



RYE COUNTRY DAY SCHOOL

HEAD OF SCHOOL POSITION STATEMENT



MISSION

Rye Country Day School is a diverse community of passionate students and world-class educators who challenge themselves and each other to think critically and make a positive impact on the world. With academic excellence at its core, our program promotes exploration and growth in every dimension of school life—intellectual, artistic, athletic, civic, and social. Rye Country Day students are lifelong learners with a deep sense of purpose and exemplary strength of character.

The Opportunity

The next Head of School at Rye Country Day School (RCDS) will have the opportunity to lead one of the nation's most highly regarded PK-12 schools—an inclusive, ambitious and dynamic community deeply committed to its [vision, mission, and core values](#). The School offers a transformative educational experience that inspires students to pursue personal and academic excellence through exploration, collaboration, and service. At RCDS, relationships matter, as students and adults possess a deep commitment to both academic excellence and community connection. An accessible, analytical leader with confident intellectual presence, the next Head will guide a diverse, joyful, and rigorous academic community grounded in exceptional teaching and learning. At the same time, the next Head will champion creativity, exploration, and the personal growth of every student. With a personal and curricular dedication to the School's motto, *Not for Self, but for Service*, the Head will ensure that our graduates are exceptionally prepared to thrive as critical thinkers who go on to make a meaningful impact in the world.

The next Head will honor the School's legacy and distinctive character, while inviting the community to partner in advancing its evolution. A role model for students, colleagues, and the broader RCDS community, the Head will embody the competencies articulated in the Portraits of a Graduate and Teacher—serving as an adaptive and critical thinker, a collaborative and reflective leader, an empathetic community builder, and a clear and purposeful communicator.

This leader will champion high standards and innovation across academics and co-curriculars, building on the School's tradition of excellence. A visible presence on campus, the Head will inspire students to pursue their interests, find their voice, and grow as leaders. Working closely with faculty, staff, and the Board, the Head will strengthen teaching and learning and prepare students for success beyond RCDS. Above all, the Head will foster a culture rooted in the School's core values—respect, responsibility, excellence, inclusion, and service—bringing them to life across the community.

The Head is appointed and supported by the Board of Trustees, and oversees all aspects of the School, including academics, operations, finance, and external relations. In close partnership with the Board, the Head will set and execute strategic priorities, advance the School's vision and mission, and lead key initiatives including the [Strategy for Excellence](#), Capital Campaign, and [Campus Master Plan](#). As the School's chief ambassador and leader, this individual must be an inspiring, clear communicator who can engage diverse audiences. A strong listener and decisive leader, the Head will build trust, provide clarity, and champion the continued excellence of the School and its students.



VISION

To give the world curious, collaborative, and purpose-driven leaders who pursue excellence and foster humanity in every endeavor.

Candidate Profile

IDEAL EXPERIENCE

Educational Leadership

Experience leading schools, intellectual curiosity, and an appreciation for evolving practices of Pre-K-12 independent education.

Management and Talent Development

Proven ability to recruit, develop, and retain talent; fosters accountability, collaboration, and growth through clear, transparent communication.

Strategic Planning

Experience setting and executing vision, building trust, and using data and benchmarks to evaluate and advance strategic priorities.

Community and Culture Building

Demonstrated commitment to fostering a diverse, inclusive, and connected community and cultivating belonging and engagement.

Heart of a Teacher

Academic credibility and a genuine passion for engaging students, supporting their growth, and building strong, trust-based relationships.

Financial and Operational Experience

Strong grasp of school finance and operations, with experience setting priorities, managing risk, and leading strategically aligned capital projects.

Fundraising

Track record of successful fundraising, including cultivating lasting relationships with donors, funders, and the broader school community.

Board Partnership

Ability to partner effectively with the Board, ensuring collaboration, transparency, and shared commitment to the School's strategic priorities.



