



DEERFIELD ACADEMY

Deerfield, Massachusetts

HEAD OF SCHOOL

Start Date: July 1, 2019

deerfield.edu



Carney
Sandoe
& ASSOCIATES



DEERFIELD ACADEMY

MISSION STATEMENT

Deerfield Academy prepares students for leadership in a rapidly changing world.

OVERVIEW

Deerfield Academy, an independent, coeducational boarding and day school for 648 students in grades 9-12 (and offering a post-graduate year), seeks a Head of School effective July 2019. Deerfield is widely recognized for its rigorous academic programs, its vast array of co-curricular opportunities, and its rich campus life, where traditions and togetherness are embedded in the school community. As a result, the Academy attracts a highly motivated student body; graduates go on to thrive at many of the world's finest colleges and universities.

In February, current Head of School Dr. Margarita Curtis announced her decision to retire at the end of the 2018-19 school year after serving in her role since 2006. Dr. Curtis is widely admired for her transformational contributions to the school, including the advancement of a more diverse and inclusive environment, significant improvements to the facilities and campus grounds, ambitious global initiatives, multifaceted improvements to both the arts and athletics, and substantial growth of the endowment. The next Head will be joining a community ready to welcome a leader who is prepared to serve Deerfield with unwavering dedication to its mission and its students.

Across all parts of the student experience, Deerfield strives to create a “community of character” in which students practice the qualities of conscientious leadership, citizenship, and self-reflection. The school motto, “Be Worthy of Your Heritage,” underscores both the rich history of the school and the sense of civic responsibility its students and graduates personify as a result of their time at Deerfield. Set in an historic village in Western Massachusetts that is bounded by river, hills, and farms, Deerfield inspires reflection, study and play, abiding friendships, and a defining school spirit. A vibrant, ethical community that embraces diversity, the Academy prepares students for leadership in a rapidly changing world that requires global understanding, environmental stewardship, and dedication to service.

Deerfield is committed to the highest standards of scholarship, citizenship, and personal responsibility. Through a rigorous liberal arts curriculum, extensive co-curricular program, and supportive residential environment, Deerfield encourages each student to develop an inquisitive and creative mind, strong moral character, and sound body. At Deerfield, “EQ”—emotional intelligence—is as valued as “IQ,” and the development of both serves graduates well in college and beyond.





Working at Deerfield is a lifestyle unto its own, characterized by a deep commitment to students both in and out of the classroom. Faculty are fully engaged in every aspect of students' lives, and meaningful and trusting relationships between faculty and students are a defining principle of the Deerfield Experience. Through School Meetings, seated family-style meals, the advisory program, and the low faculty to student ratio in the dormitories, caring and deeply supportive relationships are prioritized and constantly reinforced. With state-of-the-art facilities and a robust endowment, Deerfield is able to offer its students the depth and breadth of "big school" programs with "small school" individual attention.

SCHOOL HISTORY

In 1797, Massachusetts Governor Samuel Adams signed an "act for establishing an Academy in the Town of Deerfield by the name of Deerfield Academy," which charged the Academy with "the instruction of youth, and the promotion of piety, religion, and morality." For over a hundred years the Academy served the local community. However, by the turn of the 19th century, enrollment had slowed to an all-time low.

In 1902, Frank L. Boyden was named headmaster. During his 66-year tenure, Mr. Boyden, along with his wife, Helen Childs Boyden, recruited students and an excellent faculty, grew the curriculum, expanded the school's athletics program, and transformed the campus—building a gymnasium, dining hall, library, numerous dormitories and classroom buildings, and the iconic Main School Building. In the decades following Mr. Boyden's unique tenure, Deerfield navigated through a multitude of changes: balancing macro-environment issues with enhancing the Deerfield Experience for students, including the transition to coeducation, strengthening the Academy's financial position, and investing in significant improvements to key campus facilities. Today, the Academy has committed to increasing financial aid, international learning, and state-of-the-art technology, entering into its third century under the leadership of its first female Head of School, Margarita O'Byrne Curtis.





