

POSITION STATEMENT

Tabor Academy

MARION, MASSACHUSETTS



DEAN OF ACADEMICS SEARCH
START DATE: JULY 1, 2026





OVERVIEW

Founded in 1876 and proudly known as the “School by the Sea,” Tabor Academy is a coeducational, college-preparatory boarding and day school for grades 9–12 located in Marion, Massachusetts. Anchored on its waterfront campus overlooking Sippican Harbor, Tabor draws inspiration from its history of curricular innovation and nautical heritage to cultivate intellectual curiosity, character, and perseverance. With a student body composed of diverse backgrounds and learners who demonstrate academic ability, personal integrity, and engagement in community life, Tabor provides a rich, immersive education grounded in rigorous academics, meaningful relationships, and a sense of shared purpose.

Tabor’s program extends far beyond its iconic maritime setting. Students engage in a broad and student-centered curriculum that encourages exploration, innovation, and interdisciplinary thinking—whether through advanced coursework, signature programs, experiential learning, or independent study. The school’s academic model and extensive course offerings invite students to design pathways that spark their emerging interests as well as

advancing their passions. Robust offerings in STEM, humanities, global studies, the arts, entrepreneurship, and applied sciences empower students to stretch themselves while discovering new possibilities. Across all areas of school life, Tabor fosters an environment where creativity, curiosity, and joy in learning are deeply valued.

Tabor seeks a Dean of Academics, effective July 1, 2026, to serve as the school’s chief academic officer. Reporting to the Head of School and serving on the Senior Leadership Team, the Dean will bring both strategic vision and operational leadership to the academic program at a pivotal moment in the school’s evolution. With the launch of a new daily schedule and continued advancement of strategic priorities—including global education, wellness, belonging, leadership development, and ocean-facing programs—the next Dean will help shape the future of teaching and learning at Tabor.

TABOR ACADEMY

Mission:

Tabor Academy educates and empowers students to connect, serve, and lead.

Values:

- Care
- Collaboration
- Courage
- Curiosity

Vision:

As the School by the Sea, Tabor Academy is both a homeport and a launching point for a globally connected education, where students and educators build knowledge, identify opportunities, and explore innovative, ethical solutions to complex challenges.

Learn more about where Tabor is heading by reading the school’s strategic plan, Mapping our Journey:

<https://www.taboracademy.org/about/strategic-plan>

ACADEMIC PROGRAM

Tabor's academic program is defined by breadth, innovation, and a flexible structure. With a rich catalog of offerings across STEM, humanities, world languages, arts, and the social sciences, the curriculum invites students to pursue foundational disciplines while exploring advanced pathways in areas such as engineering, computer science, global studies, entrepreneurship, and design. A new semester schedule encourages both depth and experimentation, allowing students to discover new passions while progressing toward college-level work.

The school's unique coastal setting enhances rather than defines its academic mission. Signature programs in marine and nautical science provide extraordinary opportunities for authentic, place-based learning—opportunities that enrich the academic landscape. The SSV Tabor Boy—a historic two-masted schooner—serves as a mobile classroom for applied learning in navigation, seamanship, leadership, and maritime science. The Schaefer Wet Lab in the Marine and Nautical Science Center extends this hands-on approach, giving students access to college-quality facilities for experimentation, data collection, and marine research.

Experiential learning is deeply embedded across the curriculum and is not limited to maritime offerings. Whether conducting fieldwork, engaging in interdisciplinary project blocks, participating in travel-based immersive courses, or pursuing independent research, students learn to apply knowledge in real-world contexts. Tabor's experiential philosophy emphasizes problem-solving, collaboration, and curiosity—qualities that prepare graduates for meaningful lives and purposeful impact.



At the heart of the academic program is a dedicated faculty who serve as teachers, advisors, coaches, dorm parents, and mentors. Their work reflects a community that values high expectations, trust, and relationships, ensuring that students feel known, challenged, and supported. Faculty members guide students through a program that is rigorous yet responsive, innovative yet grounded in tradition, and unmistakably shaped by the joyful, collaborative spirit of the School by the Sea.

Learn More About Tabor's Academic Program

A Flexible Curriculum:

www.taboracademy.org/academics/course-catalog

Unique Offerings and Pathways:

www.taboracademy.org/academics/unique-offerings

Experiential Learning:

www.taboracademy.org/academics/experiential-learning

Academic Support:

www.taboracademy.org/academics/academic-support

Tabor's Portrait of a Graduate:

www.taboracademy.org/academics/portrait-of-a-graduate

THE OPPORTUNITY

The next Dean of Academics will play a central role in shaping Tabor Academy's academic direction, faculty culture, and student experience. This is a critical opportunity to collaborate with key stakeholders at the school to elevate their recent and ongoing work, including the priorities identified in the strategic plan, Mapping our Journey and the Portrait of a Graduate. The next Dean of Academics can harness the energies of an exceptional faculty and position Tabor for long-term excellence.

