

# Head of School

## OPPORTUNITY STATEMENT



ROCHESTER, NY



The Harley School

*Established 1917*

# About THE HARLEY SCHOOL

## **Vision:**

We envision a thriving world in which we all become our truest and best selves.

## **Mission:**

We are a diverse, inclusive community of learners rooted in empathy, strengthened by challenge and exploration, and emboldened to act with care for each other and the world.

## **Values:**

Joy in Learning, Diverse Community, Academic Excellence, Mental and Physical Wellness, Sustainability



## **Diversity Statement:**

The Harley School believes diversity enriches all groups or communities, and the individuals that are a part of them. Diversity of race, ethnicity, geographical origin, religion, gender, sexual orientation, familial or economic status forms the fabric of our society. The Harley School seeks out students, families, and employees who value and contribute to the diversity of our institution and community.



## OUR PROGRAM



Harley is a student-centered school, with an impressive range of academic, artistic, athletic, and extracurricular programs. The School focuses on engaging students in their learning process, so they become active learning agents and develop the autonomy they need to succeed at the next level. In an era focused on high-stakes testing, Harley emphasizes depth of learning over the broad general knowledge at the heart of most curricula.

Proudly progressive, Harley places strong emphasis on human connection within its educational framework, prioritizing the holistic development of each student and adult on campus. Harley is dedicated to fostering a diverse, equitable and inclusive environment by continuously seeking to recognize and understand everyone's lived experiences. This is an ongoing commitment which places listening, celebrating, and empowering students at the forefront, creating space where all community members feel safe to be their authentic selves.

At Harley, *Joy in Learning* is more than just a motto. The Harley School is an exceptional place where learning is an adventure. From the earliest grades, Harley's play-based thematic approach sets the stage for hands-on, inquiry-driven learning at all levels. Remarkably, Harley offers a plethora of opportunities for its students, despite its size. From unique experiences such as the senior capstone project to its holistic approach to education, Harley's reputation for fostering a supportive and enriching environment is lived out by every person who experiences it.

You will be impressed by the outsized number of student opportunities at Harley. These programs include the Sustainability Education and the Commons Building (with beekeeping!), an impressive visual and performance artistic breadth (including glass working), focused and excellent athletic opportunities in conjunction with Allendale Columbia School, and civic engagement and community connection that includes Horizons at Harley, the Briggs Center for Civic Engagement, and the life-changing Hospice Elective. STEAM programming is the focus of many schools these days, as it is at Harley, and a significant number of

alumni are working in STEAM-related fields. All of these programs are informed by The Center for Mindfulness and Empathy Education, funded by a substantial grant from the Edward E. Ford Foundation, which was matched by the generosity of the Harley community.

The Center has a mission to:

*Empower Nursery to Grade 12 teachers, students, staff, and parents with the requisite tools and support necessary to foster a sustained, compassionate presence through the development and nurturing of programs that demand authentic human engagement, stimulating our inborn capacity to compassionately connect to and understand others, embracing their situation as our own.*



# STRENGTHS AND CHALLENGES AHEAD



In a community-wide survey, the most frequently mentioned strengths of the School were:

- Strong sense of community and belonging—you are known at Harley, you are seen at Harley, and you are safe at Harley
- Dedicated and talented faculty and staff, many of whom hold graduate degrees, with a significant number of long-serving faculty and staff, provide individualized learning and a student-centered approach, while also fostering strong student-teacher relationships across divisions
- Excellent college preparation and rigorous academic curriculum including advanced study programs that lead to college credit from Carnegie Mellon and Syracuse University
- The School also provides a variety of unique and innovative programs and offerings, where N-12 sustainability education, nature-based learning, and outdoor exploration are supported
- Commitment to diversity, equity, and inclusion, with an appreciation for the value community members from different backgrounds bring to all

The same survey identified challenges facing the School and opportunities for the new Head of School:

- Harley is a leading independent school in Rochester, which is also home to some of the best public school options in New York State, as well as a handful of other strong independent schools. Continuing to emphasize Harley's value proposition and an ability to embrace and promote Harley's mission presents a unique opportunity for the next Head of School.
- As in all independent schools, work in fund-raising, enrollment (especially in the middle school), and generating auxiliary revenue while managing expenses will be important for Harley's future. A Head of School with financial acumen is a plus.
- Harley is an N-12 school and has three developmental divisions. Fostering cohesion while valuing difference and independence among the faculty and staff is essential to balance.
- Consistent with the industry, faculty and staff turnover in the last three years has been greater than historical numbers. New hires need orientation and thoughtful integration into the Harley community.
- Harley's commitment to Diversity, Equity, and Inclusion work is ongoing. Authentically, empathetically, and effectively creating a culture of belonging for all is essential to the School's mission.

