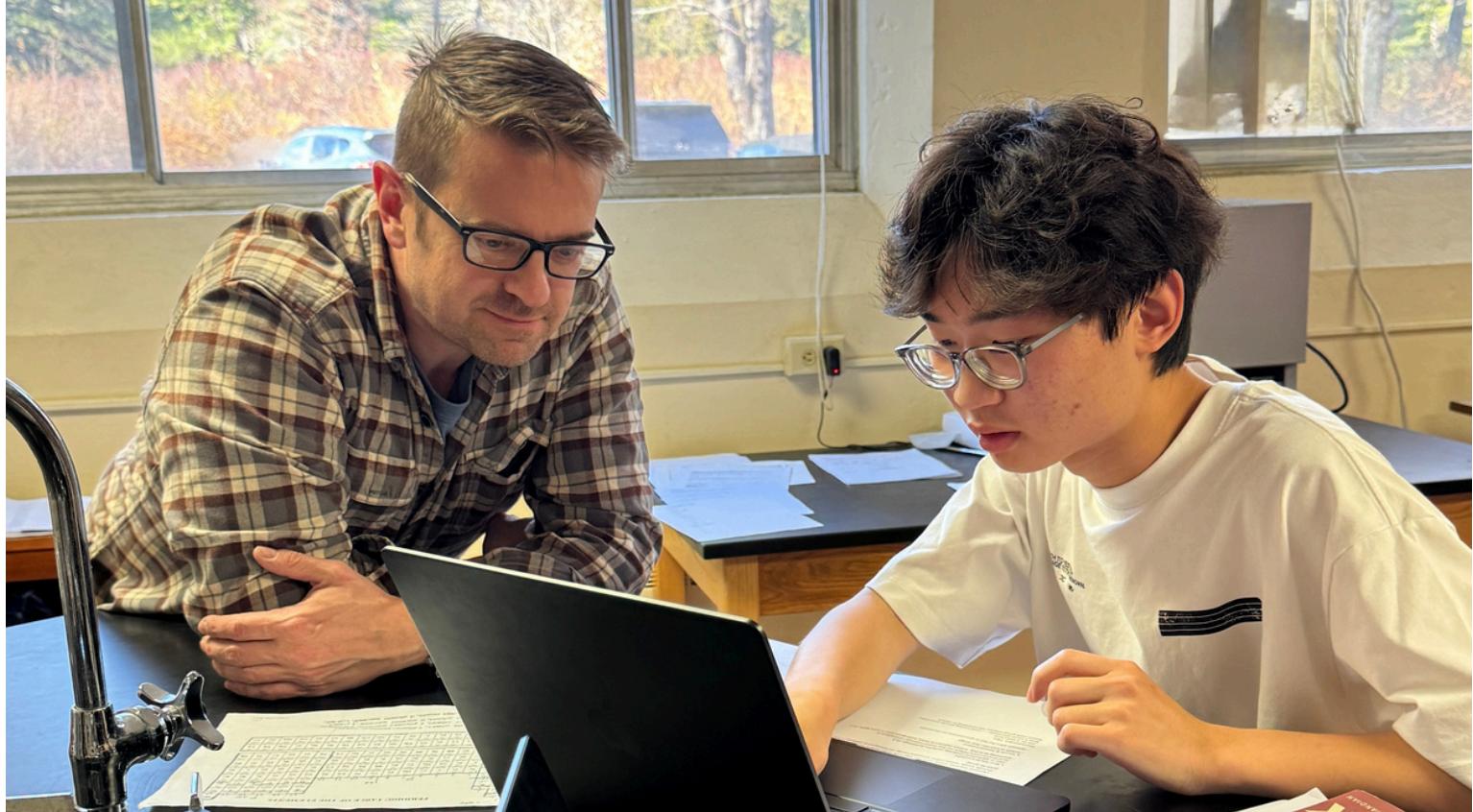


The Head of School will demonstrate the following personal qualities and leadership mindsets:

- Strong academic instincts and credibility with faculty, grounded in educational integrity and intellectual curiosity
- A people-centered, pastoral leadership style marked by visibility, presence, listening, and care for students and adults
- Excellent interpersonal and communication skills, with the ability to build trust across students, families, faculty, staff, and external partners
- A collaborative leadership approach characterized by confidence, warmth, humility, and sound judgment
- Emotional intelligence and cultural competence, with the ability to engage thoughtfully across diverse communities and perspectives
- An entrepreneurial, flexible mindset aligned with a pragmatic governance structure and a growth-oriented school culture
- Comfort engaging with families as partners, including clarity and empathy in high-stakes or sensitive conversations
- Adaptability, resilience, and steadiness, especially in a dynamic boarding and day school environment
- A mission-driven orientation, with the ability to balance strategic vision and hands-on leadership

LEARN MORE

- [School Website](#)
- [School History](#)
- [MacDuffie International Academy](#)
- [School Profile](#)
- [About Granby, 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 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:

AMY ROGERS
Consultant
amy.rogers@carneysandoe.com

MICHAEL ROBINSON
Senior Consultant
michael.robinson@carneysandoe.com

The full-time salary range for this position is \$200,000 – 225,000. 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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