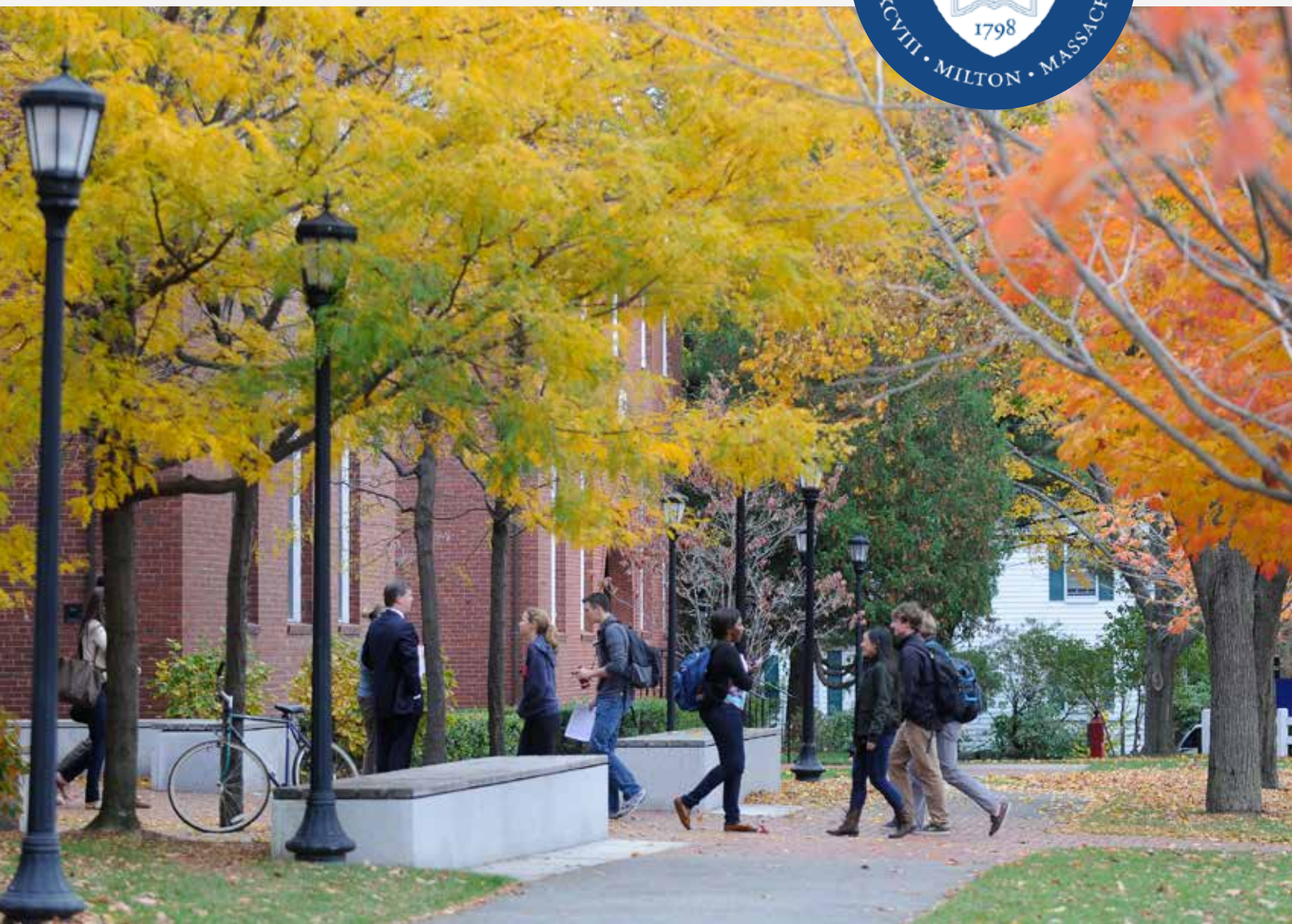


Milton Academy Head of School Opportunity Statement



The Opportunity

The next Head of School (Head) of Milton Academy will join an environment steeped in academic excellence and a community that is inclusive, compassionate, and driven to celebrate each student's individual strengths, passions, and identity. A forward-leaning, intellectually curious educator who finds great joy in the daily life of the school, the next Head will lead this highly regarded K-12 school, uniquely structured to serve both day and boarding students, with an innovative and inspiring vision for contemporary independent education. Celebrated for its breadth of educational offerings across three divisions, and its population of both domestic and international students in the Upper School, Milton is a community that has long held diversity as a key defining measure, and a school where equity, inclusion, and justice have been, and will continue to be, foundational.

