

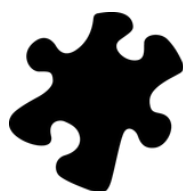


HEAD OF SCHOOL

Start Date: July 2027

Hillbrook School

Los Gatos and San José, California | hillbrook.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Hillbrook provides an extraordinary educational experience that fosters a love of learning in our students and helps them develop the knowledge, skills, and confidence to achieve their highest individual potential in school and in life. At Hillbrook, students are known, respected and valued as individuals and every day is a journey of self-discovery, imaginative thinking, creative problem solving, laughter and friendship.

Vision

Inspire students to achieve their dreams and reach beyond themselves to make a difference in the world.

At a Glance



1935
established



518
total enrollment



65%
students of color



81
total faculty



45%
faculty with
advanced degrees



6.6:1
student-faculty ratio



OVERVIEW

From its founding in 1935, Hillbrook has cultivated an educational environment centered around the belief that the most authentic and enduring education happens when student choice and hands-on engagement are at the heart of the learning, and that a fully realized education is found when students extend beyond themselves to make a difference in the world.

Nestled in a gorgeous 14-acre campus in Los Gatos, Hillbrook's Junior Kindergarten (JK) to 8th-grade campus is a destination Lower and Middle School in the South Bay. While it would have been easy for the school to rest on its laurels, current Head of School Mark Silver, the leadership team, and a committed Board of Trustees developed a vision for an expansion that embodies Hillbrook's "Reach Beyond" social impact ethos and founded an Upper School located in downtown San José – an urban counterpoint to the pastoral JK-8 campus and a creative yet aligned extension of the school's educational mission. The first class will proudly graduate next spring.

Hillbrook seeks a new Head of School to begin in July 2027. Blessed with steady leadership throughout its history, Hillbrook has had only three heads of school in the past 50 years, with current Head of School Mark Silver serving with great success over the past 18 years. The next Head of School has the opportunity to continue to build and evolve a school with a clear and compelling mission, a strategic Board, a smart and collaborative senior leadership team, a dynamic, student-centered, and hard-working faculty and staff, and a bright, curious, and engaged student body.



CORE VALUES

Be Kind, Be Curious, Take Risks, Be Your Best

HILLBROOK'S DISTINGUISHING CHARACTERISTICS

A culture of deep human connection and belonging. Hillbrook's culture is one of kindness and care. Every child and parent/guardian is known by name; older students take care of younger ones; smiles and laughter permeate the halls and open spaces; the atmosphere on both campuses is notably warm and inviting. Hillbrook's sense of family extends through and beyond the campuses and is actively supported by hard working, inclusive, organized, and dedicated volunteers and the [Hillbrook Parent Association](#). Hillbrook's commitment to community and belonging is grounded in an oft-stated belief: "Who I am matters, who you are matters, and who we are together can make a difference in the world."

An engaging, innovative, and progressive academic program. The school's academic program is built around experiential, competency-based learning, interdisciplinary projects, and student agency. The signature Reach Beyond programs, for instance, foster student agency through community engagement, internships, and apprenticeships. Immersive learning experiences, both locally and abroad, and extensive community partnerships are embedded in the academic program. Students across the grade levels are invested in understanding complex issues and empowered with real-world opportunities to make a difference. The questions "What matters to you and what are you going to do about it?" are posed to students throughout their years at Hillbrook, and they seek to answer, change, and explore those questions throughout their Hillbrook journey. The location of the Upper School was selected to enable faculty and students to use the city as a classroom. The visionary [Scott Center for Social Entrepreneurship](#) was the first of its kind at a JK-8 school and, now, serves as an engine of opportunity for the JK-12 program and has institutionalized the school's commitment to social impact and sustains it at the center of the school's moral and ethical identity.

Two extraordinary, age-appropriate campuses. The Lower and Middle school campus is nestled in a bucolic and protected natural setting, with a charming assemblage of appropriately scaled buildings, play areas, gardens, an outdoor amphitheater, swimming pool, and an athletic field. The new Upper school campus, 13 miles away, is buzzing with urban energy and housed in two beautifully renovated historic buildings embedded in the heart of bustling San José.

A strong, experienced, and collaborative Leadership Team and Board of Trustees. Hillbrook is blessed with a high-functioning, enthusiastic leadership team with great depth of experience and a personal commitment to the school's mission. Many of Hillbrook's team members have served the school for more than a decade and remain committed to the belief that collaboration produces better outcomes for all. They hold Hillbrook's mission and core values at the center of their work and serve as essential thought partners to the head of school. The Board of Trustees is strategic and invested, with an ingrained understanding of governance and a deep respect for the school's operational management team.

PRIORITIES, OPPORTUNITIES, AND CHALLENGES

It is an exciting time to join the Hillbrook community! The school just celebrated its 90th anniversary on the JK-8 campus and looks forward to its first graduating class from the Upper School in 2027. With the establishment of the Upper School and work on the current strategic plan, Vision 2030, underway, there is a roadmap for the next Head of School.

