

## Dean of Children's Programs & Head of the School for Children Position Description

### ROLE SUMMARY

Bank Street College of Education seeks an energetic, purposeful, and accomplished Dean of Children's Programs & Head of the School for Children to partner with the president of Bank Street College of Education and his cabinet, as well as the exceptional teachers and staff of the Children's Programs, to build upon our history and reputation for providing a well-rounded and excellent educational experience for children.

As Dean of Children's Programs, the role includes supervising the School for Children, a NYSAIS accredited school offering a dynamic academic program that serves children ages 3 through 14; the Family Center, an inclusive early childhood program for children ages 6 months through 5 years; Liberty LEADS, a high school completion and college access program; and Auxiliary Programs, which include the After School Program for School for Children families and Bank Street Summer Camp, a child-centered camp that mirrors the philosophy of the School for Children and serves a wider swath of New York City families.

Bank Street School for Children is a non-sectarian, 501(c)(3), fully accredited, co-educational, independent day school. Operating as an independent school within the larger Bank Street College of Education, the School for Children and its companion programs model the progressive pedagogies developed, enriched, and constantly refined in the affiliated Bank Street Graduate School of Education. The school embraces its strong progressive and whole-child heritage, translating insights from neuroscience, developmental psychology, and educational research into practical, strengths-based, child-driven, and child-based teaching and learning. Promoting a joyful, safe, and inclusive learning environment, the school is authentic in its commitment to ensuring that all children are known, understood, and respected as the growing individuals they are and as the future democratic citizens and leaders they will become.

Similarly, the Family Center offers a nurturing, inclusive first school experience where play, relationships, and discovery guide early learning. The environment is infused with intentionality and meaningful connections as students, teachers, and staff come together in a remarkably close-knit and caring learning community. Guided by the same principles, students in Liberty LEADS engage in experiences that blend academic enrichment with social-emotional growth, leadership development, and advocacy, building the confidence to turn challenges into opportunities.

The dean, who is supervised by the president rather than Bank Street's Board of Trustees, will also work closely with the dean of the Graduate School of Education and the vice president of the Education Center to ensure a solid foundation between the programs and further the mission of Bank Street College. This is an exciting opportunity for a leader to embrace all that Bank Street stands for, to continue its legacy of more than 100 years as a leader and innovator in progressive education, to propel social justice and equity initiatives forward, and to share with others a vision for its development, growth, and effective and sustained service to the larger community and world.

## MISSION AND CREDO

The heart of Bank Street lies in its efforts to keep the joy of learning alive by filling children's days with wonder, play, laughter, connection, discovery, and rigor. Our mission is clear:

*The mission of Bank Street is to improve the education of children and their teachers by applying to the education process all available knowledge about learning and growth and by connecting teaching and learning meaningfully to the outside world. In so doing, we seek to strengthen not only individuals, but the community as well, including family, school, and the larger society in which adults and children, in all their diversity, interact and learn. We see in education the opportunity to build a better society.*

The school's credo defines the spirit of imaginative and critical inquiry that informs the program:

*What potentialities in human beings—children, teachers, and ourselves—do we want to see develop?*

- *A zest for living that comes from taking in the world with all five senses alert*
- *Lively intellectual curiosities that turn the world into an exciting laboratory and keep one ever a learner*
- *Flexibility when confronted with change and ability to relinquish patterns that no longer fit the present*
- *The courage to work, unafraid and efficiently, in a world of new needs, new problems, and new ideas.*
- *Sensitivity—not only to the eternal formal rights of the “other fellow,” but to him as another human being seeking a good life through his own standards*
- *A striving to live democratically, in and out of schools, as the best way to advance our concept of democracy*

*Our credo demands ethical standards as well as scientific attitudes. Our work is based on the faith that human beings can improve the society they have created.*

## OVERVIEW: BANK STREET'S CHILDREN'S PROGRAMS

Bank Street's Children's Programs are defined by their sense of belonging and shared purpose. When you enter the multi-storied campus of Bank Street College of Education—home to the School for Children, Family Center, and Liberty LEADS, as well as the Bank Street Graduate School of Education—you feel the genuine warmth, curiosity, and energy of this special community for children and families in New York City. Together, these programs form a learning community that holds an unparalleled reputation in the world of progressive education.

