



HEAD OF SCHOOL

Start Date: July 2027

The Chestnut Hill School

Chestnut Hill, Massachusetts | tchs.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

The Chestnut Hill School is an inclusive community of joyful learners who think critically, embrace diversity, and act with empathy.

At a Glance



1860
established



247
total enrollment



55%
students of color



45
total faculty



62%
faculty with
advanced degrees



6:1
student-faculty ratio



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OVERVIEW

Founded in 1860, The Chestnut Hill School (CHS) has educated young children on its historic Chestnut Hill site for more than 165 years. Throughout its history, the school has fully embraced its identity, specializing in early childhood and elementary education (age 3 through Grade 6) and building a national reputation for academic excellence for the student group it serves.

The school's leadership and professional educators center their work in the school's core values of belonging, the pursuit of knowledge, perseverance, and kindness, cultivating a learning environment for students that is academically rigorous, developmentally sound, and built to inspire their engagement with each other, their communities, and their world. CHS takes great pride in the diversity of its community and the intentionality of its curriculum.

The school is in an excellent position – in its finances, enrollment, academic and whole child programming, secondary school placement, faculty and staff, and more. Its many strengths derive from the school's dedication to evolving, an orientation that remains as it looks to the coming decade and beyond.

For its next Head of School, CHS seeks an individual to harness the considerable strengths of the school community – its professional educators and staff, parents and caregivers, current students, alumni, and friends of the school – to move the school forward into its next era of excellence. The school recently completed a year-long strategic planning process with broad participation of faculty, staff, parents, and alums. Guided by this plan (to be published in early October 2026), the work ahead includes creating an environment in which its world-class faculty and staff can continue to thrive, telling the CHS story and spreading its reputation within its proximate communities and greater Boston, and energizing current and former parents, alumni, and friends of the school in support of the school. The Chestnut Hill School's next Head of School will be positioned to advance the school from an enviable position of strength.



THE OPPORTUNITY

The next Head of School will arrive at CHS during a time of true opportunity. Operating from a position of significant institutional strength, the school is well-positioned for its next Head to advance the strategic plan while expertly leading the community each day. More specifically, the anticipated work ahead includes:

- Continuing to strengthen and evolve the academic, social-emotional, and co-curricular program by embracing evidence-based practices, responding to the evolving needs of today's students, and identifying opportunities for educational experiences that capitalize on the community's resources and location;
- Finding the appropriate role for technology in a school community that cherishes relationships, face-to-face interaction, and hands-on teaching and learning;
- Recruiting, developing, and retaining the school's professional community of educators and leaders;
- Ensuring that The Chestnut Hill School's reputation in the Boston educational marketplace reflects its expertise in early childhood and elementary education and the excellent experience the school provides to its students, families, and employees; and
- Mobilizing the school's parents/caregivers and its alumni to support the school philanthropically and to build a robust culture of giving.



\$1.9M

financial aid awarded



28%

students receiving aid



\$12M

endowment



\$11M

annual operating budget



\$0

debt



~5 acres

campus size

QUALIFICATIONS & PERSONAL ATTRIBUTES



Professional Qualifications

- Deep understanding of the social-emotional needs of children from age 3 through grade 6;
- Expertise in early childhood and elementary curriculum and instruction;
- Prior teaching and leadership experience in an independent school preferred;
- Significant experience recruiting, managing, and developing faculty and staff;
- Readiness to lead enrollment management, secondary school placement, school operations, fundraising, community engagement, and finance;
- Experience developing and articulating a strategic vision, paired with the operational expertise necessary for successful implementation;
- A track record of building and assessing exceptional, intentional programming across academics, athletics, and arts; and
- Professional experience in intentionally diverse communities that actively foster belonging.



Leadership Style and Personal Qualities

- A warm, relational, high-EQ leader who finds joy in the day-to-day work of a school – someone who can build relationships and trust across constituencies: students, parents, faculty, staff, alumni, trustees, and friends of the school;
- A gifted communicator and storyteller – in writing, presentations, and one-on-one settings – who can clearly articulate the CHS story in support of the school's enrollment, marketing, and fundraising initiatives;
- A leader who is decisive while also collaborative, approachable, eager for and responsive to feedback, adaptable, and grounded in transparency;
- Someone who appreciates the power of a deeply diverse community and understands the work required to foster a culture of belonging;
- A professional with the ambition and drive to bolster and spread The Chestnut Hill School's reputation as the premier school for early childhood and elementary education; and
- Integrity, humility, and compassion.

LEARN MORE

- [School Website](#)
- [School History](#)
- [Mission and Vision](#)
- [Diversity, Equity, and Inclusion](#)
- [The CHS Approach](#)
- [Secondary School Placement](#)
- [About Chestnut Hill, 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

Selected candidates may also be asked to provide:

- A writing sample specific to this search
- 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)

JOHN FAUBERT

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CHRIS BOYLE

Consultant

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The full-time salary range for this position is \$315,000–\$375,000. The starting salary will be based upon a number of factors, including but not limited to years of experience, educational background, and expertise.



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