- **Support and continue the work of Vision 2030.** The three major pillars of the strategic plan are: prioritize balanced excellence - connecting wellness and academic achievement; make Hillbrook a community hub - our school, your school: a trusted community center and resources; and broaden institutional reach and impact - leading and thriving through 2030 and beyond.



- Foster connection and cohesion across JK-12 and the Los Gatos and San José campuses.** With two campuses 13 miles apart (25 minutes without traffic), connection and collaboration require intensive and intentional effort. The next Head of School will continue to cultivate and solidify throughlines that define Hillbrook’s curriculum, pedagogy, and culture and find opportunities for teachers, staff, students, and parents to share experiences across divisions and campuses. The next Head of School will clarify and communicate a unified school identity and culture (both internally and externally), with special attention to the challenges posed across two distinct campuses.
- Articulate and amplify Hillbrook’s distinctive identity and value.** Hillbrook’s student-centered, inquiry-based, and experiential program is uncommon in the South Bay school market, and the post-secondary plans of the Upper School’s first graduating class have yet to be determined. The next Head needs to be a dynamic, genuine, enthusiastic, persuasive, and tireless advocate, spokesperson, and ambassador to community partners, to potential donors, and, especially, to prospective and current students and families.
- Support program and systems development and growth in the Upper School.** The next Head of School will need to leverage the Upper School’s early success and, as the division seeks to grow from 135 students to 275-300 over time, continue to develop and articulate its staffing needs, programming, operations, and curriculum, including athletics and the arts.



\$5.3M
flexible tuition
grants awarded



34%
students paying
flexible tuition



\$6.2M
endowment



\$26M
annual operating
budget

QUALIFICATIONS & PERSONAL ATTRIBUTES



PROFESSIONAL SKILLS AND ATTRIBUTES

- A proven record of leadership in complex educational settings
- Exceptional interpersonal and communication skills - a compelling, effective communicator in writing and in both small and large group settings
- A genuine affection and respect for the range of student ages, from JK to 12th grade
- An abiding belief in the essential ways in which diversity of identity and point of view strengthen and enliven an educational community
- An understanding and enthusiasm for institutional advancement through admissions, marketing, and development efforts
- A strategic thinker and creative problem solver who understands the interplay of internal and external systems, constituents, and priorities
- A visible and present community builder able to connect with both internal and external constituencies with warmth, curiosity, and an inclination to find and realize possibilities
- A balanced innovator who appreciates both tradition and purposeful, evolutionary change
- An effective builder and leader of highly functional and collaborative teams, and a distributive leadership practice
- Ability to recruit, retain, and develop talented faculty, staff, and administrators with a practice of providing strong support, feedback, and opportunities for growth
- Experience with and understanding of the financial and operational complexities of schools
- A leadership style that invites authentic collaboration alongside the ability to make clear decisions



PERSONAL QUALITIES

- Boundless energy, joy, and enthusiasm for the broad range of school-related activities
- The ability to switch gears gracefully between widely differing engagements and situations
- Intellectual curiosity and eagerness to learn
- A sense of humor about the endless fascinations, frustrations, and vagaries of an extended community of students, families, and employees
- The courage to make difficult choices while upholding and embodying the school's values
- Genuine enthusiasm, curiosity, and patience to engage actively with students, parents, faculty, staff, and alumni
- An appreciator of jokes: one of Hillbrook's most valued traditions is the opportunity for students to tell jokes at the end of Friday Flag (Hillbrook's weekly assembly), which the Head of School moderates!

LEARN MORE

- [School Website](#)
- [School History](#)
- [Curriculum Guide](#)
- [Strategic Plan](#)
- [Diversity, Equity, Inclusion, Justice and Action](#)
- [The Scott Center for Social Entrepreneurship](#)
- [School Profile](#)
- [Hillbrook Traditions](#)
- [About Los Gatos, California](#)
- [About San José, California](#)

Anticipated Search Calendar

May - August: Interested candidates to reach out to consultants to express interest

August 24: Deadline to submit materials (candidates are encouraged to submit prior to this date)

Week of September 7: Semifinalist interviews with Search Committee

Mid-Late September: Finalists' visits to campus

October: Appointment



TO APPLY

Interested candidates may contact the consultants to express interest and to discuss the position. To be considered, applicants will need to submit (electronically as separate PDF documents) the following materials:

- Cover letter expressing interest in the position;
- Current résumé;
- Selected candidates may be asked to submit responses to writing prompts and a list of five professional references to:

KAREN WHITAKER

Senior Consultant

karen.whitaker@carneysandoe.com

JENNIFER WONG CHRISTENSEN

Senior Consultant

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DAN MILLER

Consultant

dan.miller@carneysandoe.com

The full-time equivalent salary range for this position is \$500,000 - \$600,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise. A Head's residence is part of the compensation package.



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