Living its motto "Dare to be true," the faculty and staff at Milton Academy inspire young people to explore their interests—academic, athletic, artistic, personal—to find their voices and develop as leaders in a supportive and generous environment that rejects the notion of one defined version of success. With the commitment to ensuring that this vibrant intellectual energy continues and that the school prepares students for an increasingly complex world, the next Head will invite the faculty and administration to look critically at the program, examining the curriculum, exploring new pedagogies, leveraging technologies, and identifying opportunities for risk-taking. They will focus on creating a culture that is supported by strong systems, accountability and recognition of excellence. A caring educator, inspiring communicator, and visible leader, Milton's next Head will be energized by the opportunity to join this dynamic learning community and will work tirelessly to create an environment where all students, faculty, staff, parents, and alumni feel a strong sense of belonging and can balance self-advocacy with strength of community.

In partnership with the board, the Head is responsible for setting the school's strategic priorities and for articulating and actualizing a compelling educational vision. As the intellectual, interpersonal, and administrative leader for Milton, the Head is responsible for modeling the school's values and managing all aspects of the school, including the academic program, operations, and financial health, as well as external relations and fundraising. The next Head will be an exceptional listener who strives to build trust among all stakeholders and will bring clarity and transparency in decision-making and communication. They will forge a compelling path forward to provide exceptional education and will have the capabilities and courage to make the decisions to lead the institution. Under this leader, Milton will continue to foster creative and critical thinkers, unafraid to express their ideas and able to define new avenues for learning, leadership, and impact in an ever-changing world.



Key Responsibilities

- Distill the complexity of Milton Academy into a clear, compelling vision that will inspire the community and set bold aspirations.
- Passionately support academic excellence and continue to inspire a culture of innovation by engaging with academic leaders and faculty on critical discussions of pedagogy, curriculum, interdisciplinarity, and global education. Empower divisional and academic leaders to strive for strength and coherence across the K-12 institution.
- Continue to inculcate a focus on professional development and continuous improvement for faculty and staff alongside systems that prioritize accountability and feedback across the institution.
- Take maximum advantage of the unique opportunities and challenges of a K-12 school with a residential community. Continue to invest in the vibrancy of the residential program and strengthen the cocurricular programs—including athletics, the arts, speech, and robotics, among others—to ensure that they represent and reinforce the school’s learning environment.
- Continue to invest in and build systems that support and drive measurable progress on access, equity, belonging, and emphasize positive outcomes for all in the community such that Milton is a model for other institutions.
- Attract, lead, and empower a strong administrative team and set high expectations for staff in all offices and functions that provide the critical support to the business and administration of the Academy.
- Ambitiously recruit, develop, retain, and challenge faculty who are excellent educators.
- Lead the continued strong engagement with Milton’s alumni and parent body and embrace a leadership role in fundraising. Serve as an inspiring spokesperson and compelling public face for Milton Academy, engaging parents, alumni, donors, and the independent school community.
- Steward the school’s resources wisely, creating a sustainable path forward by aligning the institution’s strategic priorities with its resources and making decisions based on short- and long-term implications.



Critical Leadership Capabilities



Educational Leadership

In a school with an enduring commitment to academic excellence, intellectual curiosity, and the development of the whole child, the next Head of Milton will guide faculty and academic leaders to set a clear vision focused on excellence in all aspects of the program. Committed to ensuring a robust, relevant program in this rapidly evolving world, the Head will encourage the faculty to think expansively about curriculum, pedagogy, and the use of technology and to ask bold questions and engage in vigorous debate. With a focus squarely on both the students' intellectual development and their health and wellness, the Head will have the courage and confidence to question assumptions, propose enhancements to the already successful program, and drive innovation. Recognizing that a creative and inquisitive faculty is the backbone of every strong school, the Head will recruit and nurture a talented, diverse faculty; support their professional development; and hold them accountable to the school's high standards.

