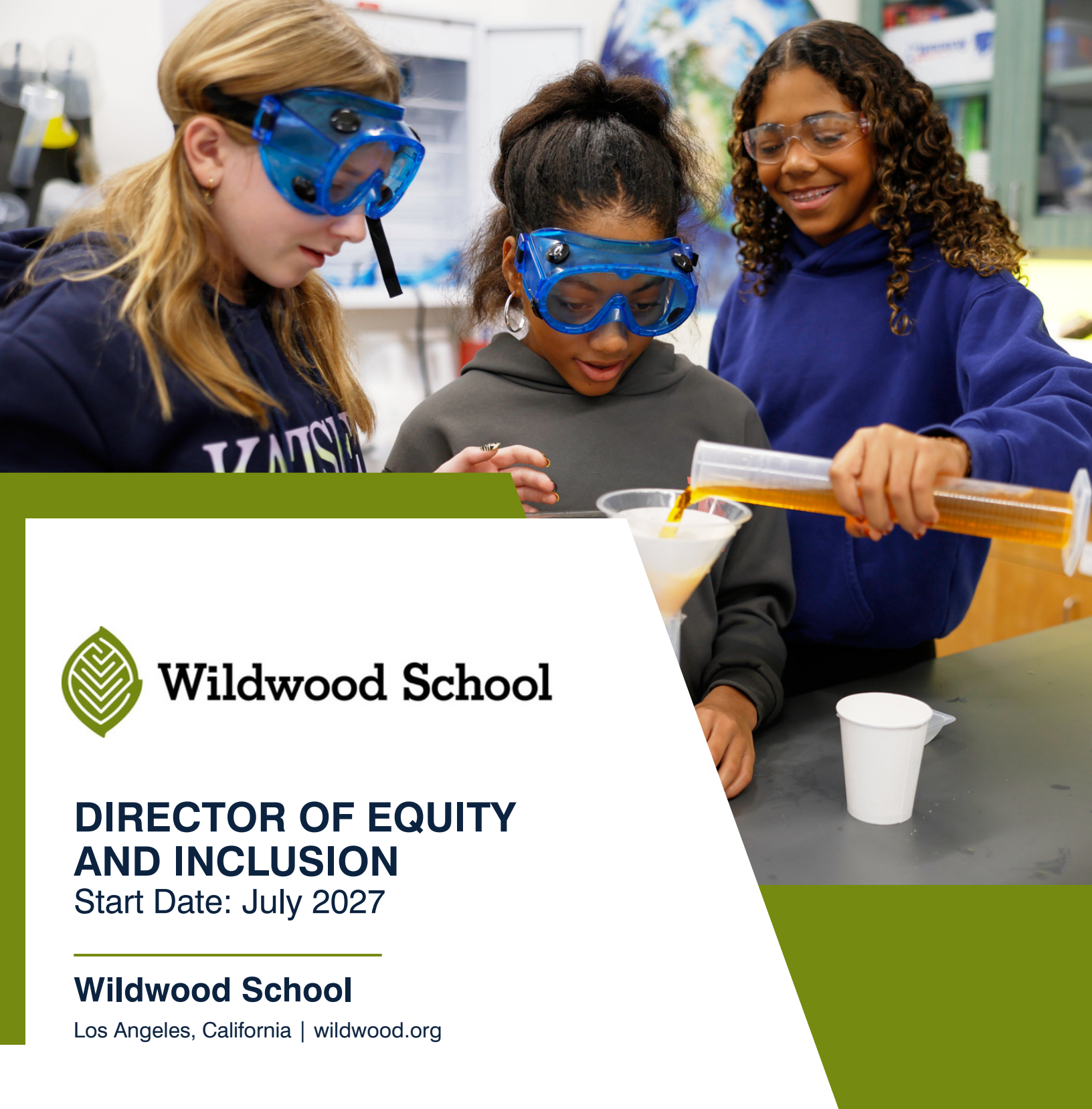




Wildwood School

DIRECTOR OF EQUITY AND INCLUSION

Start Date: July 2027

Wildwood School

Los Angeles, California | wildwood.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Wildwood School cultivates reflective scholars, bold innovators and compassionate leaders equipped with the skills, ethics and inspiration to transform their world.