THE SCHOOL

Deerfield students represent 38 states and 42 countries. Eighteen percent of the student body hails from outside the United States, while 79 day students come to the Academy from nearby areas. Forty percent of the student body identify as students of color, and diversity and inclusion are a core part of the school's vision. Deerfield considers cultural competency essential to the pursuit of excellence and success, both on campus and beyond. Financial aid amounts to almost a quarter of the school's total annual revenue, fully or partially supporting 35% of enrolled students.

Deerfield has been described as “a medium-sized school running a big-school program, striving to preserve a small-school feel,” a balance supported by the Academy's outstanding faculty and staff members, whose hard work provides learning opportunities for students in and out of the classroom. A student-faculty ratio of 5:1 not only guarantees small class sizes but also allows for quality interactions around the dining table, in the dormitory, and on the playing fields. Of Deerfield's 136 faculty, 70 percent hold advanced degrees and 15 percent identify as people of color.

Deerfield's approximately \$600,000,000 endowment reflects the passion and generosity of those who care so deeply about the school. In June 2015, the *Imagine Deerfield* campaign concluded a full year ahead of schedule, after raising more than \$252,000,000 toward expanded financial aid, faculty development, brick and mortar construction, and travel opportunities for students. The endowment per student stands at nearly \$900,000.



COLLEGE PLACEMENT

The following colleges represents a partial list of matriculations for the Class of 2017. The five most-attended colleges between 2001 and 2016 have been Yale, Georgetown, Dartmouth, the University of Virginia, and Harvard.

Amherst College
Boston College
Boston University
Brown University
Carnegie Mellon University
Colby College
Colgate University
Columbia University
Cornell University
Dartmouth College
Duke University
Fordham University
Franklin & Marshall College
Georgetown University
Harvard University
Johns Hopkins University
Lewis & Clark College
Massachusetts Institute of Technology
Middlebury College
New York University
Northeastern University
Northwestern University
Princeton University
Sarah Lawrence College
Smith College
Stanford University
Swarthmore College
Tufts University
Union College
University of California, Los Angeles
University of Chicago
University of Colorado at Boulder
University of Denver
University of Maryland, College Park
University of Michigan
University of Notre Dame
University of Pennsylvania
University of San Diego
University of Virginia
Vanderbilt University
Washington State University
Washington University in St. Louis
Wesleyan University
Williams College
Yale University

ACADEMICS

Deerfield's academic program is both broad and deep: with over 170 courses in its catalog, students can explore a wide variety of topics and interests—from ethics to Chinese to experimental neurology. An average class size of 12 makes for small, discussion-based courses, and opportunities for individual research, off-campus travel, and directed and alternate study propel students to take their learning to the next level. With 19 Advanced Placement (AP) courses, many “post-AP” courses, and numerous interdisciplinary offerings, Deerfield's curriculum challenges students to think critically and creatively across subject areas. By the time they graduate, all students have completed a rigorous program that bridges the humanities and STEM areas.

Deerfield students study English, history, modern and classical languages, philosophy, and religion with an eye toward understanding the human condition. A robust writing curriculum guides students to express themselves analytically and creatively. Public speaking is a key part of the Academy experience, which culminates in the composition and delivery of original meditations by Deerfield seniors. Through the humanities, including English classes, students become careful readers, responsible thinkers,



and clear and precise communicators; electives aimed at juniors and seniors invite students to explore subjects from poetry to the Jazz Age and existentialism.

In the languages, Deerfield students master Arabic, Chinese, French, Latin, or Spanish, building oral, auditory, reading, and writing skills as well as deepening their understanding of other cultures. Meanwhile, through the school's history curriculum, Deerfield encourages students to be informed, perceptive, and engaged citizens of the world. All students take a one-term course in philosophy or religion, enhancing critical thinking and self-reflection.

STEM at Deerfield centers on an inquiry-based program that cultivates independent problem-solving. Rather than exclusively learning content, students in science and math classes use individual and team-oriented approaches to apply classroom knowledge to real world problems. A physics-chemistry-biology core sequence prepares young scientists for more advanced studies in upper-level courses such as Anatomy & Physiology and Orthopedic Biomechanics, and an annual science symposium allows students to showcase independent research projects that have resulted in published works.