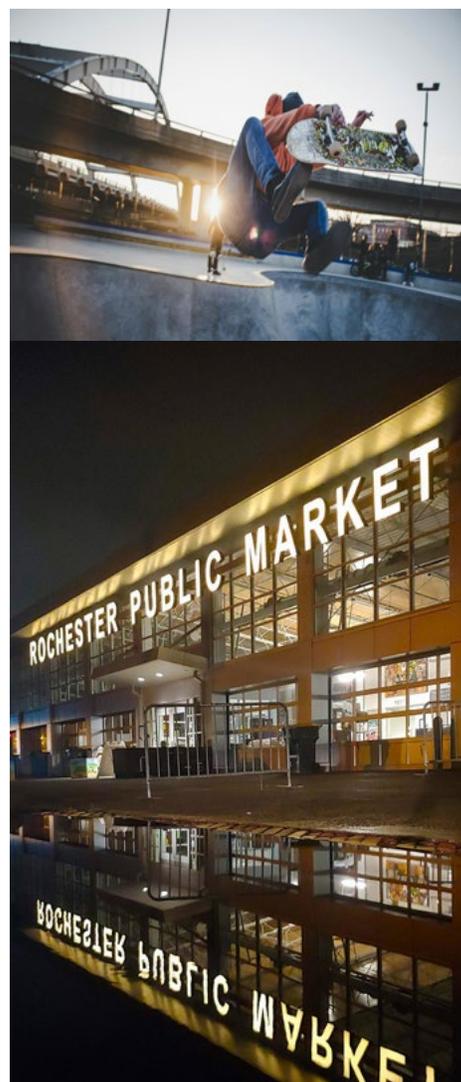
# ROCHESTER, NEW YORK



As you research Rochester ([Rochester, New York - Wikipedia](#) and Events | [Visit Rochester](#)), you will quickly see that the city's quality of life stands out. In fact, US World and News Report recently placed this quality of life as 9th among US cities.

Speaking to community members, one hears their enthusiasm about the local farm-to-table movement, outdoor and winter activities, outstanding (and accessible) cultural opportunities, the lack of commuting hassles, a low cost of living, and outstanding healthcare and higher-education resources.

You also hear that Rochester has been identified as one of the safest cities in the country when it comes to climate-related disasters: [Are we ready to be a climate refuge?](#) —Rochester Beacon.



# SPECIFICS



## Compensation

The salary range for this position is \$225,000 - \$300,000 along with a competitive benefits package.

## Who Should Apply

Harley is looking for candidates who are willing and eager to take on the challenges facing the School, including:

- authentically and effectively building a strong sense of community and addressing issues of diversity and inclusion
- developing a clear curriculum and retaining high-quality faculty, showing strong leadership skills while navigating the changing landscape of education
- managing finances and overseeing strong work in enrollment management and fundraising
- building strong relationships throughout the School while embracing the School's unique identity

The experiences and skills sought are independent school leadership experience, strong communication skills, the ability to inspire others, a vision for the future of the school, effective fundraising and financial management skills, experience in curriculum development and educational technology, strong interpersonal skills, empathy, open-mindedness, and the ability to work collaboratively.