At a Glance



1971
established



638
total enrollment



46%
students of color



151
total faculty and staff



55%
faculty with
advanced degrees



8:1 elementary
8:1 MS and US
student-faculty ratio



OVERVIEW

For more than 50 years, Wildwood School has been committed to a progressive approach to education grounded in research-driven practices and a deep understanding of how children learn and grow. Academic excellence and innovation come together to nurture highly capable, emotionally intelligent students surrounded by deeply engaged educators who challenge them to become the most extraordinary versions of themselves. A Wildwood education is dynamic and future-focused, preparing students not simply for the next stage of school, but for lives and careers that will be shaped by constant change, evolving perspectives, and an increasingly interconnected world.

At the heart of Wildwood's mission is a belief that young people thrive when they are known, valued, challenged, and supported. The school's commitment to intellectual curiosity, belonging, inclusion, and social responsibility is reflected not only in its curriculum, but in the community it seeks to create. Families, students, and educators consistently describe Wildwood as a place where curiosity, kindness, openness, authentic relationships, and respect for diverse perspectives are essential elements of the educational experience.

Wildwood's approach to equity and inclusion grows naturally from these values. The school recognizes that preparing students to lead and contribute to a complex world requires more than academic achievement alone. It calls on students to develop empathy, self-awareness, cultural competence, perspective-taking, and the confidence to engage thoughtfully across difference. These capacities are foundational to both personal growth and responsible citizenship.





Wildwood's previous Director of Equity and Inclusion left last summer to pursue another career opportunity, and her departure coincided with a Head of School transition. Head of School Matt Levinson joined the Wildwood School community this past July. Striving to balance the needs to simultaneously get to know the community thoughtfully, find a new Director of Equity and Inclusion, and support the school's ongoing commitment to and work around equity and inclusion, he asked an equity consultant, who is also a former teacher at Wildwood and trusted community member, to work with and support the community for the 2026-27 school year, and he launched the search for Wildwood's next Director of Equity and Inclusion as soon as this school year began.

Looking ahead, Wildwood seeks a thoughtful, courageous, strategic, and relationship-centered leader to serve as its next Director of Equity and Inclusion. Reporting to the Head of School and serving on the senior leadership team, the next Director will partner closely with faculty, students, families, and school leadership to advance a vision of equity and inclusion that strengthens student learning, enriches community life, supports educators, and ensures that every student experiences a profound sense of belonging. Helping to support and lead the work are three DEIB teams comprising a divisional coordinator and four to five faculty/staff members in each of the three school divisions and a fourth group comprising non-teaching staff. Additionally, the Board has articulated and affirmed an ongoing commitment to supporting and evolving the work of equity and inclusion. This is an opportunity to join a community with a strong foundation, deep commitment, and a shared desire to continue growing as a place where every member is known, valued, and empowered to thrive.

STRATEGIC PRIORITIES FOR THE NEXT DIRECTOR

Reimagining a Structure that Serves Two Campuses

The developmental needs of Wildwood's elementary, middle, and upper school communities are distinct, creating an opportunity to thoughtfully refine how equity and inclusion leadership is organized across the school. The Director will help assess and strengthen the structures that support both campuses, clarify roles and responsibilities within the divisional DEIB teams, and ensure the school is positioned to meet the evolving developmental needs of students and faculty across divisions.

Moving from Vision to Daily Practice

Wildwood embraces the values of a dynamic, progressive, and culturally responsive educational program. In 2024, the professional community revised its [K-12 DEIB Scope and Sequence](#), shifting from a thematic focus to a skills-based one, allowing for more expansive integration of DEIB work into the existing school curriculum. The next Director will help further and refine that work into visible, consistent experiences for students and faculty. Working alongside educators, the Director will support the continued integration of equity and inclusion into curriculum, pedagogy, and classroom life while helping faculty navigate in-the-moment teaching opportunities with confidence and skill. The role offers the opportunity to strengthen the connection between Wildwood's educational vision and students' daily experiences.



Rebuilding a Shared Framework and Developmental Continuum

As Wildwood continues to evolve, the Director will help articulate a clear and compelling vision for equity and inclusion grounded in the school's history, mission, and values. In previous years, the community has used language and frameworks from VISIONS, Inc. and Courageous Conversation. Partnering with faculty and leadership, the Director will help (re)establish shared language, strengthen developmental frameworks, and ensure that students encounter progressive (sequentially), coherent and age-appropriate opportunities to engage with issues of identity, belonging, community, and responsible citizenship throughout their Wildwood experience.

