



RYE COUNTRY DAY SCHOOL

Position Statement
Middle School Principal Search
Rye Country Day School

Rye, New York

Start Date: July 1, 2024



Middle School Principal Search

Position Statement



Rye Country Day School seeks a dynamic, visionary, collaborative, and forward-thinking Principal to provide strategic direction for the Middle School. Reporting to the Head of School and serving as a member of the senior administrative team, the Middle School Principal will leverage their program expertise, passion for the age group, and leadership experience to ensure that the division thrives with a robust curriculum, excellent teaching, and strong partnership with families. While serving as a champion for the Middle School, the new Principal will work collaboratively with the other division principals to ensure continuity and strength of the program, Pre-Kindergarten through Twelfth Grade.

With 295 students in Fifth through Eighth Grade, the RCDS Middle School offers a challenging and joyful experience that supports students' journey from dependent to independent learners. The program emphasizes the development of healthy work and study habits to ensure success with the increasing demands of academic studies, all the while exposing them to opportunities to explore new passions in the classroom, the arts, athletics, and leadership. Faculty advisors, grade-level deans, and systems of student progress monitoring – both social and academic – are at the core of the support offered to students on their journey to becoming independent learners and good community members. The Middle School has robust student support services, including a social worker, two learning specialists, and a study skills coordinator. Seventh and Eighth Grade are often linked together as part of the developmental and academic process, for example, in advising. The faculty is experienced, long-serving, and extraordinarily committed to their students' development and success.

Since its start in 1869, **Rye Country Day School** (RCDS) has been committed to learning, understanding, and service. Those foundational commitments are still at the School's center today. According to Head of School Randall Dunn, "Rye Country Day students are engaged and supported; given a broad range of opportunities to discover, collaborate, and create; given a broad range of opportunities to be their authentic selves and exemplars of good citizenship." RCDS is a place of passions, where students are encouraged to deepen existing interests and develop new ones. Located in Rye, NY, less than an hour by car or train from New York City, RCDS is recognized locally, regionally, and nationally for the strength of its programs and the accomplishments of its graduates.

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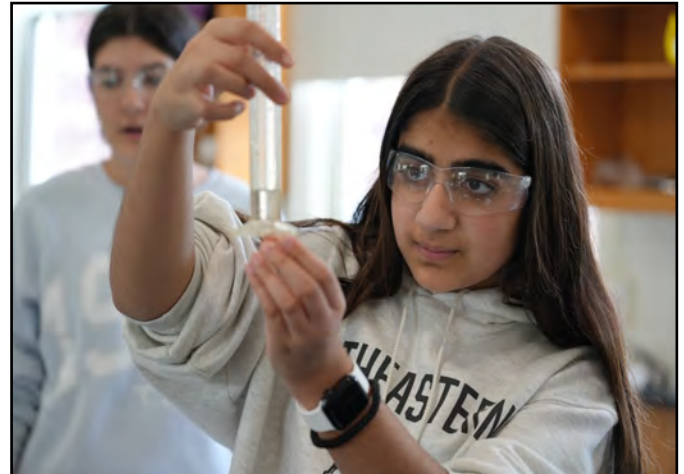
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The program is thoughtfully and appropriately scaffolded to meet the needs of students as they progress through Middle School and prepare for increased rigor and independence in Upper School:

- Fifth Grade is designed to help students make a smooth transition into Middle School, focused on building academic and organizational skills for future success. A bridge year between the self-contained classroom setting in Lower School to the more departmental structure of Middle School, Fifth Grade faculty work closely with students and parents to ensure success.
- Sixth Grade continues to reinforce students' ability to work independently with the support of their teachers and advisors. The curriculum requires more abstract thinking and logical reasoning, which leads to stimulating and active class discussions. Twenty new students typically join the class in Sixth Grade.
- Seventh Grade inspires students to take more responsibility for their success, learning how to become better organized and study with greater efficiency and effectiveness, including for cumulative exams. The choice of electives complete the program of study.
- Eighth Grade is designed to build upon the students' skills and intellectual curiosity as they prepare to transition to Upper School. More rigor, choice, and independence are supported by teachers and advisors who challenge and support student growth.