CRITICAL LEADERSHIP CAPABILITIES

Educational Leadership and Vision

In an environment distinguished by the strength of its commitment to academic excellence and the importance of developing character and citizenship, the next Head will:

- Demonstrate a deep understanding of best practices in Pre-K-12 education, alongside a keen ability to assess evolving trends and innovations in teaching and learning to ensure students are prepared to thrive in an everchanging world.
- Leverage the Portraits of a Graduate and Teacher to help chart a clear path forward, strengthening teaching, learning, and student development.
- Execute the *Strategy for Excellence*, complete the Capital Campaign, advance the campus Master Plan, and lead future strategic planning.
- Safeguard and strengthen RCDS's position of academic distinction and financial health through strategic investment in its people, programs, and campus.
- Empower colleagues and foster shared purpose while remaining clear and decisive when needed. The Head should build alignment and make decisions that serve the best interests of students and the School.

Engaged Community Building

RCDS is rooted in building and sustaining a nurturing, joyful culture for all members of the community. The next Head will be a skillful community builder, with the ability to:

- Champion and embody the School's Core Values: Respect and Responsibility; Commitment to Personal and Academic Excellence; Diversity within an Inclusive Community; and Service.
- Be a visible, warm, and enthusiastic presence in the lives of students, families, and colleagues. The Head should genuinely value and seek out opportunities to be actively engaged in campus life across all three divisions—whether through teaching and advising, cheering at athletic events, or attending arts performances.
- Continue advancing the School's commitment to diversity, equity, inclusion, and belonging. The Head will lead with authenticity and clarity, fostering a culture of belonging experienced by every student, employee, and family at RCDS.
- Be an inspiring and transparent leader. Listen well, build trust, value diverse perspectives, welcome respectful debate, and communicate proactively.

Strategic and Operational Leadership

RCDS seeks a strategic, systems-oriented leader who can articulate a shared vision and guide the School with clarity and purpose. The next Head will:

- Partner with stakeholders to address challenges, seize opportunities, and implement strategic priorities in keeping with the School's mission, values, ambitions, and resources.
- Steward the School's financial and physical assets with strong business acumen, sound fiscal management, and transparent decision-making.
- Strengthen the School's organizational structure and support the recruitment, retention, and development of faculty, staff, and leadership.
- Foster a culture of integrity, longevity, accountability, collaboration, and professional growth across all operations.
- Engage alumni, families, donors, trustees, and the broader community to sustain philanthropic and institutional support.
- Serve as an invested and enthusiastic key spokesperson for the School.
- Build a strong partnership with the Board of Trustees to advance institutional priorities.

Personal Characteristics

Rye Country Day School seeks a leader who is:

- An authentic, courageous, confident, and inclusive leader, with good judgment in alignment with RCDS's core values.
- An excellent communicator with exceptional verbal and written communication skills—someone who is thoughtful, inspiring, and able to articulate decisions in a clear manner.
- A kind and engaging leader and good listener, genuinely interested in the lives and experiences of all members of the RCDS community.
- A keen relationship manager who develops meaningful connections with people from various backgrounds through respect and understanding.
- An intellectually curious lifelong learner who leverages research to inform their work.
- Confident and empathic, with the ability to empower others, make challenging decisions, and share credit.
- Knowledgeable about Westchester and Southern Connecticut locales, as well as New York City and the Tristate Area.

MOTTO

Not for Self, but for Service



Search Process

Rye Country Day School is an equal opportunity employer and complies with all federal, state and local laws that prohibit discrimination in employment because of race, color, national origin, citizenship, age, sex, religion, disability, marital status, sexual orientation, and veteran status.

RCDS is being assisted by Spencer Stuart in the search process. The Search Committee welcomes comments, questions, nominations, or expressions of interest. Please send expressions of interest with any supporting materials to the following confidential email address: RCDSHead@spencerstuart.com.

Compensation

The estimated annual base salary range for this position is \$600,000–\$900,000 based on skills, experience, abilities, and organizational needs. In addition to the annual salary, the position includes housing and a comprehensive benefits package.

CORE VALUES

R *Respect & Responsibility*

C *Commitment to Personal & Academic Excellence*

D *Diversity within an Inclusive Community*

S *Service*

About Rye Country Day School

Rye Country Day School (RCDS) is a coeducational, independent, college preparatory day school serving students from Pre-Kindergarten through Grade 12 on a beautiful campus in Rye, New York. Founded in 1869, the School is guided by its enduring motto, *Not for Self, but for Service*, which continues to shape its culture, program, and aspirations. RCDS is dedicated to inspiring excellence with a purpose—challenging students to achieve at the highest levels while cultivating integrity, empathy, and a commitment to the greater good.