Professional Community - Recruitment, Retention, and Belonging

The Director will partner with school leaders to support the recruitment, onboarding, development, and retention of a talented and diverse faculty and staff. Wildwood aspires to recruit and retain more faculty who reflect the identities of the school community and the Los Angeles area. This work includes fostering a culture where adults experience the same sense of belonging, growth, and community that Wildwood strives to cultivate for students, and where every employee feels seen, supported, and empowered to contribute fully to the life of the school.

Strengthening Communication and Partnership with Families

Wildwood's families are deeply invested in the school's mission and eager to support the growth and development of students. The Director will have the opportunity to strengthen communication around equity and inclusion work, build shared understanding between home and school, and help families engage with the school's educational approach. This includes helping the community navigate difficult conversations with clarity, empathy, and purpose while keeping student growth, wellbeing, and learning at the center.

Building Community and Shared Ownership

The Director will have the opportunity to strengthen collaboration across divisions, departments, and constituencies while fostering a culture of shared responsibility for equity and inclusion. By creating meaningful opportunities for participation, partnership, and collective learning, the Director will help build stronger connections throughout the community and ensure that the work is sustained through broad engagement rather than the efforts of any single individual or group.



\$6.7M

financial aid
awarded



163

students receiving
aid



\$17M

endowment



\$36M

annual operating
budget for 2026-27



campus size

Elementary campus – 92,000
square feet;
Middle/Upper campus – 68,000
square feet

EXPERIENCE AND LEADERSHIP CAPACITIES



The successful candidate will bring:

- Demonstrated leadership advancing equity, inclusion, belonging, and community-building initiatives within independent schools, higher education, or similarly mission-driven educational settings.
- Deep understanding of child and adolescent development, identity formation, culturally responsive practice, and the ways belonging shapes learning and wellbeing.
- Success designing and implementing school-wide strategies that connect student programming, faculty development, community engagement, and institutional priorities.
- Experience partnering with educators to strengthen inclusive pedagogy and facilitate thoughtful conversations around identity, culture, community, and perspective-taking.
- Exceptional facilitation skills and a proven ability to cultivate dialogue, trust, and understanding across differing experiences, identities, and viewpoints.
- Knowledge of restorative and relationship-centered approaches that strengthen community and support healthy school culture.
- Experience building sustainable systems and partnerships that embed equity and inclusion throughout an organization rather than concentrating responsibility within a single office or individual.
- Outstanding organizational, communication, collaboration, and relationship-building skills with the ability to engage students, faculty, families, administrators, and trustees as valued partners in the work.

PERSONAL QUALITIES AND LEADERSHIP DISPOSITIONS



Wildwood seeks a leader who is:

- A builder of belonging who understands that students thrive when they feel known, valued, respected, and connected.
- A community weaver who brings people, perspectives, and ideas together and helps cultivate a shared sense of purpose.
- A courageous listener who approaches conversations with curiosity, empathy, humility, and a genuine desire to understand.
- An advocate and bridge-builder who can advance equity and inclusion while fostering trust, collaboration, and broad community engagement.
- Grounded and credible, bringing educational expertise, cultural competence, and the professional gravitas to navigate complex issues with wisdom and care.
- A person of deep cultural humility who recognizes that meaningful learning requires continual reflection, a willingness to be uncomfortable to grow, and openness to new perspectives.
- A thoughtful navigator of complexity who remains steady, optimistic, and solutions-oriented during moments of uncertainty, disagreement, change or charge.
- A clear communicator and skilled steward of dialogue who creates space for honest conversation, mutual understanding, accountability, and collective learning.

LEARN MORE

- [School Website](#)
- [Diversity Mission Statement](#)
- [DEIB Scope and Sequence](#)
- [Portrait of a Lifelong Learner](#)
- [School Profile](#)
- [About Los Angeles, California](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates should submit the following materials as **separate PDF** documents.

- A cover letter expressing their interest in and alignment with this position
- A current and comprehensive résumé which highlights relevant experience

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

- Responses to 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)

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The full-time salary range for this position is \$160,000-180,000. 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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& ASSOCIATES