Visual and performing arts are considered part of the core academic program in Middle School. Students also have the opportunity to participate in athletics and clubs and have myriad opportunities for leadership.



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The Middle School nurtures the development of an awareness of others and a commitment to diversity and inclusion in keeping with the RCDS mission. Faculty ensure their curricula and teaching styles reflect and promote empathy, understanding, and community. Additionally, students learn about diversity and inclusion through guest speakers, community gatherings, public purpose events, and travel opportunities.

Set on a beautiful 26-acre suburban campus, the facilities at RCDS are purpose-built to meet the needs of each age group and to inspire excellence, exploration, and skill development. Facilities include two main academic buildings, Lower School and Middle/Upper School libraries, administrative buildings, two dining rooms, a state-of-the-art performing arts center with classrooms, a dance studio, and 450-seat theater, innovative creative arts center, athletic center with hockey rink and squash courts, and four turf fields.

To learn more about the Middle School at RCDS visit the website at <https://www.ryecountryday.org/academics/middle-school>.

MISSION

Rye Country Day School is a coeducational, college preparatory school dedicated to providing students from Pre-Kindergarten through Grade 12 with an excellent education using both traditional and innovative approaches. In a nurturing and supportive environment, we offer a challenging program that stimulates individuals to achieve their maximum potential through academic, athletic, creative, and social endeavors. We are actively committed to diversity. We expect and promote moral responsibility and strive to develop strength of character within a respectful school community. Our goal is to foster a lifelong passion for learning, understanding, and service in an ever-changing

CORE VALUES

*R - Respect and Responsibility
C - Commitment to Personal and Academic Excellence
D - Diversity Within an Inclusive Community
S - Service*

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RESPONSIBILITIES, OPPORTUNITIES & CHALLENGES

The next Middle School Principal at RCDS should be prepared to collaborate with a forward-thinking and devoted school community to fulfill the School's mission and to lead the division wisely and confidently into the future by embracing current challenges and seizing new opportunities. These include but are not limited to:

- Develop a cohesive vision to enhance excellence in Middle School, effectively build consensus, and lead change;
- Passionately advocate for the Middle School while collaborating with other divisions to support broad institutional needs;
- Partner effectively with the DEI team to deliver on the RCDS mission and values;
- Effectively balance teacher autonomy, support, and accountability;
- Build upon the sense of joy and belonging among students, faculty, and parents in Middle School;
- Examine teacher load equity in the Middle School and between divisions;
- Work with Lower School and Upper School Principals to ensure curricular alignment between divisions.

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THE CANDIDATE

The successful candidate for Middle School Principal at Rye Country Day School will be a mission and values-driven leader who embodies and demonstrates most, if not all, of the following skills, qualities, characteristics, and experiences:

- Passion for working with Middle School students, teachers, and parents ;
- Middle School teaching and leadership experience required;
- A learner who leads with curiosity, openness to new ideas, and a commitment to best practice in curriculum and pedagogy; possessing a growth mindset - can see possibilities rather than barriers;
- Demonstrated commitment to and experience with supporting an equitable and inclusive school culture;
- Stellar communicator in writing and public speaking and with all constituencies;
- Forward thinking, innovative, and entrepreneurial pedagogical leader;
- Consensus builder who listens well;
- Confidence to make decisions and stand behind them;
- Approachable, transparent, empathetic, humble, and joyful.

Salary Range: \$200,000 - \$220,000

APPLICATION PROCESS

Rye Country Day School has retained Resource Group 175 to support the search for its Middle School Principal. To apply, interested candidates must submit a cover letter, resume, and personal statement. Candidates may submit these materials online at: <https://rg175.com/candidate/signup>

Application deadline: **February 19, 2024**

Start date: **July 1, 2024**

For inquiries or if you would like to nominate a candidate for this position, please contact Tony Featherston at tfeatherston@RG175.com.