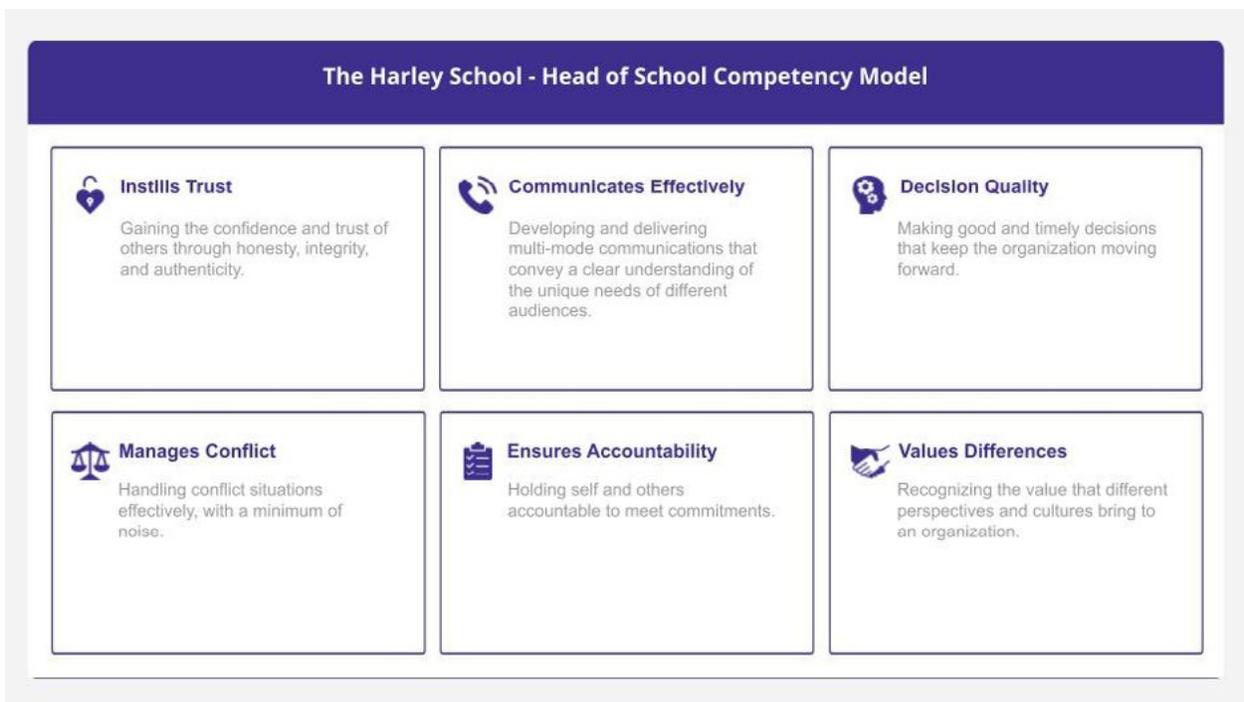


# SPECIFICS



## Competencies

Using DRG's proprietary Competency Generator, six core competencies most needed for success in the Head of School role were identified:



# HOW TO APPLY



## Anticipated Search Calendar

**Application Deadline:** August 30, 2024

**Semifinalist Interviews:** September 17-19, 2024

**Finalist Visits:** October 3-10, 2024

**Starting Date:** July 1, 2025

## Application Requirements and Search Process

DRG Talent Advisory Group is conducting this search on behalf of The Harley School. To discuss this opportunity in more detail, contact our consultants:

Andrew Watson  
Senior Search Consultant  
[awatson@drgtalent.com](mailto:awatson@drgtalent.com)

Jennifer Fleischer  
Senior Search Consultant  
[jfleischer@drgtalent.com](mailto:jfleischer@drgtalent.com)

Candidates should submit, as soon as possible, materials including the following:

- A cover letter indicating how The Harley School interests them and how they are qualified for the position
- A current resume
- A statement of educational/leadership philosophy
- The names, email addresses, and telephone numbers of five references, to include the relationship with the references (we will obtain permission from candidates, at the finalist stage, before contacting references)
- Optional: other supporting material (articles, speeches, videos, or letters of recommendation) that would be useful to the Search Committee

Candidates should upload materials directly on the DRG website by visiting [DRG Talent](#).

The Harley School admits students of any race, color, sex, sexual orientation, gender identity or expression, and national or ethnic origin to all of the rights, privileges, programs, and activities generally accorded or made available to students at the School. It does not discriminate on the basis of race, color, national or ethnic origin, sex, sexual orientation, or gender identity or expression in the administration of its educational policies, admission policies, scholarship or loan programs, staff hiring practices, and athletic or other School administered programs.

This position description is based upon material provided by The Harley School, an equal-opportunity employer.  
Andrew Watson, Senior Talent Consultant • Jennifer Fleischer, Senior Talent Consultant