

POSITION STATEMENT

Brooklyn Heights Montessori School

Brooklyn, New York



LEADERSHIP SEARCH

Head of School

Start Date: July 1, 2027



Overview

"Boldly BHMS. Joyfully Montessori."

This is Brooklyn Heights Montessori School—truly a very special school offering an exceptional school leadership opportunity.

Since 1965, Brooklyn Heights Montessori School has been a beacon of progressive education in New York City, guided by a philosophy that places the child at the center of the learning experience. Now, more than sixty years after its founding, BHMS stands at an extraordinary moment in its history. The School seeks a visionary Head of School to begin July 1, 2027, building upon a legacy of educational excellence while leading the community into a future defined by Montessori principles, practices, and conviction about the importance of the development of children from early childhood to Grade 8.

Situated in the heart of the Cobble Hill neighborhood in Brooklyn, BHMS serves approximately 260 students in a modern, thoughtfully designed campus on the corner of Court and Bergen Streets. As the only preschool through eighth-grade Montessori school in the New York City area fully accredited by both the New York State Association of Independent Schools and the American Montessori Society, BHMS occupies a singular and distinguished position in the independent school landscape.

The School's identity is inseparable from its commitment to the Montessori philosophy. Here, students work and learn in mixed-age classes led by teaching teams of nurturing, Montessori-credentialed professionals who are experts in child development and brain-based research. From the earliest years through eighth grade, children are not merely educated; they are empowered to become independent thinkers, compassionate citizens, and confident leaders prepared to navigate a complex and rapidly changing world.





Mission and Philosophy

The mission of Brooklyn Heights Montessori School is clear and compelling. It is rooted in the timeless teachings of Dr. Maria Montessori, whose vision for education centered on "the development of a complete human being, oriented to the environment, and adapted to time, place, and culture." BHMS brings this philosophy to life daily, celebrating the human spirit and valuing the development of the whole child: physical, social, emotional, and cognitive. Students learn through carefully prepared environments, mixed-age classrooms, and engagement with hands-on materials

that move them from concrete experience toward abstract understanding.

BHMS frames its work in Montessori principles through a broad commitment to peace education and inclusion. The BHMS community is diverse, vibrant, and deeply engaged. Families choose BHMS because of its distinctive approach, its commitment to academic excellence, and its nurturing environment where every child is known and valued. Monthly all-school Community Meetings and an active Family Association help to promote connection and belonging for all members of the BHMS community.

Program

Montessori education is fundamentally different from traditional schooling. At BHMS, this difference is felt in classrooms, on the playground, and in every interaction. The program is thoughtfully constructed to provide structure and responsiveness, where children are encouraged to move, collaborate, question, build, revise, and grow. Students at BHMS are challenged meaningfully in ways that connect learning and development in an environment that centers on the joy of new discoveries and the development of independence. The School's Montessori philosophy ensures that learning is active and empowering. BHMS students grow within a community that knows them well and supports them over time. That continuity strengthens relationships, deepens trust, and gives students the space to develop confidence and leadership as they move through the school.



Highlights of the BHMS program include:

Mixed-Age Classes: Guided by their teachers, students learn from and teach one another. This structure develops collaboration skills, compassion, and mastery of material as children progress through three-year cycles with the same teaching team.

Three-Year Cycle: Teachers gain an intimate knowledge of each student's individual learning style and potential. A spiraling curriculum develops deeper understanding across academic subjects, allowing students to revisit and expand upon concepts over time.

Montessori Materials: Self-correcting, hands-on materials are designed to develop independence, self-confidence, and depth of knowledge through tactile experiences. These materials allow for exploration and discovery of concrete concepts, laying a firm foundation for abstract thinking in older grades.

Prepared Environment: Students have choice within carefully designed environments, creating a structure that develops critical thinking and independent problem-solving skills. The result is a community of learners who explore, discover, concentrate, research, and learn at their own pace.



