



## HEAD OF SCHOOL

Start Date: July 2027

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The Allen-Stevenson School

New York, New York | [allen-sevenson.org](http://allen-sevenson.org)



Carney  
Sandoe  
& ASSOCIATES

# At a Glance



**1883**  
Established



**363**  
enrollment



**34%**  
students of color



**60**  
total faculty



**75%**  
faculty with  
advanced degrees



**6:1**  
student-faculty ratio



# OVERVIEW

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Founded in 1883, The Allen-Stevenson School is a distinguished TK–8 independent school for boys located on Manhattan’s Upper East Side. Long recognized for its warm and welcoming culture, exceptional faculty, and deep understanding of boys’ education, Allen-Stevenson serves approximately 360 students and is widely admired for its ability to cultivate intellectually curious, compassionate, confident, and well-rounded young men.

The school’s enduring philosophy, there are many ways to be a boy, animates every aspect of the Allen-Stevenson experience. Students are known deeply by their teachers and peers and are encouraged to explore academics, athletics, music, visual and performing arts, leadership, and service in an environment that values both achievement and character. Families consistently describe the school as joyful, nurturing, and deeply relational, a place where boys feel safe, seen, challenged, and inspired.

Allen-Stevenson combines rich traditions with a forward-looking approach to education. Signature experiences such as Monday Morning Meetings, Gilbert and Sullivan productions, orchestra and chorus, speech contests, field day, academic competitions, 8<sup>th</sup> Grade capstone trip to Costa Rica, rooftop activities, and meaningful cross-grade traditions help define the student experience and foster a strong sense of belonging and continuity.

The school enters this leadership transition from a position of considerable strength. Enrollment demand is strong, finances are stable, and the institution benefits from a dedicated parent community, engaged alumni, talented faculty, and a committed Board of Trustees. At the same time, Allen-Stevenson recognizes a significant opportunity to clarify and articulate its academic identity, strengthen internal alignment and communication, support and retain outstanding faculty and administrators, and continue defining what excellence in boys’ education means in an evolving world. The next Head of School will inherit a vibrant and mission-driven institution poised for its next chapter of growth and refinement.



# OPPORTUNITIES AND CHALLENGES

The next Head of School will have the opportunity to guide Allen-Stevenson through a dynamic and important moment in its history. The community seeks a visible, thoughtful, and inspiring leader who can preserve the warmth and traditions that define the school while positioning Allen-Stevenson for continued excellence in New York City's highly competitive independent school landscape.

## **Articulating a Clear and Cohesive School Identity**

The next Head will lead important conversations about what defines an Allen-Stevenson education in 2027 and beyond. This work includes strengthening curricular articulation and alignment across divisions, clarifying expectations around academic challenge and student support, and further defining the school's philosophy of boys' education for faculty, families, prospective parents, and the broader independent school community. There is a desire for a leader who can unify and elevate the school's vision while preserving the flexibility, creativity, and warmth that have long characterized the Allen-Stevenson experience.



### Further Strengthening a Unified TK–8 Community

The next Head will further cultivate a “one school” identity across the TK–8 experience by increasing cross-divisional collaboration, aligning student experiences and traditions, and strengthening institutional coherence across divisions and departments. The next leader will be a consistent presence from handshakes at the front door to classrooms, hallways, admissions events, performances, athletic competitions, and community gatherings, and serve as a champion for Allen-Stevenson.

### Supporting and Investing in Faculty Excellence

Allen-Stevenson’s faculty are among its greatest strengths. There is a culture of collegiality, autonomy, creativity, and care for students. The next Head will have the opportunity to thoughtfully support the professional growth and workload balance of the faculty while continuing to attract, support, and retain exceptional educators in an increasingly competitive New York City market.

### Advancing Excellence in Boys’ Education

Allen-Stevenson’s reputation for understanding and supporting boys is central to its identity. The next Head will help the school continue to define what it means to educate boys in contemporary society. This includes balancing academic rigor with social-emotional development, supporting neurodiverse learners, fostering healthy masculinity and character development, and helping boys navigate technology and artificial intelligence thoughtfully and responsibly.

### Ensuring Long-Term Institutional Sustainability

Allen-Stevenson is financially stable and enjoys strong enrollment demand, a loyal alumni community, and a committed parent body. The next Head will partner closely with the Board of Trustees to ensure the school’s continued financial strength and long-term sustainability. Key priorities will include supporting future fundraising initiatives and capital projects, strengthening the school’s endowment, continuing to enhance enrollment and marketing efforts, and thoughtfully stewarding institutional resources.



**\$3M**

financial aid  
awarded



**20%**

students receiving  
aid



**\$45M**

Endowment



**\$25M**

Annual operating  
budget



**90,000 sqft**

Campus size

# QUALIFICATIONS & PERSONAL ATTRIBUTES

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The ideal candidate will demonstrate many of the following qualities and experiences:

- A deep understanding of boys' education and child development in a TK–8 setting;
- Significant leadership experience in independent schools;
- A visible, relational, and approachable leadership style grounded in warmth, empathy, integrity, and emotional intelligence;
- Exceptional communication skills and a demonstrated commitment to transparency and collaboration;
- A passion for building community and fostering strong relationships among students, faculty, families, trustees, and alumni;
- The ability to articulate and advance a compelling educational vision while honoring Allen-Stevenson's traditions and culture;
- Experience attracting, developing, and retaining outstanding faculty and administrative talent;
- Financial literacy and strategic leadership experience, including budgeting, enrollment management, fundraising, and institutional planning;
- A thoughtful and balanced perspective on technology, artificial intelligence, and innovation in education;
- A demonstrated commitment to belonging and inclusive educational practices;
- An appreciation for the unique opportunities and complexities of leading an independent school in New York City;
- Energy, presence, optimism, and a sincere love of working with boys and their families.

# LEARN MORE

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- [School Website](#)

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- [History and Traditions](#)

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- [Strategic Plan](#)

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- [About New York, New York](#)





## 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;

Selected candidates may be asked to provide:

- Writing samples specific to this search
- 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)

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### **BURKE ZALOSH**

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Senior Consultant

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*The proposed annual salary for this position is \$700,000. A competitive benefits package that is considerate of the school's location in New York City will also be provided, including health plan, retirement, and housing allowance. These executive benefits will contribute significantly to the Head of School's total compensation.*



**Carney  
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