Community Building

In a large, complex school, the next Head will recognize the unique attributes of each division while building integration of programs and values across the institution. An empathetic, visible leader, Milton's next Head will find joy in opportunities large and small to be present in the life of the school and will build rapport, trust, and meaningful relationships with all members of the Milton community. In this school, strengthened by the broad and rich diversity of its students and families, the Head, in collaboration with colleagues, will work to ensure that all students feel seen, known, and have a sense of belonging. They will champion the extraordinary diversity of the school and ensure that Milton continues its intentional, deeply held commitment to being a leader in social justice, equity, and inclusion. The Head of Milton will support a culture where controversial topics and challenging issues can be explored and where civil discourse is prized. The Head will create a shared sense of unity and collaboration by listening to all voices, communicating with frequency and transparency, and understanding that daily actions reinforce the community's values.

Organizational Capacity Building

A sophisticated leader with strong business acumen, the next Head will embrace the complexity, challenges, and opportunities of Milton, and will be a strategic, adept steward of the school's assets. In partnership with key stakeholders, the Head will set priorities that reflect the school's values, ambitions, and resources and will communicate plans clearly and widely. They will provide critical leadership to attract, develop, and inspire a talented, diverse faculty and staff and instill a culture of teamwork, continual learning, and growth. The Head will balance the need to establish the appropriate levels of autonomy and accountability, creating an environment where people feel motivated, empowered, and supported. They will develop strong relationships with the school's board of trustees and partner closely with them on major institutional issues. The next Head will foster a culture of philanthropic support from alumni and parents and will be an impactful fundraiser, communicating the value of a Milton education in a compelling way that drives success in both annual and capital giving.

Other Personal Characteristics

- A broadly engaged intellect; a courageous, open, and curious leader with good judgement and a strong internal compass
- Exceptional verbal and written communication skills; thoughtful, inspiring, and authentic
- Patience and the ability to see around corners and anticipate future needs and potential impacts
- The confidence to listen empathically, make decisions, and share credit
- A sense of humor



Search Process

Milton Academy is an equal opportunity employer. It does not discriminate on the basis of race, color, national or ethnic origin or ancestry, age, veteran status, religion, creed, sex, sexual orientation, gender identity or expression, genetic information, marital status, disability, or any other characteristic protected by law. Diversity, equity, inclusion, and justice are fundamental elements of Milton's mission. We welcome applications from candidates of all backgrounds.

The Milton Academy Search Committee is assisted by Spencer Stuart in this search process. The Committee welcomes comments, questions, nominations, or expressions of interest. To contact the Committee, please send an email with any supporting materials to the following confidential email address: MiltonHOS@spencerstuart.com.

About the School

Introduction

Dynamic, complex, and buzzing with intellectual excitement, Milton Academy encourages its K-12 students to explore their passions, discover new interests, and take risks in a supportive, academically rigorous environment. “Dare to be true,” the independent school’s treasured motto, is alive on Milton’s vibrant campus—located just south of Boston—where diverse and talented students from across the U.S. and around the world are nurtured in the development of their identities and encouraged to be themselves.



One of very few schools in the U.S. to offer a K-12 academic experience that includes a boarding and day program in its upper grades, Milton strives to engage students in ambitious preparation for college and for life in an environment that stimulates intellectual and personal growth. Evolving and enduring, the school maintains the academic standards throughout its three divisions that have earned Milton its national and global acclaim, while continually adapting teaching and learning practices to ready students for the modern world. In the Lower School, students master the foundations of education and learn through creative learning and exploration. In the Middle School, they grow in independence and responsibility. In the Upper School, a vibrant mix of international and domestic students enrolled in highly selective boarding and day programs become young adults who learn with zeal and advocate for their communities. Milton students at all levels are met with age-appropriate challenges from teachers who take a holistic approach to their development. The school encourages students to approach problems and projects with curiosity and creativity.

