

POSITION STATEMENT

Morristown Beard School

MORRISTOWN, NEW JERSEY



HEAD OF SCHOOL SEARCH

START DATE: JULY 1, 2026



Morristown Beard
School





THE PLACE

It would be difficult, if not impossible, to walk onto the Morristown Beard campus and not feel instantly at home. From the welcoming security team to the inviting buildings, to the cheerful students as they arrive at school, to the thoughtful parents who drop them off, to the teachers who are brimming with purposeful excitement and team spirit, MBS is one happy place. While that's just a first-glance impression, it only deepens as one becomes more familiar with the school.

MBS makes full use of its 22-acre campus. There seems to be no unused space, but the feeling is one of openness and graciousness —no sense of buildings being cheek-by-jowl, no claustrophobic tunnels or narrow walkways to get students from class to class. Instead,

there's a sense of spaciousness, exemplified by the library and the student center and (soon) the newly refurbished dining hall. To a one, the classrooms are bright and airy, well kitted out for whatever discipline they serve. Throughout, there is thoughtful attention paid to student spaces: comfortable nooks and well-placed furniture encourage students to feel at home.

A 630-seat theater, two gyms, a beautiful pool and multiple playing fields are integral to the campus and add to the sense that this school is well maintained, treated respectfully by students, clean, and covered with trees and plants that contribute to its home-like atmosphere.

THE PEOPLE

Not surprisingly, Morristown Beard is filled with well-served students and teachers. There is a palpable sense of both friendship and respect; every student has at least one adult to confide in and the teachers appear to know every student in their division. At the moment, MBS is enjoying an Era of Good Feelings as the Interim Head has won the favor of the entire community with her straight-forward, caring approach to leadership, not to mention the confidence she inspires as the school's former CFO and HR director, math teacher and parent following years as a CFO in Corporate America.

The Interim Head leads a team of professionals who form the Senior Leadership Team. Many of those educators have children who attend the school or who are alumni. The feeling of family is inescapable. Given such a positive environment, one would expect the Middle School and Upper School directors to work well together, and they



do, as do their colleagues. The MS Director mentors US students and the US Director (who is a 7th Grade parent) seems to know every Middle Schooler.

Faculty and Staff are invested in the school—literally, for many, as parents—and they care for their students and work collaboratively in their 6-12 departments and Middle School grade level teams. Teachers are not pigeon-holed at MBS – they are willing and encouraged to take on other roles at the school. As examples, the librarian advises the student council and oversees the 80+ club program, while most deans also teach classes and all but two varsity coaches are MBS faculty members.

Numbers of senior faculty have held multiple positions over the years; fluidity seems one of MBS's virtues—no one is stuck in one job for life and professional growth is not only encouraged but expected. Such ability to move and grow and change is invigorating and may help to explain the number of faculty who have been at the school for long tenures. As a result of this shape-shifting, teachers sense the ability to morph into something other than what they are at the moment and the result is a sense of team that is unusually strong. Attesting to this, one senior administrator who is relatively new to the school, says, "It's the most collaborative faculty and staff I've ever worked with."

Students at MBS seem as happily engaged in their work as the faculty and staff. They tackle a curriculum that is appropriately rigorous for each student, and there is considerable diversity of academic ability within the student body. Nonetheless, the school works hard to meet the academic and intellectual needs of each student, a task made easier by the presence on campus of grade-level deans and counselors. Collaborative time is built into the schedule so that no student's needs will go unmet. To quote a faculty member: "Everybody gives all that they can to give the students all that they need."

Eighty-seven percent (87%) of Upper Schoolers participate in at least one interscholastic sport, with 30% students playing more than one season. Opportunities in the curriculum abound for students to pursue innovation, research, and independent study. The four Centers—the Center for Academic Writing, the Center for Innovation and Design, the Center for Quantitative Reasoning, and the Center for Teaching & Learning—in addition to allowing students to pursue their passions, foster a sense of inquiry as well as mastery, major steps on the road to academic maturity. MBS encourages students to be “dabblers,” trying out different academic, athletic and extracurricular interests. Hence, you may encounter a baseball player who has a role in the musical, a football player who takes tap dancing, and a D-3 recruited ice hockey player who is taking five AP’s along with her distant practice commitments.

FINANCE AND FUNDRAISING

The tuition of roughly \$50,000 is on a par with that of its peer schools and Morristown Beard operates in the black on a \$36 Million budget. Currently, \$5.4 Million is devoted to Financial Aid. Buttressing the budget are Annual Giving, which brings in \$1.3 Million, and summer programs that net another \$600,000. A total endowment of \$34 Million adds a measure of comfort to MBS’s financial position with modest annual availments.