Every Deerfield student completes at least three years of math, learning how to solve mathematical problems through an assortment of strategies, how to communicate solutions clearly, how to work effectively on projects with peers, and how to use technology. A newly expanded computer science program includes instruction in programming, robotics, and engineering, and an emphasis is placed on problem and project-based learning.

In all subject areas, juniors and seniors may opt for advanced directed studies, working one-on-one with faculty members to pursue passions and talents, while the Academy's alternate study program facilitates ambitious projects on and off campus: from the creation of a magazine to a political internship in Washington, DC.



ARTS

At Deerfield, more than 50 different classes allow students at all levels of experience to cultivate confidence, resilience, collaboration, discipline, and creativity through artistic expression. Each of the Academy's arts teachers is a true practitioner, and visiting artists give students access to some of the top professionals in fields from dance to painting.

In the visual arts, students experiment across a variety of media, styles, and techniques, striving to communicate deeply-felt work rich with narrative content. Classes in drawing, painting, photography, film, and more prompt students to engage with both the medium's history and contemporary production, allowing for personal expression that is informed by traditions of artistic practice. The curriculum for architectural design includes course offerings in the arts and sciences, giving students yet another interdisciplinary opportunity.

Performing arts are similarly integral to the Deerfield Experience. In a typical year, more than 100 students work with the Theater Program as actors and technicians, while more than 2,500 patrons attend four annual theatrical productions. Theater students also visit stages beyond Deerfield: the program makes regular trips to the world-renowned Edinburgh International Fringe Festival in Scotland, where students represent the United States as part of the American High School Theater Festival. Deerfield dancers may undertake training in modern, jazz, ballet, pointe, hip-hop, and contemporary dance techniques. Student musicians play in various instrumental ensembles, including the Academy orchestra, and choral groups, take advantage of opportunities for solo study, and hone their technical understanding in courses on composition and music theory. Across disciplines, Deerfield's artists benefit from outstanding facilities, including the Elizabeth Wachsman Concert Hall and the Hess Center for the Arts.



ATHLETICS

Deerfield's athletics program revolves around teamwork, discipline, and humility, instilling life skills and developing leadership while preparing students to live rewarding and active lives. With 60 interscholastic team offerings, from basketball and lacrosse to rowing, water polo, and alpine skiing, as well as a broad range of recreational activities, Deerfield provides attractive options for all students. The Academy values excellent coaching, high levels of participation, and sportsmanship, regardless of the level of play.

A member of the Eight Schools Association, which includes Choate, Hotchkiss, Lawrenceville, Northfield Mount Hermon, St. Paul's, Phillips Andover, and Phillips Exeter, Deerfield also regularly competes against a variety of other New England schools, with interscholastic teams playing at the Class A or Division I level in the New England Prep School Athletic Conference competitions. Deerfield rowing teams have achieved national success, and the school has won New England Championships in alpine skiing, hockey (field and ice), lacrosse, swimming, track, tennis, squash, and water polo.

SCHOOL LIFE

Life at Deerfield is full and dynamic. In addition to academic responsibilities, each student participates in a co-curricular activity every term, choosing from interscholastic sports, dance, community service, theater, outdoor skills, and many others. Wednesday and Saturday afternoons are reserved for games, rehearsals, or extended activities, while free time might be devoted to clubs—from the Deerfield Diversity Alliance and Christian Fellowship to the Student Council and *The Scroll*, Deerfield's student newspaper. On weekend evenings, Deerfield



students congregate at “the Greer”—a campus snack bar and hangout—enjoy down-time in the dorms, or leave campus for a movie or other activity. Through all this, the Deerfield Experience is shaped by the school’s rich traditions—from hikes to “the Rock” to the annual Choate Day bonfire. Throughout the school year, weekly gatherings such as School Meetings, dorm “feeds,” and sit-down meals foster community and connection. The Dining Hall is host to seven family-style meals each week, with groups of nine students and one faculty member sitting down around a table to share in food (often locally sourced, including from the Academy’s own greenhouse) and conversation.

Through Deerfield’s Center for Service and Global Citizenship (CSGC), students participate in service programs, serving as mentors to local elementary school children, helping at a shelter for transient populations, building homes for Habitat for Humanity, visiting nursing home residents, helping at the local Food Bank, and serving as Big Brothers and Big Sisters in the Franklin County Big Brother/Big Sister Program.