Key priorities identified by Tabor's faculty, staff, and administration include, but are not limited to, the following:

Define and Communicate Tabor's Academic Vision for Students

Challenge: Tabor, like many independent schools, is evolving for the needs of today's students. Students arrive with varied and unique profiles requiring tight coordination between academic, extracurricular, health and wellness, and residential teams.

Opportunity: The next Dean can engage with the faculty and academic leadership to generate, articulate, and execute a clear vision aligned with Tabor's mission to meaningfully reach and effectively teach today's students, and clarify what "academic excellence" will mean for Tabor over the next decade. Executing these priorities requires that the Dean will unify academic policies, student support systems, and DEB principles into a coherent and transparent framework—ensuring rigor, fairness, and belonging for all students. This work strengthens institutional trust and student outcomes.

Leading Faculty Through Growth, Innovation & Change

Challenge: Expectations for faculty have risen given the changing needs and priorities of today's students and families coupled with a traditional commitment at Tabor to faculty involvement in the full life of the school. In addition, the rapidly changing external environment, particularly relating to technology, has placed increasing pressure on faculty to learn and incorporate additional tools into their classrooms and assessments.

Opportunity: The new Dean of Academics must be able to cultivate a high-trust, collaborative culture of professional learning—supporting teacher development and guiding thoughtful implementation of new tools (including AI). The new Dean must be highly collaborative, confident, and humble enough to create faculty buy-in across all disciplines in order to move the school forward. Leading through empowerment will motivate, unify, and inspire faculty, thereby advancing Tabor's pedagogical goals and aspirations.



Faculty Management and Professional Development

Challenge: Programmatic growth at Tabor has been impressive, stemming from the laudable commitment to spark curiosity and passion across multiple disciplines. Further judicious management of resources – both the energies of the faculty and financial pressures faced by all independent schools – must be a priority for the new Dean.

Opportunity: Articulate, model, and communicate a clear understanding of the lives of teachers, coaches, advisors, and dorm parents and follow with equitable, compassionate, and clearly delineated expectations so that the full needs and goals of the Tabor program are met while balancing the financial realities of a complex organization. The new Dean needs to be able to earn the trust of faculty so that this collaborative work can be undertaken with transparency and integrity.

Organization and Decision Making

Challenge: Tabor's faculty and staff have experienced significant change in recent years and there is a strong appetite for clear, data-driven decision-making and outstanding communication and organizational skills around the execution of decisions.

Opportunity: Generating trust and building a sense of camaraderie through exceptional teamwork and an exemplary work ethic are signature characteristics of the Tabor culture and an expectation for the new Dean.



THE IDEAL CANDIDATE

Tabor Academy seeks a seasoned academic leader who combines vision with practical leadership, respects the school's maritime legacy, and advances its forward-thinking mission.

Core Attributes:

- Strategic thinker who brings long-term vision to academic planning.
- Relationship-driven leader who builds trust and fosters collaboration.
- Instructional leader with deep expertise in curriculum, pedagogy, and faculty development.
- Operationally skilled and capable of managing complex academic systems.
- Culturally competent and committed to diversity, equity, and belonging.
- Visionary educator who embraces global perspectives and digital learning.

Professional Experience:

- Significant academic leadership experience, preferably in an independent school.
- Record of successful curriculum development and faculty mentorship.
- Engagement with contemporary issues such as AI integration, global education, and student wellness.
- Experience supporting neurodivergent learners and differentiating instruction.
- Boarding school experience preferred.



SALARY RANGE

Salary range is \$120,000-\$150,000.

HOW TO APPLY

Candidates interested in applying to be the Dean of Academics at Tabor Academy may apply online at: <https://rg175.com/candidate/signup>

The application includes:

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

Applications will be reviewed as they are received this winter. Initial conversations with the consultants will be ongoing with a plan for the school team to begin interviews in January. We anticipate a hire being made early in 2026 with the next Dean of Academics 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 (adam.peichert@rg175.com) or Molly King (molly.king@rg175.com)

Thank you for your interest in Tabor Academy. We look forward to hearing more about your interest in this exciting opportunity.

Non-Discrimination Policy

Tabor Academy does not unlawfully discriminate on the basis of age, gender, religion, race, color, sexual orientation, gender identity, genetic information, pregnancy or pregnancy-related condition, disability, or national or ancestral origin in the administration of its educational policies, scholarship and loan programs, athletic and other Academy-administered programs, or in the administration of its hiring and employment practices.