Faculty are well cared for at Morristown Beard: Salaries are competitive and enhanced by a medical plan of which the school pays 84% of the premiums for all employees, and generous contributions to TIAA that depend on the length of one’s service. Icing on the cake is 60% tuition remission for faculty and staff children who attend the school.



When it comes to fundraising, there is a well-staffed office led by an experienced director who has strong ties to the Morristown community. Recent additions to the Advancement staff are expected to improve communications and alumni outreach. There has been a steady rise in giving to the Annual Fund, along with sufficient new money to advance specific projects like the dining hall and student center. A capital campaign, shelved during COVID, will doubtless reappear before very long, but not during the Interim Head’s one-year tenure, nor perhaps in the first year of her successor.

Our Mission

Within a culture of support and collaboration, Morristown Beard School students discover and develop their individual pathways to academic success and personal fulfillment while becoming enlightened, morally responsible citizens of the world.

THE PROGRAM

A comprehensive guide to MBS's curriculum is at this link: <https://www.mbs.net/mbs-curriculum>

Across the disciplines, the Morristown Beard School curriculum fosters critical thinking, problem-solving, and communication, valuing both process and product in student learning and assessment. The student schedule provides time to work on assignments, time to meet with teachers, and time to explore one of the academic Centers. It is a generous schedule that gives students multiple opportunities to do their work.

MIDDLE SCHOOL

In a program designed to “ignite curiosity” and develop skills, the MBS Middle school has small classes with the daily life of students overseen by a division head, deans, a learning specialist and grade level teams. Recognizing that students admitted in grades 6 and 7 arrive with a range of skills, the English Department has a year-long courses for each

grade level and a 6th grade organizational skills class, while all 7th and 8th grade students rotate through semester-long workshops to enhance writing and reading skills.

This attention to skill development is a theme in Math as well where there are pathways that address fundamental mathematical concepts and allow for advancement into Integrated Math I or II or Upper School courses as appropriate. The Center for Quantitative Reasoning is a tremendous adjunct to the program.

In history, social science and the sciences, the programs focus first on developing the fundamentals necessary for further inquiry in these disciplines and then on providing the background in history to become “engaged and empathetic global citizens,” and in science the knowledge to “tackle the rigors of advanced science or engineering” should they so choose.

When it comes to World Language acquisition, following a 6th grade language exploration course, students have the choice of French, Latin or Heritage Spanish Language. The Language faculty have written that, “As educators, we know that the intellectual development and emotional growth of our students in grades 6 through 8 are essential to their search for their identities as they define themselves in terms of new relationships and roles with peers and adults.”

Our Values

Ensuring the growth and well-being of our students lies at the center of all our decisions at MBS. We maintain a balanced approach to rigorous academics, enriching co-curricular and extra-curricular activities, and an engaging family and community life. As students pursue their individual paths to academic success in our community of learners, they are guided by highly-dedicated teachers who are fully versed in the latest educational research, with particular emphasis on the following key practices in all subject areas: Personal Responsibility, Awareness of Diverse Perspectives, Engagement, Tenacity, Independence of Mind, Humor and Humility.

Current Middle School Signature Programs

[Design Thinking and The Makerspace](#)

[Learning Beyond the Classroom Walls](#)

[Organizational Skills](#)

[Social-Emotional Competencies](#)

[Technology for Collaborative Learning](#)

UPPER SCHOOL

Building on the strong foundations of the MS program, the Upper School offers a comprehensive college preparatory program with a commitment to maintaining a balanced approach to academics. The faculty encourage choice and exploration, leading one student to remark that “the only thing limiting me is me.” MBS is truly a “Place of Possibilities,” in and out of the classroom the academic experience is vigorous as well as rigorous, is vibrant and meaningful to the 21st Century.

The 113 members of the class of 2025 embody the MBS Mission—61 colleges and universities, spanning 27 states, nearly 50% of the students matriculated to highly selective institutions including Brown, Cornell, Penn, and Princeton, in addition to Ireland. This year’s college applications again reflect the class’s varied interests and talents. Students have shown they are able to harness their unique ideas, find their distinct voices and cultivate a love of learning.



The English program fosters critical reading and writing skills over its seven-year arc, emphasizing interdisciplinary collaboration and project-based learning to enhance student expression and analysis. To amplify the AP curriculum, students can choose from various semester electives, including Asian American Literature & Visual Arts, Dystopian Literature, The Language of Leadership, and Savage Satire.

The Morristown Beard history program integrates historical and contemporary perspectives, fostering critical thinking and active citizenship. The humanities curriculum enhances connections across cultures and literature, while electives include options like Behavioral Economics and Constitutional Law, Human Rights in Latin America, the Sociology of Diversity, and the Psychology of Social Media. Students can earn honors status through clearly defined criteria in select courses, while Advanced Placement options provide rigorous college-level coursework.