In addition, the CSGC supports student efforts to promote environmental sustainability and fosters international understanding through the Global Studies Travel Program, overseeing faculty-led trips that place students in contact with new perspectives and new cultures. Deerfield groups study marine ecology in the Bahamas, build houses in the Dominican Republic, and experience the arts in London. Other programs extend across an entire term or school year, as students attend the School of Ethics and Global Leadership in Washington, DC, the Maine Coast Semester at Chewonki, King’s Academy in Jordan, or participate in SYA—School Year Abroad—in Italy, Spain, France or China—exposing themselves to new environments, challenges, and opportunities for growth.



CAMPUS

Deerfield's campus consists of 343 acres with 16 dormitories, a dining hall, library, and academic buildings, alongside state-of-the-art athletics and arts facilities. In the last ten years, the school has undertaken eight major building and renovation projects, including a new health and wellness center, which will be completed in 2019.

Deerfield athletes practice and play on 90 acres of fields, 21 tennis courts (including six covered), two gymnasiums with three basketball courts, two synthetic turf fields, an eight-lane track, and in the Dewey Squash Center and Koch Pool. Rowers benefit from the 5,900 square-foot boathouse, located on the nearby Connecticut River. In the fall of 2018, the Academy's new Athletics Complex is scheduled to open. It features a hockey rink, fieldhouse with elevated track, crew tanks, exercise rooms, and more.

DEERFIELD, MASSACHUSETTS

Deerfield Academy sits amidst meadows and farmland, with the Pocumtuck Range to the east and the Deerfield River to the west. Located in the heart of Western Massachusetts, Deerfield enjoys four scenic seasons and is home to just over 5,000 residents. With Greenfield to the north, and the "Five Colleges" of Amherst, Smith, Hampshire, Mount Holyoke, and UMass 20 minutes to the south, the area is rich with cultural and intellectual resources, offering galleries, bookstores, restaurants, coffee houses, movie theaters, and a unique collection of shops.

The village of Deerfield itself is a historic landmark with an outdoor museum and 12 carefully preserved antique houses, where visitors may immerse themselves in the history and culture of the area. Two junior boarding schools are within walking distance of Deerfield: the coeducational Bement School and the all-boys Eaglebrook School.



OPPORTUNITIES AND CHALLENGES

Deerfield seeks an inspiring leader who will foster a culture of innovation, curiosity and inclusion, while also celebrating and sustaining Deerfield's significant history and commitment to tradition.

The next Head of School will also need to:

- Promulgate the outstanding sense of community that defines the Deerfield Experience;
- Honor Deerfield's historic roots and its commitment to high standards of scholarship, citizenship, and personal responsibility;
- Reinforce and enhance Deerfield's commitment to equity and inclusion in all aspects of school life;
- Attract and retain exceptional faculty who are fully dedicated to educating the whole child and participating in all aspects of the Academy community;
- Champion the long-term goal of the Academy's continued financial sustainability;
- Lead the school's ambitious advancement efforts, enthusiastically making the case both locally and around the world;
- Engage internally with both employees and students in a visible and infectious way, modeling the importance of relationships;
- Engender a spirit of compassion and empathy within and among students;
- Navigate the pull between more specialized paths or experiences for students and a more common curricular and athletics experience;
- Inspire a large and diverse faculty while underscoring both accountability and autonomy as equally important guideposts.

DESIRED QUALITIES AND QUALIFICATIONS

- An infectious positive leader who inspires across all constituencies;
 - Someone who models a community mindset and appreciates the multifaceted dynamics of a boarding environment;
 - A moral leader with a strong sense of integrity and fairness;
 - An inclusive leader who believes passionately in the importance of equity and diversity;
 - A person with relentless intellectual curiosity;
 - An exceptional communicator, both in large public settings and in quieter, smaller venues;
 - One who is visible, humble, and approachable;
 - A leader who believes in working collaboratively.
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TO APPLY

Interested candidates should submit the following materials as separate PDF attachments in one email:

- Cover letter expressing interest in this leadership position;
- Current résumé;
- Statement of educational philosophy and practice;
- List of five references, including name, phone number, and email address of each (references will be contacted only with the candidate's permission), to:

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