Drawing students from Westchester County, Fairfield County, New York City, and beyond, RCDS enrolls a vibrant and intellectually curious student body. Students are known for their engagement, creativity, and balance—excelling academically while pursuing interests across the arts, athletics, and a wide range of extracurricular endeavors. Graduates matriculate to highly selective colleges and universities and distinguish themselves not only for their academic preparation, but for their character, confidence, and sense of purpose.

At the heart of the School is a deeply held belief in educating the whole child. RCDS seeks to develop students intellectually, socially, emotionally, and ethically, fostering a learning environment in which



each student is known, supported, and challenged. Small classes and strong student-faculty relationships enable a highly personalized educational experience, with teachers serving as mentors, advisors, and coaches as well as instructors. The result is a community that values both excellence and care, and where students are encouraged to take intellectual risks and grow into their full potential.

The academic program is rigorous, comprehensive, and increasingly forward-looking. Across its Lower, Middle, and Upper School divisions, RCDS provides a strong foundation in the humanities, sciences, arts, and athletics, while also embracing innovation in teaching and learning. The School is actively exploring the evolution of its curriculum, including a thoughtful move beyond Advanced Placement courses. These efforts reflect a broader commitment to ensuring that an RCDS education remains both deeply relevant and distinctly impactful in a rapidly changing world.

A defining feature of the School is its strong sense of community and shared purpose. Grounded in its mission and values, RCDS fosters an environment where students feel a genuine sense of belonging and are encouraged to engage thoughtfully with diverse perspectives. Service, ethical leadership, and mutual respect are embedded throughout the student experience, preparing graduates to contribute meaningfully to their communities and to society at large. RCDS is also distinguished by the breadth and quality of its co-curricular programs. The arts are a central

part of campus life, supported by outstanding facilities and robust participation across visual and performing disciplines. Athletics likewise play a vital role in the School's culture, with teams competing at a high level across multiple leagues in New York, Connecticut, and New England. The program emphasizes not only competitive excellence but also teamwork, resilience, and sportsmanship.

The School is currently in a period of significant momentum and opportunity. RCDS is advancing key priorities through its strategic planning efforts, titled the Strategy for Excellence, including continued investment in academic innovation, student wellness, and faculty excellence. At the same time, the School is undertaking an ambitious Campus Master Plan that will enhance and expand its facilities, including the development of newly acquired land that will transform its athletic and programmatic capacity. These initiatives are supported by a strong culture of philanthropy and a community deeply committed to the School's future.

With its rich history, clear sense of purpose, and forward-looking vision, Rye Country Day School is exceptionally well positioned for its next chapter. The School combines tradition and innovation in equal measure, offering a distinctive educational experience that prepares students not only for academic success, but for lives of leadership, service, and impact.

AT A GLANCE

Independent, coeducational, college preparatory day school dedicated to providing students from Pre-Kindergarten through Grade 12 with an excellent education using both traditional and innovative approaches. Located in Rye, New York (Westchester County), with access to New York City.

965

Enrolled
Students

223

Lower
School
(Pre-K-Gr. 4)

300

Middle
School
(Grs. 5-8)

442

Upper
School
(Grs. 9-12)

Average Class Size: 15 • Student-Teacher Ratio: LS 9:1 / MS 14:1 / US 14:1

125+

Teachers
85% hold advanced
degrees

40+

School Districts
from NY and CT
represented

49%

Students
of Color





35

Acre Campus

includes newly acquired
property on eastern
portion of campus

\$95.5M

Endowment

\$7.8M

Financial Aid Budget

16% of students
receive aid

68

**Interscholastic
Sports Teams**

with 80% Upper School
participation

38

**Championships
over the past 5 years**

35

**Art exhibitions,
musical
performances, and
drama and dance
productions per year**

67+

**Upper School
Student Clubs**

130

**Lower and Middle
School After-School
Clubs**

100%

**College Placement
at highly selective
colleges and universities**

Founding motto: Not for Self, but for Service.



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ryecountryday.org