

POSITION STATEMENT

THE
RIVERS
SCHOOL

WESTON, MASSACHUSETTS



HEAD OF UPPER SCHOOL SEARCH

START DATE: JULY 1, 2026



OVERVIEW

Nestled on a beautiful 55-acre campus overlooking Nonesuch Pond, in a picturesque New England setting, The Rivers School in Weston, Massachusetts, offers students an inspiring educational environment where academic excellence meets natural beauty. In close proximity to Boston, Rivers provides an exceptional college-preparatory education while cultivating a vibrant sense of community. Guided by the school's philosophy of *Excellence with Humanity*, students are challenged to pursue ambitious goals in an inclusive community supported by talented, caring adults.

The Upper School is home to a vibrant student body of approximately 400 learners. Students are challenged in honors, AP, and interdisciplinary courses, where they are encouraged to take risks and discover new interests. They are supported by teachers who know them well, and who are as committed to personal growth as they are to academic development. Rivers graduates leave well-prepared for selective institutions of higher education and for meaningful lives of impact and purpose. The school's holistic approach ensures that academics, arts, and athletics work in harmony, offering every student multiple avenues to discover and develop their passions.

Arts and athletics are not extras at Rivers—they are integral to the student experience. The Rivers School Conservatory offers unmatched opportunities for musicians, while visual and performing arts thrive across campus. On the athletic fields and courts, students test themselves against ISL competition, build resilience, and form bonds that carry beyond graduation. Together, these programs foster a well-rounded education that develops both student intellect and character.



As the school looks to the future, the next Head of Upper School will join a talented and dedicated faculty, an experienced administrative team, and a community of engaged families in July 2026. This leader will inherit a thriving division while guiding Rivers forward with vision and care, strengthening curriculum alignment across both divisions, fostering collaboration, and ensuring that students continue to flourish in every arena. For an educator who values relationships, rigor, and purpose, this is an extraordinary opportunity to lead at one of New England's most distinctive independent schools.

MISSION AND CORE VALUES

Mission:

Rivers inspires every student to pursue excellence, thrive in a community of connection and belonging, and create their own path to a life of impact and purpose.

Core Values:

Guided by a philosophy of *Excellence with Humanity*, Rivers values:

- Integrity
- Perseverance
- Empathy
- Curiosity
- Joy

See how Rivers defines these values here:

<https://www.rivers.org/about-us/mission-and-core-values>



DATA

School Name:	The Rivers School
Year Founded:	1915
Grades Served:	6 to 12
Total Enrollment:	536
Middle School Enrollment:	138
Upper School Enrollment:	398
Students of Color %:	33%
Students Receiving Aid %:	28%
Total Aid Given:	\$7.6 million in tuition assistance in FY2025
Total Staff:	273 (101 faculty, 76 admin, 96 RSC)
Student/Faculty Ratio:	6:1
Average Upper School Class Size:	11 students
Average Upper School Faculty Tenure at Rivers:	11 years
Tuition:	\$66,140
Endowment:	\$49 million (as of June 30, 2025)
Most Recent Accreditation:	AISNE 2025
Accreditations, Memberships, Affiliations:	AISNE, NAIS, NEPSAC, ISL

THE UPPER SCHOOL

The Rivers Upper School offers a diverse and challenging curriculum led by an exceptional faculty of experienced educators. The challenge comes from a rigorous academic program that includes extensive honors and AP courses, as well as a wide array of electives. Rivers teachers engage students in their learning by cultivating a culture of inquiry rooted in high levels of thinking and analysis while caring deeply about their students' well being and how they use their learning to engage in the world.

Most Upper School classrooms are housed in The Rivers Center for Science and Visual Arts, a 34,000 square foot, state-of-the-art facility that sits at the heart of the school's campus. Upper School students take classes in math, interdisciplinary studies, science, arts, and other electives in this building. Key features include:

- The Balamurugan Research Center, a guided-research lab where students can pursue long-term, independent projects.
- Prep rooms attached to chemistry, biology, and physics labs, used to set up complex experiments and demonstrations.
- The Carswell Engineering classroom and Snider Studio, a rapid-prototyping suite, where students design with 3D CAD software, build models with 3D printers and laser cutters, and create remote-controlled vehicles in the Correia Robotics Workshop.
- Five spacious art studios for photography, painting, drawing, ceramics, and sculpture.
- The Baldwin Family Art Commons where student and visiting artist work is displayed.
- Six flexible interdisciplinary classrooms, several common areas, and four breakout areas for small-group work.

"Excellence with Humanity is something that I always see permeating the culture of Rivers; emphasizing the cultivation of great humans; the sense of community between students, staff and parents." —Parent

Review the program, curriculum and course catalog, learn about the advisory system and read about some of the Programs of Distinction on the upper school page:

<https://www.rivers.org/academics/upper-school-program>



RIVERS COMMITMENT TO EQUITY

Rivers' commitment to institutional equity is grounded in the belief that cultivating a caring, respectful, and collaborative learning environment requires a focus on equitable practices across all areas of operations. Rivers promotes diversity of identity, thought, and experience on campus as a source of innovation and excellence. The school is intentionally committed to growing a diverse community in which every member feels welcome, safe, respected, and a sense of belonging.