The Middle School Experience: The culminating cycle at BHMS is Montessori Middle School, a two-year sequence of thematically linked Humanities, Science, English, and Social Growth units. Seventh and eighth graders explore historical and scientific themes and their connections to current events and their own lives. Students run a microeconomy, selling pizza to the rest of the school to fund their end-of-year overnight trip. They also undertake capstone projects—the Expert Project and the Magnum Opus—presenting their research and creative work to the full school and parent community.

High School Advising: BHMS graduates are exceptionally well-prepared for high school and beyond. The School's High School Advising Team supports families through every phase of the application process, working with students and parents to explore public, parochial, and independent school options throughout New York City to find a school that matches each student's individual needs and interests.

To learn more about Brooklyn Heights Montessori School's program, visit the School's website at www.bhmsny.org.

Location and Facilities

BHMS's prime location in the Cobble Hill neighborhood of Brooklyn positions it to attract families from throughout Brooklyn and beyond. The School's 47,000 square foot, purposefully built campus is comprised of three connected buildings, including classrooms, The Haakmat Library, visual arts spaces, The Firehouse Theater, a state-of-the-art performance space, a gym, and a rooftop play space and garden. Each of these spaces has been thoughtfully created to support the Montessori mission and philosophy and to facilitate the process of discovery, mastery, and joy.

The School Community

Faculty

The faculty at BHMS are a defining strength. At least one teacher in every class is Montessori trained and credentialed. All BHMS teachers are committed to their own professional growth and to meeting each child with care, skill, and high expectations. With the faculty's guidance, students are encouraged to pursue knowledge with independence and confidence while learning how to be part of a community.

Administration

The Head of School works with an experienced and collaborative senior leadership team that includes an Assistant Head of School who also serves as Middle School Head, a Chief Financial Officer, a Director of Enrollment Management and Tuition Assistance, a Director of Development, a Director of Communications and Marketing, a Head of Early Childhood Programs, a Head of Elementary Programs, and a Director of Peace Education. In addition, there is a dedicated Executive Assistant to the Head of School.

Families

An active Family Association works in close partnership with the BHMS Faculty and Administration to support and enrich student experience. Families choose BHMS in part because of its strong sense of community.

Board of Trustees

The BHMS Board is comprised of current and former parents, alumni, and outside educators. It is noteworthy that in the School's most recent visiting team report for NYSAIS accreditation, the BHMS Board was commended as a model within the state association for good governance.



Strengths, Challenges, and Opportunities

BHMS is characterized by both faculty and parents as “an oasis of calm” for students.

The next Head of School will inherit a clear mission, a committed faculty, a strong senior leadership team, a distinctive program, and a community that deeply values Montessori education. Supported by consistent enrollment and prudent financial management, BHMS is exceptionally well-positioned for continued success. The opportunity ahead is to lead with clarity, warmth, and strategic purpose, so that BHMS continues to flourish in a competitive independent school environment. Initial work for the next Head of School will emanate from BHMS’s recently adopted 2026 Strategic Plan, which includes the following three overarching goals:

- **Montessori for Tomorrow** Building on a strong academic foundation, cultivate student agency, leadership, and stewardship through enhanced experiential learning in the arts, nature, and social entrepreneurship, from early childhood through adolescence, preparing BHMS students to engage in a rapidly changing world.
- **Peace, Belonging, and Community** Deepen belonging by grounding BHMS school life in peace education and strengthening the structures



and shared practices that help every child and family feel seen, valued, and nurtured. Shape how the community engages with the school—from how families are welcomed, stay connected, and are supported, to how learning environments are designed to serve different ways of learning and faculty are supported in their teaching practice.

- **Broadening the Foundation for BHMS** Strengthen the institutional foundations needed to sustain a thriving Montessori program that is financially sustainable and reflective of the Brooklyn and adjacent New York City community for decades to come. Extend the school’s influence as a thought leader beyond its own campus by sharing its expertise in Montessori education, child development, peace education, and family partnership to help more families, educators, and community institutions engage with Montessori in meaningful ways.