### SCHOOL FOR CHILDREN

The School for Children serves 420 students and is divided into the Lower School (preschool – fourth grade) and the Upper School (fifth grade – eighth grade) to address the developmental stages and curricular needs of students. The preschool through eighth grade curriculum embraces a whole child approach while developing essential skills, critical thinking, self-awareness, and respect for self and others.

Children are at the center of the learning process. Teachers work collaboratively to create environments where every child develops their unique interests, talents, and skills. Learning support staff work closely with teachers to provide appropriate accommodations and support, ensuring that all learners can demonstrate the depth of their

thinking and participate fully in the life of the classroom. Diversity and inclusion are integral to the learning experience for all students, building a community and trust through shared experiences and reflection.

In small classes, students gain confidence through inquiry-based, hands-on experiences that integrate mathematics, literacy, science, and social studies. Physical education, the arts, languages, library studies, and technology are integral to learning across all grades. At Bank Street, subject matter comes alive through engagement, connection, and affirmation. Students explore increasingly complex concepts while building critical content knowledge. Individual, small-group, and whole-class experiences cultivate curiosity, perseverance, empathy, and independence.

### **Lower School (Preschool – Fourth Grade)**

The Lower School includes children ages 3 through 10 to create a coherent learning and developmental experience as children grow from early to middle childhood. Caring teachers and specialists form nurturing, trusting relationships that support confidence and engagement and develop intentionally planned curricular studies, as well as offer emergent opportunities for learning that follow the budding interests of children. Play, imagination, and discovery are central to learning, igniting curiosity and creativity in a warm and safe environment. Navigating conflicts and building social-emotional skills happens organically as children collaborate and build imaginary worlds together. Outdoor play and experiential learning through regular field trips are essential as children explore and make sense of their world.

In first through fourth grade, students develop theories about their surroundings while honing foundational skills across disciplines, including a literacy approach that has an integrated structured phonics program. A climate of inquiry encourages risk-taking and joy in learning. Collaboration, investigation, and reflection guide children toward deeper understanding and meaningful connections.

### **Upper School (Fifth Grade – Eighth Grade)**

Upper School students build on what they have learned in the Lower School to more deeply explore a world of ideas and future possibilities. Through project-based and open-ended curriculum studies in their classrooms and in the local and national community, Upper School students delve into specific disciplinary content and hone their skills as scientists, writers and literary analysts, historical researchers, and mathematicians who manipulate models and data.

Through these learning experiences, students set goals, assess progress, and reflect on their growth, ultimately leading their own conferences twice a year with their teachers and family members. The program nurtures self-discovery and independence, preparing students for meaningful engagement in an increasingly complex world. Curriculum statements highlight independent thinking, open-mindedness, and self-reflection. Student-led conferences further encourage analysis, accountability, and personal growth.

### **Auxiliary Programs: After School, Early Morning Care, Athletics, and Summer Camp**

Bank Street's extended programs provide professional care and enrichment outside of the standard school day. Our Early Morning Care and After School Programs offer free play, activities, and healthy snacks, while optional mini-courses offer creative experiences, such as music, art, woodworking, coding, and chess.

Upper School students participate in seasonal sports, including volleyball, soccer, basketball, softball, and running. The Bank Street Summer Camp, open to children ages 4–13, blends recreation and learning. Accredited by the American Camp Association and staffed by Bank Street-trained educators, the camp offers indoor and outdoor adventures that extend the school's spirit of joyful inquiry.

## **Faculty and Staff**

At the School for Children, teachers believe deeply in the school's mission and in the power of hands-on, collaborative learning to help children discover, question, understand, and succeed. With an emphasis on self-advocacy, faculty create an empowering community where students develop the confidence and skills to lead and thrive. More than two-thirds of teachers are graduates of the Bank Street Graduate School of Education.

Grounded in Bank Street's distinctive developmental-interaction approach, teachers are attuned to each child's developmental path and design intellectually ambitious curricula that meet learners where they are. They model the school's core commitments to respect, inclusion, social justice, human rights, and restorative practice.

