POSITION AND CANDIDATE SPECIFICATION

NOBLE AND GREENOUGH SCHOOL

HEAD OF SCHOOL

Prepared by: Mary B. Gorman
Michele E. Haertel
Thomas K. Estabrook

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Noble and Greenough School is a rigorous academic community dedicated to inspiring leadership for the public good. Through mentoring relationships, we motivate students to achieve their highest potential and to lead lives characterized by service to others.

Nobles Distinctiveness and Values

Ask anyone at Nobles what distinguishes the school and the answer will be a community defined by the strong relationships between teachers and students. While many schools aspire to have an engaged community characterized by meaningful relationships, Nobles takes this to a new level. The mentoring relationships between the faculty and students are inculcated into every aspect of the school, and this defines the community. Whether in the classroom, on the playing fields, in the art gallery or theater, faculty are dedicated to developing character and intellect in deliberate conjunction while placing a high value on humility, humor, collaboration, honesty and respect for others.

Nearly every day at Nobles begins with the gathering of the entire school for assembly, the shared experience for the 600 students and 140 faculty members as the day is launched. The mission at Nobles continues to frame the rest of the day as the students strive to achieve excellence in all they do. In the classroom, students encounter a rigorous academic program taught by a dedicated faculty passionate about their fields and deeply committed to teaching and advising students. These same faculty make up the vast majority of coaches in Nobles’ highly successful athletic program that has an unmatched record in the Independent School League. The school is committed to a premier arts program where both experienced and budding artists create, refine, and discover new talents. Finally, the recently launched Experiential and Community Engaged Learning (EXCEL) program brings together service and global opportunities designed to meet Nobles’ mission to motivate students to lead lives characterized by service to others.

Nobles celebrates its 150th anniversary in 2016 as a healthy, vibrant institution where students and faculty are highly engaged in shared pursuits. Under Bob Henderson’s (’76) inspirational leadership, Nobles has become one of the most highly respected independent schools in the country. On every metric -- demand, yield, financial strength, college admissions, and annual giving – the school excels. Nobles is a school that lives its mission every day.

About Nobles
Located on a 187-acre campus in Dedham, Massachusetts – just 10 miles west of Boston -- Nobles is a community that is dedicated to excellence in academics, athletics, and arts. Home to more than 600 students in grades seven through 12 and 140 faculty members, Nobles is primarily a day school, but it also serves as a five-day boarding school for 48 students.
The Opportunity

Given the traditions, culture and strong foundation of Nobles, the seventh head assumes a position with an opportunity to make a great school greater still. An educator with a genuine love of students and a track record of leading both people and an educational program, the next head will model the school’s commitment to community and will be committed to excellence in all programs. The head will be fully integrated into the daily lives of students, faculty, staff, and parents and will make lasting connections in formal and informal ways. A person with unquestioned integrity and judgment, a passion for learning, and a good sense of humor, the head will be energized by the opportunity to lead this strong institution into the next decade.

The Head of School is appointed by the Board of Trustees and is responsible for all aspects of the School. The head appoints all faculty and administrative officers and oversees the School’s staff. As chief educational officer, she/he is responsible for the academic program; as chief administrative officer, she/he is responsible for the operational and financial condition of the institution and relationships with alumni, parents, donors, and other constituencies. The Head represents the School externally and is charged with promoting all aspects of the School.

Critical Competencies for Success

Engaged Community Builder
In a school for which the strong sense of community is the defining characteristic, the next head will be a strong communicator who easily builds rapport and relationships with all constituents at the School. Whether addressing the community in assembly, serving as an advisor to students, greeting graduates or parents, or meeting with the Board, the new head will embrace the opportunity. He/she will nurture a culture of partnership between the faculty, staff and students to ensure the supportive and caring learning environment that all treasure. A visible, accessible leader who welcomes (and seeks) engagement, the head will build trusted relationships across the School by exemplifying the importance of personal connections, listening carefully, and communicating transparently and directly. The new head must have a demonstrated commitment to diversity and a culture of inclusion.

Educational Excellence
In a school with a deep commitment to a broad and deep academic program, the next head will be eager to engage with the faculty, administrators and the Board in discussions about the academic, athletic, arts and service programs. He/she will ensure a considered but bold discussion of the current programs and explore ways to meet the ambitious goals in this changing world and evolving educational landscape. The head will create an
environment where robust discussions of complex, critical issues – the curriculum, access, diversity, the impact of specialization, adolescent development and health – can be explored. A lifelong learner with a nimble mind, he/she will have the ability to engage directly with faculty on issues related to curriculum and pedagogy and help drive the ongoing development and refinement of Nobles programs.

**Leadership**

In a well-run school with high aspirations, the next head must be a strategic, collaborative leader with the ability to attract, inspire and empower a talented administrative team and committed faculty but also be comfortable with ultimate responsibility for the institution. In collaboration with all stakeholders, the head will establish priorities and will lead with engagement, consultation, trust and decisiveness. He/she will have both strategic and managerial skills and will establish appropriate levels of innovation, autonomy and accountability, creating an environment marked by a culture of teamwork where people feel challenged, valued and nurtured. The successful candidate will be an inspiring spokesperson for the school and an effective fundraiser, communicating the value of Nobles in a compelling way to all of the school’s constituents, including prospective families.

**Search Process**

Nobles is an equal opportunity employer and strongly encourages individuals of all backgrounds and cultures to consider this leadership position. The school’s commitment to inclusivity encompasses, but is not limited to, diversity in nationality, ethnicity, race, religion, gender, sexual orientation, age, and disability.

Nobles’ search committee is being assisted in this process by Spencer Stuart, and it welcomes comments, questions, nominations, or expressions of interest. To contact the committee, please send an e-mail with any supporting materials to the confidential address nobles@spencerstuart.com.