

# HEAD OF SCHOOL SEARCH

## WHITBY SCHOOL

Greenwich, Connecticut

[whitbyschool.org](http://whitbyschool.org)

Start Date: July 2024



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)



## Mission Statement

Whitby inspires a passion for learning and empowers each child to take responsibility as an open-minded, principled citizen in a global community.

## At a Glance



Established  
1958



Enrollment (2022-23)  
326



Total employees  
91



Financial aid budget  
\$3.5M



Annual operating budget  
(2023-24)  
\$15.4M



Campus size  
30 acres

Grades served: 18 months (Stepping Stones 1) through grade 8

Languages spoken in the Whitby community: 25+

Countries represented in the community: 17

Faculty with advanced degrees: 61%

Fulltime teachers per classroom (Children's House): 3

Fulltime teachers per classroom (LS): 2

Admissions Yield: 70%

Students receiving aid: 14%

Endowment: \$5.5M

Accreditations: [AMS](#), [IB](#), [CAIS](#)





## Overview

Whitby School is an independent, co-educational day school for students aged 18 months through grade 8, located on a beautiful, tree-filled campus in the historic town of Greenwich, Connecticut, within commuting distance of New York City. Whitby's faculty and staff have engendered a learning culture that celebrates curious and intrinsically motivated students who are spirited thinkers and debaters; students are encouraged to embrace a diversity of views, supporting their growth as creative agents, critical thinkers, and global citizens. Whitby supports and encourages the significant success of its students across many dimensions and is building a community that attracts families and children with extraordinary talents. A culture of continuous learning pervades the Whitby community; the classrooms, hallways, and faculty lounge are alive with a spirit of inquiry and active engagement with ideas.

Since its founding in 1958, Whitby School has been a beacon for child-centered education. In the Whitby Montessori Children's House, the youngest students benefit from a Montessori education that helps them become creative, passionate, joyful learners. In Lower School (grades 1-4) and Middle School (grades 5-8), students build on that foundation through the International Baccalaureate PYP and MYP programs. When Whitby students head to high school, they are exceptionally well prepared academically, self-aware, intrinsically motivated, confident, and globally minded. Whitby effectively combines genuine respect for the child with rigorous academics, in the context of a welcoming and warm community. As one faculty member said, "Whitby has a soul."

The next Head of School will join the Whitby community at an auspicious time. Work on the current strategic plan (adopted during the 2021-22 school year) is well underway, as is fundraising towards an Innovation Center that will further reflect Whitby's commitment to inspiring curiosity and nurturing a love of learning. An additional new community space will open in fall 2024. With strong enrollment and financial health, an exceptional faculty, devoted parents and trustees, and inspiring students, the next Head of School will build on the very successful legacy of the current Head and will be welcomed by a dynamic, passionate community characterized by intellectual curiosity and deep respect for each other.



## Opportunities and Challenges

The challenges and opportunities for the next Head of School include:

- Leveraging the momentum of the current strategic plan, financial and enrollment health, and ongoing capital campaign to propel Whitby forward and further establish its reputation for excellence;
- Retaining (and, as necessary, recruiting) an exceptional faculty, staff, and senior administrative team and supporting them in order to make full use of their talents;
- Partnering with the Director of Development and Board of Trustees to further develop a “culture of philanthropy” and bring the current capital campaign to a close;
- Communicating with inspiration and clarity to a wide variety of stakeholders, serving as the school’s chief storyteller and greatest advocate;
- Deepening academic, programmatic, and community throughlines N-8, while maintaining and respecting the distinct identities of the Children’s House, Lower School, and Middle School; and
- Thoughtfully and intentionally expanding the Middle School student body through the recruitment and retention of diverse, academically excellent, mission-aligned students.

## Qualifications and Personal Attributes

Whitby is seeking in its next Head of School a deeply experienced and inspiring educational leader who fully embraces the school’s mission and vision and who is eager to make a long-term commitment to the position. The strongest candidates will offer most or all of the following qualifications and qualities:

### Professional Qualifications

- A deep respect for Montessori pedagogy, the International Baccalaureate PYP and MYP frameworks, and the compelling qualities of an N-8 school;
- Experience recruiting, hiring, supporting, and retaining talented, broadly diverse, and mission-aligned faculty;
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity;





- The ability to articulate vision and strategy and the tactical skills necessary to manage the systems and processes necessary to implement strategy;
- Depth of experience in school operations, strategic planning, and board relations; and
- Experience working in partnership with a highly engaged parent community that has appropriately high expectations of the School.

### **Leadership Style**

- A style that is collaborative when possible and decisive when necessary, built on approachability, responsiveness, and transparent communication;
- A commitment to honoring multiple perspectives in order to maintain an authentic, inclusive community;
- A history of thoughtful innovation moderated by a sensitive approach to change; and
- The confidence and humility to advocate for new ideas, invite disagreement, and welcome feedback, engaging in challenging conversations with grace.

### **Personal Qualities**

- Eagerness to engage actively with students, parents, and faculty and willingness to prioritize visibility amidst the demands of a busy professional schedule; and
- Reflective and relational, upholding the highest levels of integrity.

# Learn More

Click on the links below to learn more about Whitby School.

[School Website](#)

[Secondary School Matriculation](#)

[The Whitby Difference](#)

[About Greenwich, Connecticut](#)

[Whitby Education](#)



## To Apply

Compensation, which includes an on-campus house, will be highly competitive. Interested candidates are asked to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position
- A current résumé

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)

Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter to:

**Marsha Little**  
Senior Consultant  
marsha.little@carneysandoe.com

**Bob Fricker**  
Senior Consultant  
bob.fricker@carneysandoe.com