Learn more about the school's commitment to equity, how DEI programming is approached at the school, and about some of the recent ways Rivers has celebrated the diversity within the community here:

<https://www.rivers.org/about-us/commitment-to-equity>



"Rivers [is] unique because of the trust between students themselves, students and faculty, and faculty themselves. We definitely feel connected to one another, personally and professionally, as a community." —Faculty

RIVERS: BEYOND THE CLASSROOM

Athletics:

Rivers believes that involvement in interscholastic athletics is a meaningful and integral part of each student's overall education. Athletics at Rivers complements the rigorous academic program and provides another arena in which students can excel. The personal growth and achievements realized by student athletes provide them with a balance between academic pursuits, physical endeavors, and social interaction. Through strong athletic programs, student athletes learn and develop integrity, accountability, self-discipline, self-esteem, character, fair play, commitment, decision-making skills, self-motivation, sacrifice, perseverance, courage, respect for self and others, and teamwork.

See more about where Rivers' athletes find success in the highly competitive ISL here:

<https://www.rivers.org/athletics/athletics-overview>

The Arts:

At Rivers, the visual and performing arts are an integral part of the curriculum and celebrated within the community. With the resources of The Rivers School Conservatory on the school's campus, the opportunities for musicians and performers are nothing short of extraordinary, while visual artists display their inspiring work in two beautiful galleries on campus.

Learn more about the Arts Program in general here: <https://www.rivers.org/arts>

Read about the unique resource that The Rivers School Conservatory Program offers to Rivers students and the greater Boston community here:

<https://www.rivers.org/conservatory/conservatory-program>

OPPORTUNITIES AND CHALLENGES

The Head of the Upper School should be prepared to support and collaborate with a talented, committed faculty as well as a skilled group of administrators and an accomplished Head of School. The major challenges and opportunities for this position include but are not limited to the following:

- Support the school's strategic plan (2025) and work with administrative team and Head of School to ensure its implementation.
- Work with the Head of School and administrative team to prioritize and organize goals, roles, and responsibilities.
- Collaborate with the Head of the Middle School to align the curriculum and programs across divisions to ensure a smooth transition for students as they transition from Rivers Middle School to Upper School.
- Evaluate and assess course offerings in light of new priorities and goals emerging from the strategic plan, including determining the role of AP's in the upper school academic program.
- Work with the administrative team and faculty to provide more time for collaboration as well as professional growth and development.
- Continue to develop programs that support student well-being and mental health.
- Lead and support the US faculty in determining the appropriate uses and instruction of AI as well as technology in general.
- Continue to support and fine tune the balance of academics, arts, and athletics.
- Review and assist in the implementation of a newly designed schedule.

"Excellence with Humanity" really pervades the Rivers culture and is so important to what the school is. It offers excellent academics, athletics and arts but does so without grinding the kids down. They are supported by great faculty and staff who truly care for them and they are allowed (even encouraged) to fail and learn from their failures." —Parent



TRAITS AND PERSONALITY OF THE NEXT HEAD OF UPPER SCHOOL

The next Head of Upper School will be an experienced leader, ready to join a talented administrative team in guiding a dynamic community of students and faculty. Previous senior administrators have taught as part of their role as leaders in the Upper School community.

Top candidates will have a strong track record of building relationships across a school community and will likely be described as:

- Trustworthy
- Curious
- Empathetic
- Lighthearted with a sense of humor
- Humble
- Consistent
- Present and accessible
- Approachable and warm, while firm with policy and in conviction
- A clear communicator (both oral and written)

"It is a learning community where the students and adults are happy to come to school every day. A place where excellence with humanity is experienced and understood as an important aspect of Rivers by all who attend/work at Rivers."

—Faculty

APPLICATION PROCESS

Candidates interested in applying to be the Head of Upper School at The Rivers School may apply online at:
<https://rg175.com/candidate/signup>.

The application includes:

- Letter of Interest that addresses: Why this opportunity at Rivers and why now?
- Resume
- Personal Statement/Education Philosophy

Applications will be reviewed as they are received this fall. Initial conversations with consultants from Resource Group 175 will be ongoing with a plan for the school team to begin interviews in November. We anticipate a hire being made around the end of the calendar year with the next Head of Upper School beginning July 2026.

You are encouraged to submit materials promptly, if interested. If you have any questions about the search, please contact the consultants from Resource Group 175 who are supporting the search:
adam.peichert@rg175.com OR marcia.spiller@rg175.com

Rivers encourages interest from candidates who will enrich the diversity of identity, experience, and perspectives among our professional and school community. We recognize that skilled and innovative individuals follow a variety of pathways in life, and we enthusiastically invite applications from those who may have experience that meets our qualifications in non-traditional ways. Rivers offers BIPOC affinity, LGBTQ+ affinity, and white allyship spaces for professionals, as well as institutional professional development, to support and enrich our work around equity and access. In addition to mentorship from peers and direct supervisors, all professional community members benefit from a year-long onboarding program.

If you would benefit from any accommodations at any point during the application process, please let us know.

Thank you for your interest in The Rivers School. We look forward to hearing more about your interest in this exciting opportunity.