The School for Children is led by a talented and dedicated administrative team under the direction of the Dean of Children's Programs & Head of the School for Children. The core leadership team includes academic division leaders for the Lower and Upper Schools, who serve as pedagogical facilitators in early childhood, elementary, and middle school education, as well as in key disciplines such as math, science, and the humanities. The team also includes the Directors of Diversity, Equity, and Inclusion; Student Support and Learning; Operations, Finance, and Analytics; Admissions and Enrollment; Development and Alumni Relations; Marketing and Communications; Auxiliary Programs (After School and Summer Camp); and High School Placement & Special Projects.

Together, this administrative team works closely with the dean to ensure the School for Children's daily operations, instructional excellence, and vibrant community life. The leadership team also partners with the College's administrative divisions—including Strategy & Operations, Communications, and Development—to align goals and initiatives across the institution. The dean collaborates with the president and his cabinet to engage the Bank Street Board of Trustees, serving as the point person for the Children's Programs Committee.

## **Families**

Families select Bank Street School for Children because of its premier reputation for a research-based, child-centered, and empowering progressive education, including its ambitious curriculum that is as socially and emotionally supportive as it is academically challenging, and for how it weaves a commitment to democratic living, social justice, and anti-racist consciousness into the fabric of its school community. Families are active and deeply engaged partners in the learning community. They eagerly give of themselves, volunteering in leadership and parent support roles, participating in fundraising events, facilitating and engaging in a range of affinity groups, and collaborating every day with teachers to nurture each child's growth.

## **FAMILY CENTER**

The Bank Street Family Center provides inclusive, developmentally appropriate programs for children ages 6 months to 5 years. Grounded in the belief that young children learn best through active engagement with ideas, materials, and people, the Family Center nurtures curiosity, independence, and a lifelong love of learning. Early

learners develop confidence and empathy while exploring the world at their own pace, guided by expert educators who partner closely with families.

Through play and exploration, children develop the social, emotional, and cognitive skills essential for success in school and life. Serving more than 60 students in its inclusive mixed-age infant-toddler programs and preschool, as well as 25 families through the Special Education Itinerant Teacher (SEIT) program, the Family Center reflects the diversity of New York City and fosters curiosity, connection, and confidence in every child.

### **Faculty and Staff**

Family Center staff—teachers and therapists—nurture young children’s growth in a warm, inclusive environment. Working closely with families, they support each child’s development. The center also serves as a training site for future educators from institutions such as Bank Street College, Teachers College, and New York University, integrating teaching placements into a reflective, practice-based community.

The Family Center is overseen by the Family Center Director, who collaborates closely with the Dean of Children's Programs & Head of the School for Children and the Children’s Programs leadership team. The Director provides strategic and operational oversight for inclusive, developmentally appropriate early childhood programs serving infants, toddlers, and preschoolers.

### **Families**

Families in the Family Center are drawn to the inclusive program where each child is known and supported. Teachers and specialists partner closely with parents and caregivers to honor each child’s strengths, interests, and needs both at school and at home. Through daily communication, family participation in the classroom, and ongoing engagement opportunities, the Family Center fosters a deep sense of trust, belonging, and shared purpose between families and educators.

### **LIBERTY LEADS**

Liberty LEADS is a college access and completion program serving 240 New York City students in fifth through twelfth grade. Since 1989, it has empowered underrepresented youth to pursue higher education, develop leadership, and shape positive futures through after-school, weekend, and summer programs. Ninety-five percent of Liberty LEADS students graduate from high school on time, and 90 percent pursue higher education.

Grounded in youth development, Liberty LEADS fosters academic success, social-emotional growth, and advocacy for social justice. Each student works with an advisor who serves as mentor and advocate, ensuring strong support from school to home.

Drawn from neighborhoods such as Harlem, Washington Heights, and the South Bronx, students reflect the city’s diversity. Nearly all qualify for free or reduced lunch, many are multilingual, and 95 percent graduate high school on time, with 90 percent continuing to college. Through mentorship and teamwork, they grow as compassionate, resilient leaders ready to make a lasting impact.

