



ROCKY HILL
COUNTRY DAY SCHOOL

Position Statement Head of School Search

Rocky Hill Country Day School
East Greenwich, Rhode Island
Start Date: July 1, 2025



Head of School Position Statement



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The Opportunity

Rocky Hill Country Day School, located on the shores of Narragansett Bay in East Greenwich, Rhode Island, stands as a beacon of academic excellence, leadership, and character development. Since its founding in 1934, Rocky Hill has been a pioneering institution dedicated to nurturing young minds and fostering a vibrant community centered around intellectual curiosity, collaboration, innovation, and ethical leadership. With its mission of “Inspiring each other to discover our full selves and use our wisdom for good,” Rocky Hill offers a comprehensive curriculum designed to challenge and encourage students at every level of their educational journey. From Nursery through Grade 12, students engage in a dynamic learning environment that emphasizes critical thinking, creativity, and interdisciplinary exploration. With an enrollment of 285 students, Rocky Hill is an extraordinarily tight-knit learning community, where each student is known, supported, and challenged to build upon existing strengths and to pursue new interests. Rocky Hill seeks a next Head of School for July 2025 with the vision, passion, and leadership skills to help the school build upon its strong legacy for many years to come.

The commitment to innovation at Rocky Hill is evident in its forward-thinking approach to education. From STEM initiatives to humanities programs, project-based curricula, excellent arts and athletic offerings, and Harkness table discussions, Rocky Hill Country Day School provides students with the tools and resources needed to excel in an ever-evolving global landscape. Beyond academic achievement, there is a strong emphasis on character development and community engagement. Through service-learning projects, extracurricular activities, and leadership opportunities, students are encouraged to become active participants in their school and local communities, fostering a sense of responsibility and empathy that extends far beyond the borders of campus.



People and relationships are at the heart of Rocky Hill, and all in the school community share a sense of mutual respect infused deep interpersonal warmth. Knowing, loving, and supporting each student is truly at the center of all things at Rocky Hill. As current Head of School, Diane Rich, writes, “What’s most unique about Rocky Hill Country Day is our combination of excellent intellectual and social emotional learning imbued with our sense of community.” While there are many different ideas about how best to ensure that the school thrives in the future, all agree that it is important that RHCD stop being “the best kept secret in Rhode Island.” More people need to know about this special place and the fantastic way in which it creates community and prepares students to have a positive impact on the world. Rocky Hill’s next Head of School will need to compellingly tell the story of the school to an expanded base of potential students and their families.

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The Program

The program at Rocky Hill is robust, particularly for a small school with students from three years old through 12th grade. Faculty have developed a program that helps students build competencies in thinking critically, navigating the world ethically, and communicating intentionally in order to discover their full selves and use their wisdom for good. Upon graduation, students find themselves not only well prepared for college academics and personal independence, but also for wherever their life's journey takes them. This is accomplished by providing real-world experiences, meaningful coursework, and individualized and collaborative learning opportunities.

Rocky Hill has many differentiators that set it apart from peer schools in the area. Here are a few that contribute to the unique educational experience enjoyed by its students:

An engaging and enriching curriculum has been developed and continually evolves to ensure that students develop excellent academic skills and are able to explore their interests and talents across various disciplines. Supported by extraordinarily dedicated

faculty, Rocky Hill provides a learning environment that balances traditional and innovative pedagogy. Project-based learning is ubiquitous from Nursery through 12th grade, with a number of projects taking advantage of the school's unique and spectacular natural campus environment. Among the curricular innovations is an Upper School schedule built around "Intensives" where students take an average of three classes per quarter, allowing for deeper exploration of subject matter and skills. Cross-grade collaborations, interdisciplinary leaning, and civic engagement exist throughout the curriculum, supported by teachers who are dedicated to providing authentic and meaningful opportunities for deep learning.

Small class sizes allow for personalized attention, fostering meaningful connections between students and teachers that extend beyond the classroom. All agree that it is these relationships that make the Rocky Hill experience truly unique. As one faculty member put it, "This is an inspiring place to go to school and to work." The intimacy of the Rocky Hill community promotes a sense of balance and a culture of wellness that are appreciated by all.

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Character and leadership are prioritized at Rocky Hill through stand-alone programs (e.g., Hackathon, Senior Internships) and projects that are integrated throughout the curriculum. Small schools need all students to step into leadership, and Rocky Hill exemplifies this with a focus on the development of empathy, resilience, and integrity.

The Academic Center for Enrichment (ACE) is available to support students with a customized approach to teaching and learning. Fully integrated throughout all divisions, ACE offers academic support, study skills, assistive technology, active student participation, and research-based techniques that target specific areas in reading, writing, and math. ACE prepares neurodiverse students to become independent, confident learners, and self-advocates in the classroom and beyond.