Milton faculty and staff participate with enthusiasm in the life of the school as advisors, coaches, directors, and dorm parents. Milton’s mission statement describes the school’s celebration of inclusion, community-building, and individual expression and development:

“Milton Academy cultivates in its students a passion for learning and a respect for others. Embracing diversity and the pursuit of excellence, we create a community in which individuals develop competence, confidence and character. Our active learning environment, in and out of the classroom, develops creative and critical thinkers, unafraid to express their ideas, prepared to seek meaningful lifetime success and to live by our motto, ‘Dare to be true.’”

In classrooms and labs, on stages and playing fields, as teammates and as leaders, Milton students stand out because of their desire to grow, achieve, and make a difference. The community values empathy, courage, and connection as students and adults engage with one another and in the world beyond campus. Graduates carry Milton’s spirit of excellence with them, becoming leaders and innovators in science, business, medicine, art, government, social justice, entertainment, academia, and technology.



Milton Academy at a Glance

(enrollment statistics as of November 2021)

Founded: 1798

Total enrollment: 1,021

Upper School boarding enrollment: 304

Upper School day enrollment: 400

Middle School enrollment: 156

Lower School enrollment: 161

Number of states represented (Upper School): 29

Number of countries represented (Upper School): 30

International students (Upper School): 14%

Students of color Lower School - 47%; Middle School - 41%; Upper School - 46%

Additional information is available on Milton's website.

Academic Excellence

Milton students and faculty are deeply passionate about scholarship. Understanding that every encounter affects a young person's development, faculty surround students with opportunities for deeper learning. Students are encouraged to stretch their skills, take risks, and explore new interests with the support of teachers who inspire discovery and success.

Across all grades, curriculum is developed and renewed to challenge today's students and meet their needs while preparing them for the modern world.

Diversity, Equity, and Inclusion

Milton maintains a school-wide commitment to diversity, equity, inclusion, and justice (DEIJ) and aspires to create a healthy, anti-racist, and inclusive culture for its students, faculty, and staff. The school recognizes that growing and learning among people who share widely divergent life stories—and appreciating their backgrounds and cultures—is an invaluable component of a true education. The school believes that each of us brings a unique and important dimension to our shared experience, and that drives relationships at Milton.

Forty-six percent of Upper School students identify as students of color with similar percentages in the Lower and Middle School programs. Milton strives to support students in their diverse range of identities, and regularly evaluates its culture and practices to ensure a welcoming school for all. Milton offers dozens of clubs and affinity spaces for students, which include groups that celebrate and/or provide bonding opportunities around culture and identity.

Milton is a safe and generous place for young people to exchange ideas. The abilities to listen, communicate, share, and collaborate with others are essential life skills, honored and practiced at Milton every day. Students are encouraged to introduce and explore new perspectives in an environment where they are supported by adults and one another.

Beyond the Classroom

A Milton education is experiential and immersive—one that encourages students to continue learning beyond the classroom and to grow as citizens of a global society. The school sits on 125 acres, but its proximity to the resources and cultural opportunities available in Boston also extends learning beyond Milton's campus.

Milton students have myriad opportunities to learn in the world. Community Engagement Programs and Partnerships has placed hundreds of students weekly in service sites across Greater Boston, where they have tutored public school students, helped English language learners, participated in sustainability efforts, and provided companionship for elders. Service trips on school vacations have taken students to Navajo Nation, New Orleans, and rural areas in the United States.

Juniors may apply for semester programs at the Mountain School—a working farm in Vershire, Vermont owned by Milton Academy that accepts students from all over the U.S.—or for the Maine Coast Semester at Chewonki. Additionally, the Modern Languages Department has offered exchange programs with students in France, China, and Spain, and various Milton music groups have traveled internationally for performances, including to South Africa and Europe. The school's Outdoor Program offers activity-based trips throughout New England.

For additional information about Milton Academy, please visit: <https://www.milton.edu/>.

