



bcd

Berkshire Country Day School

HEAD OF SCHOOL

Start Date: July 2027

Berkshire Country Day School

Stockbridge, Massachusetts | berkshirecountryday.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Berkshire Country Day School exists to inspire the individual promise of every student so that each may become an engaged citizen of the world.

At a Glance



1946
established



114
total enrollment



21
total faculty



23%
faculty with
advanced degrees



5.4:1
student-faculty ratio



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OVERVIEW

Tucked into the rolling hills where Berkshire County, Massachusetts meets Columbia County, New York, Berkshire Country Day School occupies its own quiet corner of rural New England — a campus where woods, gardens, and open fields do as much teaching as any classroom. Berkshire Country Day School (BCD) is an independent day school serving 114 students from Age 2 - Grade 8 from Berkshire (MA) and Columbia (NY) counties that balances a comprehensive, challenging curriculum with the vibrant culture and spirit of the surrounding rural communities. BCD welcomes nominations and applications for an innovative, thoughtful, and strategic leader to serve as its next Head of School effective July 1, 2027.

BCD's approach to teaching and learning is built on inquiry, discovery, and discussion-- a comprehensive curriculum that blends project-based and experiential learning with the talents of its faculty and the resources of its campus. Alongside a full academic core, students study STEAM, Outdoor Learning, French, Latin, Music, Art, Ceramics, and Workshop, with electives ranging from Robotics and Music Composition to Guitar Jam and Design/Build. BCD and Brook Farm Preschool have been screen-free since 2023; cell phones and connected devices stay off campus. Students get their first taste of purposeful screen time in third grade, in BCD's Computer Lab and Imagination Lab, and by middle school, select classes incorporate devices only as the curriculum calls for it.

Berkshire Country Day School seeks a highly engaged and collaborative Head of School with a deep understanding of independent schools. The next Head will steward BCD's financial future and enrollment strength alongside the Board of Trustees, building on four years of \$1.4 million in philanthropic support and a stabilized, well-retained student base. As an inspiring thought leader, the Head will articulate a clear vision for BCD's educational model and serve as a visible, engaging presence who strengthens the sense of family that defines the BCD community. The successful candidate will lead with integrity, confidence, courage, and conviction, welcoming new perspectives while upholding the School's core values.



OPPORTUNITIES AND CHALLENGES

In addition to providing engaged and creative academic and administrative leadership to BCD, the next Head of School will embrace the following opportunities and challenges:

Strengthen and steward BCD's financial future. In partnership with the Board of Trustees, the next Head of School will further enhance the School's financial sustainability, balancing long-term strategic needs with the discipline of a sustainable business model. Over the past four years, the School has raised over \$1.4 million in restricted and unrestricted gifts, and the next Head of School will be charged with continuing this trajectory. The next Head will develop and sustain relationships with individual donors and institutional funding sources, with particular emphasis on fundraising and the growth of ancillary revenues.



Provide leadership in bolstering enrollment. This includes short- and long-term strategic approaches to admission, marketing, financial aid, and recruitment, directing the process of attracting, enrolling, and retaining mission-appropriate students. Over the past four years, the School has reversed sliding enrollment and now sustains a stable enrollment base with sound retention and proactive recruitment of new students. The next Head will build on these retention best practices while developing robust, persistent recruitment efforts, and will continue to maintain and strengthen close relationships with feeder schools, partner organizations, and the surrounding community to elevate BCD's brand awareness.

Articulate a vision, mission, and philosophy of BCD's educational model. The Head of School will be an inspiring thought leader who engages multiple audiences -- in person, in writing, and by example—to set the present and future direction of a BCD education. The Head will champion BCD's commitment to a high-quality education delivered in an environment where every student feels known, cared for, and emboldened to explore and try new things. The next Head will be an innovative educational leader who identifies and realizes educational opportunities that extend BCD's reach and reputation well beyond the Berkshires.

Be a visible and engaging presence on and off campus to strengthen BCD's inclusive, positive, and supportive climate. The successful Head will build on the strong sense of support and camaraderie within the BCD community of students, faculty, and staff. The BCD community is a family, and the next Head will have the opportunity to strengthen that bond by prioritizing communication and collaboration among all its members. The successful Head will model for the community what it means to embrace and value new contributions and perspectives while maintaining the School's core values.



\$418,000

financial aid
awarded



23%

students receiving
aid



\$3.4M

endowment



\$2.7M

annual operating
budget



26 acres

campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES

The next Head of School at BCD must be a highly engaged and collaborative leader with a deep understanding of independent schools. The Head of School will be energized by the unique possibilities for leadership this opportunity presents. Candidates must exemplify BCD's commitment to a caring and inclusive environment where students thrive because they feel safe, supported, and valued. The next Head must have a proven track record of leadership and the capacity to inspire, motivate, and lead others in a way that encourages staff retention and student and alumni engagement. The Head must be committed to fostering an environment that equally welcomes, respects, and values everyone while displaying the highest levels of integrity, confidence, courage, and conviction in leading BCD. The successful candidate will possess many of the following qualities and qualifications.



- Demonstrated success providing organizational leadership and fiscal management, especially in an educational setting;
- Entrepreneurialism in building and sustaining philanthropic relationships to support both short-term priorities and long-range strategic goals;
- A spirit of innovation and knowledge of best practices in education;
- Commitment to collaboration, transparency, and accountability as a leader;
- A successful track record with enrollment management including recruitment and retention;
- Powerful and inspirational communication skills and a collaborative, yet decisive, leadership style;
- A student-centered, globally minded educator with expertise in early childhood and elementary education pedagogy;
- Experience developing positive, supportive, and trusting relationships with students, parents, and faculty and staff;
- Expertise in developing and successfully executing on a strategic vision;
- The ability to partner with both internal and external constituents to drive support for the School's priorities;
- Proven track record of supporting faculty in the areas of compensation, professional development, and overall well-being.

LEARN MORE

- [School Website](#)
- [Signature Programs](#)
- [High School and College Matriculation](#)
- [About Stockbridge, 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

As the process moves forward, selected candidates may be asked to submit:

- Writing prompts 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) to:

LISA PARSONS

Consultant

lisa.parsons@carneysandoe.com

The full-time salary range for this position is \$\$190-\$210K. 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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