

FOUNDING HEAD OF PROGRAM

TRIBECA COMMUNITY SCHOOL

Ridgefield, Connecticut

Start Date: June 1, 2026



**Carney
Sandoe**
& ASSOCIATES

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ABOUT TRIBECA COMMUNITY SCHOOL (TCS)

Founded in 2006 in the TriBeCa neighborhood of New York City, Tribeca Community School (TCS) has grown from a single classroom into a highly respected early-childhood program with a national and international reputation for excellence in teaching and program design. For two decades, the school has remained deeply committed to a child-centered, community-rooted philosophy inspired by progressive and Reggio Emilia–informed educational practices.

TCS offers a cohesive, developmentally grounded program that honors the unique needs, rhythms, and capabilities of each stage of early childhood.

TCS is widely recognized as a model of best practice in early-childhood education. The school's educators regularly present at national conferences, contribute to professional publications, collaborate with public schools and cultural institutions, and host visiting educators from across the United States and abroad. More than 500 educators have visited TCS to observe classroom practice and engage in professional exchange, reflecting the school's role as a center for educational learning and collaboration.

Ridgefield Campus

The Ridgefield campus represents a thoughtful expansion of this long-standing vision. It will serve children ages 6 weeks to 6 years old and will offer families a warm, intellectually engaging, and child-driven program.



POSITION OVERVIEW

The Founding Head of Program for the Ridgefield Campus is a senior leadership role responsible for the educational vision, pedagogical integrity, and day-to-day academic operations of the school. This individual is a seasoned early-childhood professional with deep classroom knowledge and proven experience running a complex program.

The Founding Head of Program works in close partnership with ownership and administrative leadership to ensure that TCS Ridgefield delivers a cohesive, high-quality experience for children, educators, and families while supporting continuous reflection, professional growth, and program evolution.

This role is ideal for an experienced educational leader who is both philosophically grounded and operationally strong: someone who can inspire educators, support families, and translate vision into consistent, excellent practice.

KEY RESPONSIBILITIES

Educational Leadership & Program Quality:

- Serve as the educational leader of the school, ensuring fidelity to the school's child-centered, inquiry-based philosophy across all classrooms
- Articulate and steward the program's pedagogical vision, values, and learning principles
- Ensure developmentally appropriate practice across age groups (infant through Kindergarten)
- Lead curriculum development, documentation practices, and long-term project work
- Oversee classroom environments to ensure they are intentional, responsive, and aligned with program philosophy



Staff Leadership & Professional Development:

- Mentor, coach, evaluate, and support the hiring and retention of lead teachers and assistant teachers
- Foster a reflective teaching culture rooted in observation, dialogue, and continuous learning
- Design and lead professional development, staff meetings, and pedagogical study
- Support teacher onboarding and ongoing growth, including goal-setting and feedback cycles
- Serve as a thought partner to educators, modeling strong pedagogical reasoning and professionalism

Program Operations & Oversight:

- Oversee daily program operations from an educational standpoint, ensuring consistency, continuity, and smooth classroom functioning
- Collaborate closely with the administrative team on staffing, scheduling, ratios, and Compliance
- Support licensing, accreditation, and regulatory requirements related to curriculum and teaching practice
- Lead on hiring, evaluation, onboarding, and retention of both administrative and educational staff
- Oversee staffing structures to ensure strong team composition, coverage, and alignment with program needs
- Partner with leadership to problem-solve operational or programmatic challenges as they arise



Family Partnership & Community Engagement:

- Serve as a visible and trusted educational leader for families
- Support parent education, communication, and events
- Lead prospective family engagement, including school tours and individualized conversations that reflect the school's values and approach
- Build and maintain relationships with families from initial inquiry through enrollment and throughout their experience at the school
- Plan and host information sessions and community events for prospective and current families
- Address family questions or concerns related to learning, development, or classroom practice with clarity and care
- Represent the school in professional and community settings when appropriate

Strategic Growth & Collaboration:

- Contribute to long-term program planning and thoughtful expansion
- Collaborate with ownership on maintaining program excellence while scaling responsibly
- Participate in internal reflection and evaluation processes to strengthen the school over time
- Support TCS's role as a professional learning site for educators locally and beyond



QUALIFICATIONS

Required Qualifications:

- Significant experience in an early-childhood program (e.g., Head Teacher, Program Director, Educational Director, or similar senior role)
- Deep knowledge of child development from infancy through early childhood
- Strong grounding in progressive, play-based, and/or Reggio Emilia–inspired educational approaches
- Demonstrated success leading, mentoring, hiring and/or retaining educators
- Experience balancing educational vision with real-world operational demands
- Excellent communication skills with staff, families, and leadership
- Strong organizational, problem-solving, and decision-making abilities

Preferred Qualifications:

- Master's degree in Early Childhood Education or a related field
- Experience in a Reggio-inspired or documentation-rich program
- Experience in opening or growing a program, while maintaining quality
- Background in professional development or teacher training
- Familiarity with Connecticut early-childhood licensing standards (or willingness to learn quickly)

Personal Attributes We Value:

- Warm, grounded, and deeply respectful of children and educators
- Confident educational leader who leads with humility and curiosity
- Reflective practitioner who values collaboration and dialogue
- Comfortable holding high standards while supporting growth
- Mission-driven and excited to build something enduring



WHY JOIN TRIBECA COMMUNITY SCHOOL RIDGEFIELD

This is a rare opportunity to shape a flagship early-childhood program from the ground up within a school that already has two decades of credibility, clarity, and success. The Founding Head of Program will have real influence, strong partnership with ownership, and the professional satisfaction of leading a program that values depth and care.

Tribeca Community School is opening a new campus in Ridgefield, Connecticut in Fall 2026 and we are looking for an experienced educational leader to serve as its founding Head of Program.

TCS's original school in Tribeca, New York City has spent 20 years building a reputation as a thoughtful, Reggio-inspired early childhood program and a place where educators grow professionally alongside children. The Ridgefield campus represents an exciting opportunity to bring that same spirit to a new community while helping shape a school from its earliest days.

The program will serve infants through Kindergarten in a full-day, year-round model, with intentionally designed classrooms, an atelier space, and a strong culture of teacher collaboration and reflective practice. The Head of Program will play a central role in building the community of families, children and educators, guiding curriculum and pedagogy, and cultivating the professional learning community that defines TCS's schools.

For an educator with deep experience in early childhood leadership, this is a rare opportunity: to join an established organization with a clear educational philosophy, while also helping to create a new school community from the ground up.

LEARN MORE

Click on the links below to learn more about Tribeca Community School.

[School Website](#)

[School Philosophy](#)



To Apply

The full-time salary range for this position is \$90,000 to \$120,000. Because this is a school in its founding phase, the salary range will be connected to enrollment growth/revenues in the coming years.

Interested candidates should submit a resume, cover letter and list of professional references to:

John Faubert

Director of Placement
john.faubert@carneysandoe.com

Amanda Gastel

Placement Counselor
amanda.gastel@carneysandoe.com

Please do not contact the school directly.