## **Staff**

Liberty LEADS is guided by a dedicated team of educators, counselors, and youth development professionals who help students realize their potential through programs that build curiosity, leadership, and confidence. With a deep commitment to belonging and student voice, the team fosters meaningful relationships and creates a community grounded in trust, purpose, and shared success.

The program is led by the Liberty LEADS Director, who reports to the Dean of Children's Programs & Head of the School for Children. The Director oversees a leadership team along with program coordinators, academic advisors, and student support specialists, who are responsible for programming, college and career counseling, and family engagement, as well as partnerships with schools and community-based organizations across New York City.

## **Families**

Families are essential partners in the Liberty LEADS community. The program actively engages parents and caregivers through regular communication, school meetings, and family-focused events that strengthen the home-school connection and ensure students receive consistent support. By cultivating collaboration among students, families, and staff, Liberty LEADS builds a network of shared accountability and encouragement that sustains each student's growth from middle school through college entry.

## **CHILDREN'S PROGRAMS STRENGTHS**

The next Dean of Children's Programs & Head of the School for Children will join a thriving community that radiates purpose, curiosity, and joy. Bank Street stands apart as a place where progressive ideals are not only taught but lived daily—in classrooms filled with wonder, inquiry, and connection. It is a school grounded in the belief that every child is known, respected, and empowered, and that education is both a personal and collective act of transformation.

Students embody the school's mission through their curiosity, compassion, and deep engagement with learning. They thrive academically, socially, and emotionally within a culture that prizes belonging, reflection, and justice. Faculty and staff—expert progressive educators steeped in child development and early childhood through middle-grade practice—bring creativity, care, and meaningful intellectual challenges to every learner, guiding each child's growth with extraordinary skill and heart. Families, in turn, are active partners in this work, deeply aligned with the school's mission and its emphasis on developmental learning and community.

Bank Street's interwoven programs—the Family Center, Liberty LEADS, and the School for Children—form a living continuum of learning that extends from infancy through adolescence. Their shared commitment to collaboration and equity creates a uniquely rich ecosystem for research, practice, and reflection. The close partnership with the Graduate School of Education further strengthens this ecosystem, connecting theory and practice and cultivating a pipeline of educators whose values and preparation reflect the College's progressive vision.

## OPPORTUNITIES AND CHALLENGES

As Bank Street enters its second century, Bank Street's Children's Programs stand at a defining moment—poised to honor its historic mission while evolving to meet the changing needs of students, families, and the world.

Among the opportunities ahead, the next leader will be called to sustain enrollment and accessibility in the School for Children in a competitive landscape while ensuring that socioeconomic and racial diversity remain central to the school's identity. Building a strong culture of philanthropy and deepening financial stewardship will be vital to advancing financial aid and long-term endowment growth. The dean will also help the school continue to build and refine a curriculum that integrates inquiry, creativity, and high expectations for all learners.

The thoughtful integration of technology, including AI, will require leadership that ensures digital tools enrich, rather than replace, the human relationships that define the Bank Street experience. Strengthening communication and trust across divisions, supporting faculty and staff sustainability. The next leader will also have the opportunity to broaden the school's visibility—both within the College and throughout New York's educational landscape—articulating a clear and compelling story of Bank Street's distinctive role and impact.

In an era marked by social and cultural polarization, the enduring ideals of progressive education will be tested, requiring visible and principled leadership. The school's commitment to democratic practice and social justice remains steadfast. The next Dean of Children's Programs & Head of the School for Children will inherit a joyful, mission-driven institution—one defined by children who love to learn, educators who believe deeply in their craft, and a community united by purpose and care. The task ahead is both timeless and urgent: to sustain the progressive heart of Bank Street while leading with imagination, integrity, and courage toward its next century of impact.