Additional opportunities and challenges that will confront the next Head of School will include:

- **Continuing to attract and retain outstanding faculty:** In an increasingly competitive educational environment, attracting and retaining top faculty talent, especially Montessori-credentialed teachers, is essential. The next Head must prioritize professional development, competitive compensation, and a supportive culture that honors the teaching profession.
- **Building endowment to improve access and affordability:** BHMS is near completion of a capital campaign to fund renovations and expansion, and the next Head will play a key role in continuing to steward fundraising efforts. The School requires a Head who is willing and able to inspire ongoing philanthropic support.
- **Continuing to embrace the value to students of growing up in a diverse, equitable, and inclusive community:** BHMS seeks to be a school that is welcoming to families that represent the rich diversity of Brooklyn and New York City and will look to its next Head to continue to lead this important work with intention and authenticity.



Key Qualities and Considerations

The Head of School at Brooklyn Heights Montessori School will provide inspirational, mission centered leadership; oversee the School's day-to-day operations; support and develop faculty and staff; manage the annual budget; and work closely with the Board of Trustees to shape the School's long-term vision. This position requires a leader who is both strategic and relational, capable of preserving what is beloved about BHMS while guiding the School's thoughtful evolution.

While prior leadership experience in a Montessori school is not required, the successful candidate will need to demonstrate deep enthusiasm for and understanding of Montessori principles and the capacity to immerse oneself fully in the Montessori approach and be its champion.



In addition, the Search Committee will be looking for candidates who demonstrate many of the following traits:

- **Passion for Early Childhood to Grade 8 education:** BHMS seeks a leader who demonstrates familiarity with school life, academics, and programming and who can articulate the advantages of a school serving students from two-years-old through eighth grade.
- **Ability to lead a school with a long history of commitment to social justice:** The next Head should demonstrate clear conviction and significant experience with building and supporting an inclusive and broadly diverse school community.
- **Financially and Operationally Attentive:** The next Head does not need to be the expert in every functional area, but must understand the entire school enterprise, hire strong people, ask the right questions, and remain appropriately engaged in all aspects of the organization.
- **Relational, Visible, and Accessible:** BHMS seeks a leader who embraces the joys of being an engaged presence on campus, one who is warm, empathetic, approachable, and available to students, faculty, staff, and parents.
- **A Willing Fundraiser:** The next Head should be able to embrace their role in cultivating relationships with prospective donors and soliciting philanthropic support for the strategic needs of the School.

- Decisive and Execution-Oriented:** BHMS seeks a leader who listens carefully and collaboratively, but ultimately makes decisions, establishes priorities, and delivers results, continuing to ensure that the School is operating with proactive planning and disciplined execution.
- A Strong Team and Culture Builder:** The next Head should know how to identify, hire, develop, and retain excellent people and then provide them with both appropriate autonomy, accountability, and support.
- An Excellent Communicator:** BHMS seeks a leader who is an excellent communicator, both orally and in writing, who listens to understand and builds strong connections both within and outside the school community.
- A Steady Leader Through Complexity:** The next Head should be a steady leader who can navigate institutional complexity with sound judgment and exceptional emotional intelligence—remaining calm under pressure, approaching difficult conversations with confidence, and providing clarity, stability, and reassurance during periods of challenge or change.

Compensation

The initial salary range for the Head of School position at BHMS will be \$400,000 to \$475,000, depending on qualifications and experience, plus a comprehensive benefits package that includes full coverage for family health insurance.





Application Process

Brooklyn Heights Montessori School has retained **Resource Group 175** to support its search for a new Head of School. Application materials should be submitted online at:

www.rg175.com/candidate/register

An application includes a letter of interest, a resume or curriculum vitae, and a personal statement that reflects your leadership philosophy and understanding of Montessori education.

Application deadline: November 10, 2026

Start date: July 1, 2027

For initial inquiries or to nominate a potential candidate, please contact either of the consultants:

Tony Featherston

tfeatherston@rg175.com

Jerry Katz

jkatz@rg175.com

Brooklyn Heights Montessori School has an institutional commitment to the principles of diversity and inclusivity. In that spirit, and in accordance with the law, BHMS does not discriminate on the basis of race, religion, creed, color, gender, sexual orientation, age, physical ability, national origin, or any other characteristic.