The MBS math curriculum fosters fluency in quantitative reasoning, emphasizing argument evaluation and connections within mathematics. It includes Integrated Math 1, 2, and 3, which blend traditional and contemporary approaches. The program uses "spiraling" to revisit essential concepts, ensuring deeper mastery, while Integrated Math connects previously isolated topics for a holistic understanding of mathematics. To assist with the program from Algebra to Calculus and Advanced topics, the Center for Quantitative Reasoning is a great resource.

The Upper School science program inspires students through experiential learning, focusing on Physics, Chemistry, and Biology, with options for AP and electives like AP Biology, AP Chemistry, and various honors courses to promote critical thinking and civic responsibility.

The World Language program at MBS offers classes in French, Latin, and Spanish. The program emphasizes meaningful communication, cultural awareness, and linguistic competencies, with a Heritage Spanish program to promote a high level of speaking, thinking, and writing for students who already have a background in the language.

Embracing and encompassing the entire curriculum, Wellness at Morristown Beard is central to the program. MBS is committed to the wellness curriculum by requiring two years of wellness instruction, thereby promoting wellbeing and balance. Wellness electives include Fundamentals of Psychology and the Science of Happiness and Wellbeing. MBS is committed to the wellness curriculum by requiring 2 years of wellness instruction and thereby promoting wellbeing and balance.

Supporting students and programs are four Centers: Teaching and Learning (CTL), Academic Writing (CAW), Center for Quantitative



Reasoning CRT) and the Center for Innovation and Design (CID). Staffed by professionals and students who are trained in a semester-long course, the Academic Writing Center offers writing workshops, encourages drop-in visits for students at any stage of the writing process. The CTL, led by a psychologist and staffed by experienced learning specialists, focuses on students with IEP's and whose accommodations meet specified criteria.

Innovation is woven into the fabric of MBS and was formalized in the creation of the CID in 2019. The Center includes the Artisan Studio where students design and create in metal, fabric, and glass and is a natural companion to the mixed-media and 3-D design studio, a Maker Space where students learn the fundamentals of design and architecture, and Audio and Video Studios, where professional recordings and videos are explored, created, and critiqued.

Noteworthy programs available to MBS Arts students include tap dancing, stagecraft, jazz, architecture, and mechanical drawing. MBS students are engaged in the arts and encounter a cornucopia of opportunities that allow for the beginner, offer places to find new interests, and provide opportunities to enhance skills and talents.

Upper School Signature Programs

[Advanced Studies Program](#)

[Advanced Topics](#)

[Earned Honors Model](#)

[Humanities Program](#)

[Independent Studies](#)

[Interdisciplinary Concentration Program](#)

The Interdisciplinary Concentration Program offers pathways for students to explore concentrations beyond their classes and extracurriculars. During their year students apply for the program and progress through a rotation of the four pathways of Sustainability, Arts and Innovation, Ethics, and Data Analysis. After choosing one of these, students are committed to exploration and action in their specified area.

THE OPPORTUNITY AND THE CHALLENGES

- “Maintain the current program of excellent academics without obsessive focus on outcomes” (Parent)
- “Perpetuate a culture that is guided by humor and humility that helps students navigate challenges with resilience and grace” (Parent)
- Prioritize collaboration over hierarchy
- Optimize the enrollment of the Middle School in a very competitive landscape
- Ensure that faculty remain engaged and accessible to students, fostering a supportive learning environment
- Affirm the school’s historic commitment to Equity and Belonging
- Strengthen donor relations
- Balance culture and growth

THE NEXT HEAD OF MORRISTOWN BEARD WILL LIKELY

- Be a good communicator, in speech and in writing
- Get along well with multiple constituencies
- Have experience as a crisis manager and be able to radiate calm
- Have shown the ability to make hard decisions
- Be visible in the community beyond the campus
- Have both the capability and the appetite for fundraising
- Enthusiastically embrace and love Morristown Beard School
- Have a high E.Q.



SALARY RANGE

Salary range for the position:
\$400,000 to \$600,000
depending on experience.

TO APPLY

If this sounds like the right opportunity for you, please apply online at <https://rg175.com/login>. The application includes: a cover letter, resume, and writing sample.

For questions, reach out to:
Debbie Reed
dereed2014@gmail.com and Tom
Hudnut tom@tomhudnut.com.

The Deadline for applications is January 15, 2026, and we discourage you from being a “buzzer-beater.” Applications sent before the end of the calendar year will be gratefully received.