## ROLE RESPONSIBILITIES

### Mission and Program Leadership

- Champion Bank Street's progressive, child-centered developmental-interaction approach across the School for Children, Family Center, Liberty LEADS, and Auxiliary Programs
- Strengthen curriculum and programs that balance rigor and joy, centering equity, anti-racist practice, social justice, and civic engagement
- Collaborate with College partners to ensure Children's Programs continue to reflect and advance Bank Street's mission and values

### Teaching, Learning, and Faculty Growth

- Supervise and coach divisional and program leaders (including division heads and directors), setting clear goals for coherence, student support, and instructional quality
- Recruit, hire, develop, and retain a diverse, mission-aligned faculty and staff
- Lead reflective practice and continuous improvement using multiple forms of evidence—student work, developmental benchmarks, and climate data
- Encourage thoughtful integration of technology and AI that enhances rather than replaces relational and experiential learning

### **Student Experience and Well-Being**

- Maintain a safe, inclusive environment where every child feels known, valued, and supported in their learning and identity development
- Work with diversity, equity, and inclusion leaders, as well as student support leaders, to deepen anti-bias and anti-racist practices, restorative approaches, and programs that promote belonging and well-being
- Ensure smooth, developmentally responsive transitions across divisions and programs

### **Community Partnerships and Communication**

- Be a visible, trusted presence with students, families, faculty, and alumni; listen with openness and communicate with clarity
- Engage and partner with families as co-educators, honoring their voices and perspectives
- Share the story of Bank Street's Children's Programs with warmth and conviction—within the College, across New York City, and beyond

### **Enrollment and Financial Sustainability**

- Guide the Admissions and Enrollment teams in building and sustaining a diverse and inclusive student body that reflects the values of Bank Street
- Work with College leaders to align budgeting, tuition, and financial aid with the goal of expanding access to our programs

### **Philanthropy**

- Collaborate with the Development and Alumni Relations Office to cultivate philanthropic partnerships that expand access and sustain innovation
- Represent Bank Street's Children's Programs externally, sharing its progressive vision

### **Operations, Risk, and Compliance**

- Ensure smooth daily operations—staffing, scheduling, safety, and facilities—in partnership with Facilities and Operations leadership
- Lead NYSAIS accreditation and ongoing compliance; cultivate a culture of reflective self-study and institutional learning

### **College Collaboration and Institutional Leadership**

- Serve as a member of the president's cabinet, contributing to College-wide planning and decision-making
- Partner closely with the dean of the Graduate School of Education, vice president of the Education Center, and other cabinet colleagues to strengthen collaboration across divisions
- Engage actively with the Board of Trustees by attending meetings and leading the Children's Programs Committee, representing the needs and priorities of Children's Programs



## CANDIDATE QUALIFICATIONS

- Possesses a master's degree in education, child development, or a related field aligned with Bank Street's progressive philosophy
- Demonstrated experience leading in early childhood, elementary, middle school, or high school settings—preferably within a progressive or independent school
- Deep knowledge of developmental and inquiry-based learning, with experience applying progressive approaches to curriculum, teaching, and school leadership
- Proven record of advancing equity, inclusion, and anti-racist practice through curriculum design, faculty development, and community culture
- Experience building and sustaining cultures of belonging and trust through transparency, empathy, and shared purpose
- Demonstrated ability to manage budgets, enrollment, and staffing with clarity and care; brings experience balancing financial stewardship with mission alignment and innovation
- Experience leading within complex organizations and partnering across departments to align vision, share resources, and strengthen collective impact
- Exceptional written and verbal communication skills; able to engage and speak meaningfully with a wide range of internal and external partners—including children, families, colleagues, trustees, and community stakeholders—with warmth and clarity
- Experience engaging in fundraising, development, or advancement initiatives
- Experience supervising, coaching, and developing faculty and staff

## APPLICATION PROCESS

To apply, qualified candidates may apply online at [bankstreet.edu/about-bank-street/job-opportunities](https://bankstreet.edu/about-bank-street/job-opportunities).

Applications submitted by November 16, 2025 will be prioritized. Review of applications will continue until the position is filled.

Interested candidates should submit the following materials for confidential consideration:

- A cover letter expressing interest in the position
- A curriculum vitae
- A personal statement and/or writing sample on your educational philosophy, outlining your beliefs about teaching and learning

Salary Range: \$350,000 – \$375,000

Bank Street College of Education welcomes and encourages applications from diverse candidates. Bank Street College of Education does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity, disability, national or ethnic origin, or other legally protected status in admission of otherwise qualified students or in providing access to the rights, privileges, programs, or activities generally available to all students and their families, including educational policies, scholarship and other financial aid programs, or athletic, extra-curricular, and other school-administered programs and activities.