A long-standing commitment to diversity, equity, and inclusion is woven into the fabric of the Rocky Hill community. Celebrating the unique backgrounds, perspectives, and talents of its students, a multi-layered tapestry of experiences enriches the educational experience for all. Through open dialogue and cultural exchange, Rocky Hill endeavors to foster a welcoming and inclusive environment where every voice is heard and valued. Through the curriculum and various community events and outreach, students develop skills and perspectives that help prepare citizens of America's smallest state to thrive in an interconnected and diverse world. Inspired by the school's motto – Know Thyself – the Rocky Hill community is empowered to think critically, to communicate intentionally, and to navigate challenges ethically.

Rocky Hill's campus is a treasure. As the only true "country day school" in Rhode Island, its location and setting are major assets. As one parent noted, "I can feel my blood pressure come down every time I drive onto campus." On 84 acres situated on a tidal estuary just off Narragansett Bay, the campus is inspiring for its beauty, as an outdoor classroom, and as a place where sustainability and environmental stewardship are front and center for students. Outdoor areas include playgrounds and gathering spaces for each division,

gardens, athletic fields, tennis courts, and a waterfront for sailing and other aquatic activities. Each division is in its own purpose-built building for classes and all grades share arts, athletics, dining, and other facilities that support the program.

Arts and athletics thrive at Rocky Hill because of its small size. All students have the opportunity to display their art and it is, indeed, ubiquitous around campus. In addition, multiage performance groups promote cross-grade connections and mentorship. Athletics are focused on participation, skill-building, and winning. 92% of Upper School students participate in interscholastic athletics, and Rocky Hill teams have won nearly 50 championships in the last decade!

Please visit the [Rocky Hill Country Day School website](#) to learn more about what makes it a special place to learn, teach, and lead.



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Strengths and Challenges

Rocky Hill enjoys many great strengths, including a compelling mission, dedicated and experienced faculty, staff and administration, passionate and engaged students, supportive families, and a thoughtfully designed and delivered program. At the same time, there are challenges that face all independent school as well as some that are unique to Rocky Hill. A key challenge to be addressed by the next Head of School will include working with the Board of Trustees to identify additional resources through increased enrollment and fundraising to enable the school to:

- Continue to recruit and retain excellent faculty and staff
- Prioritize the upgrading and enhancement of physical facilities
- Support ongoing program innovation and development
- Ensure RHCD's long-term financial sustainability



The Position

The Head of School at Rocky Hill Country Day School oversees the ongoing operations of the school, hires and supports its employees, and manages its annual budget. Initial annual base salary for the next Head of School will approach the median among similar Rhode Island independent secondary schools. In addition, there is a lovely campus residence available to RHCD's Head of School, and, if applicable, partial tuition remission for eligible employee children.

First and foremost, successful candidates will need to embrace RHCD's mission and values. In addition, candidates should demonstrate a record of skill in

leadership and change management, including many of the following professional and personal attributes:

- The financial acumen to steward the school's resources in support of the continuing development of its program, the improvement of its facilities, and its long-term financial stability within the competitive Rhode Island independent school market;
- An enthusiastic fundraiser who is committed to engaging parents and alumni in support of Rocky Hill's mission, students, and program;

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- A skilled recruiter of professional talent who understands the importance of evaluation, support, and retention;
- A savvy marketer who can articulate the Rocky Hill value proposition and brand to internal and external audiences in a way that builds awareness and buy-in;
- An enthusiastic and engaged presence on campus with students, faculty, staff, and families, embodying the sense of community and connection that is central to the Rocky Hill experience;
- An inspiring communicator who can capture and characterize the excitement of the Rocky Hill program—in print and in person—and effectively articulate the school's goals and aspirations, generating confidence in a unified vision;
- The ability to balance the connection to Rocky Hill's past while envisioning, articulating, and delivering on a sustainable future;
- A community builder who engenders trust and confidence in all constituencies—students, faculty and staff, fellow administrators, and parents—and bolsters the spirit of joy and connection among all;
- An experienced and intellectually curious leader who can build consensus and lead collaborative implementation of ongoing program development and research-based curricular innovation;



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- Commitment to and experience with leading a diverse community and ensuring that all—students and adults—feel a sense of belonging and agency;
- A strategic thinker who can manage and prioritize competing initiatives and can implement change with intentionality, wisdom, and care;
- Ability to partner with and mentor a talented leadership team;
- A leader with warmth, integrity, approachability, deep intellect, kindness, collaboration, humility, and a commitment to listening and learning from others.



The Application

Rocky Hill Country Day School has retained Resource Group 175 to support the search for its next Head of School. To apply, interested candidates must submit a cover letter, resume, and personal statement through the RG175 portal online at <https://rg175.com/candidate/signup>

Application deadline: **April 25, 2024**

Start date: **July 1, 2025**

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

Rocky Hill Country Day School stands firmly behind the principle that the admission of students, the employment of faculty and staff, the operation of programs, and the governance of the School be open to all who are qualified regardless of race, creed, color, national origin, ethnic origin, or sexual orientation.