



DEERFIELD ACADEMY

Position Statement  
Dean of Faculty Search  
Deerfield Academy

Deerfield, Massachusetts

Start Date: July 1, 2024





# Dean of Faculty Position Statement Deerfield Academy



## OVERVIEW

**Deerfield Academy** seeks a new Dean of Faculty to begin service in July 2024. The Dean of Faculty is responsible for overseeing and guiding a broad array of functions and activities at Deerfield, as well as for overseeing the entirety of faculty life and experience. This is a dynamic and exciting leadership position, working closely together with a talented leadership team, dedicated to excellence in secondary education, with keen engagement in residential life and experience.

Founded in 1797, Deerfield Academy holds within its fold 657 students (582 boarders and 75 day students) and 517 employees, 154 of which are faculty members. In the center of an 18th century historic village, Deerfield's 330-acre campus rivals many well-resourced small colleges, and includes, among other buildings, 15 dorms with single rooms, multiple teaching, athletic and artistic centers, a gallery, a wellness center, a greenhouse, an early learning center and much more. The school offers 170 courses and has long been a home to extraordinary teaching and learning. With a financial aid budget of \$13.5 million, 40% of the student body receives financial assistance. Forty-four percent of the student body are students of color and 15% are foreign nationals. Throughout its storied history, Deerfield calls for each student to "Be Worthy of Your Heritage."

With a deep commitment to character development, the Deerfield community works tirelessly and consistently to have each graduate be "confident in their ethos and values." Recently, the school has articulated what defines a "Deerfield Student," turning to a set of strong qualities: scholarship, open-mindedness, curiosity, mastery and metacognition, and leadership and judgment. Serving as an example of Deerfield's commitment to student learning, the school recently was awarded an [E.E. Ford grant](#) for "Inquiry and Expression in Independent Secondary Schools: A Path Forward," charting the way for exciting work ahead. Recognizing that a highly engaged faculty is critical to excellent teaching and learning, Deerfield understands "that human connection transforms lives," propelling "faculty to nurture healthy relationships with students in all domains of campus life: in the classroom, of course, but also the playing field, the art studio, the dorm, the sit-down table, and beyond."

A place of high purpose and the deepest of commitments, the school has thrived under the leadership of Head of School John Austin, and Deerfield remains a global leader in independent secondary education.



# Dean of Faculty Position Statement Deerfield Academy



## INCLUSION AND COMMUNITY LIFE

As articulated by Head of School Dr. John Austin, “Inclusion—the art of creating a powerful sense of community that recognizes and honors each student’s individuality and imparts to them a full and equal sense of belonging—is the foundation of Deerfield’s work as a school—and it’s a collective undertaking. Fundamentally, inclusion is about the kinds of relationships we create as adults with students, and the kinds of relationships our students forge—across race, ethnicity, nationality, religion, and socio-economics—with one another: in our dorms, on our fields and performance stages, and in—and outside of—our classrooms. It’s about the quality of our advising, mentoring, coaching, and teaching—the quality of the relationships we create each day with students in all of our interactions with them.”

To learn more about the people, programs and curriculum at Deerfield, please explore the school [website](#) and linked social media sites.



## THE ROLE OF DEAN OF FACULTY AT DEERFIELD

There are three core responsibilities for the Dean of Faculty that are both historically and currently essential at Deerfield. The first is the “cultivation and holding” of the faculty. The Dean of Faculty is the central and critical resource officer for the faculty, managing faculty life and experience from top to bottom. This part of the job is about relationships and the inspiration of deep and equitable trust.

The second core responsibility is to ensure that systems and other very significant administrative duties are attended to efficiently and effectively. This includes final assignment of housing and the structure and assignment of duties and workloads. This person must also be a highly competent supervisor of the Assistant and Associate Deans of Faculty, overseeing their roles and connecting them appropriately to the overall mission, values, and direction of the school, while also affording them the necessary autonomy to do their own jobs well.

The third core responsibility of the Dean of Faculty is to serve as a generative leader in the institution. The Dean of Faculty must be a highly effective collaborator with the other five direct reports to the Head of School. The person also must serve as an outstanding communicator in general, and most important, of the vision of the Head of School and the values of the school with the faculty. Finally, this person must have the intellect, academic experience and perspective, and imaginative spirit to continually improve how their areas of operations and responsibility, and indeed the entire role, could function more productively to serve kids better and advance the quality of teaching and learning, all while fostering an optimally joyful and productive faculty.

# Dean of Faculty Position Statement Deerfield Academy



## OPPORTUNITIES AND CHALLENGES

The next Dean of Faculty at Deerfield Academy should be prepared to collaborate with a talented leadership team, a motivated and inspiring faculty, and a forward-thinking and devoted school community to fulfill the school's mission and to support the vision of the Head of School. The Dean of Faculty role is uniquely positioned for advancing leadership and personal and professional growth at Deerfield. With a committed focus on "attention and connection," the professional opportunities and challenges at Deerfield, both immediate and strategic, are exciting. These challenges and opportunities include, but are not limited to, the following:

- The opportunity to work with a visionary Head of School to assist in all communication about the Head's

vision and to evaluate progress and effectiveness of faculty and school-wide initiatives.

- As custodian for faculty well-being, the Dean of Faculty has an opportunity to further professional scaffolding for all faculty, including ongoing and collaborative professional development, pedagogical advancement for high engagement teaching and learning, and meaningful, professional partnerships with all faculty members.
- As a partner in a remarkable and tight leadership team, the Dean of Faculty can further strategize and bring to fruition a "major learning plan" and "shared understandings," honoring the vision of the Head of School and the leadership team.
- In partnership with the Associate Dean of Faculty and the Head of School, create and deepen hiring practices to meet the qualifications named in the "Teaching at Deerfield: High Engagement" [document](#).
- The opportunity to develop and to lead dynamic and effective faculty meetings which assist in furthering the vision of the school.
- Oversee, develop, improve and implement effective, efficient and equitable systems and organizational principles for all things faculty.
- The opportunity to build diverse relationships, drawing on both the extraordinary commitment and talent of the faculty, as well as the marked good will of the full community.



# Dean of Faculty Position Statement Deerfield Academy



## KEY QUALIFICATIONS AND QUALITIES

The successful candidate for Dean of Faculty at Deerfield Academy will be a mission and values-driven leader who will embody and demonstrate most, if not all, of the following skills, qualities, characteristics and experiences:

- A proven record of strong leadership with faculty and fellow administrators: people skills, partnership, engagement and practical collaboration
- Uncompromising integrity and high emotional intelligence: a builder of trust on all fronts.
- Can embrace and navigate complexity with diplomacy and credibility
- Can synthesize multiple perspectives and serve as strong decision-maker
- Talent for identifying, selecting, retaining and inspiring outstanding administrators and teachers, as well as for supervising and developing them, building relationships with them, and encouraging their professional growth
- Organizational and managerial skill, and the ability to ensure systems and procedures are effective, efficient, principled and equitable
- Effective, empathic, humble listener
- Superb oral, written, and interpersonal communication skills
- Recognize, understand and further “high quality learning”
- A high level of self-understanding
- Genuine, caring, generous
- Understand and embrace the fullness and responsibilities of a boarding school
- A nimble thinker, confident and focused
- Exude a sense of joy and generosity, and love for residential school life
- An advanced degree



# Dean of Faculty Position Statement Deerfield Academy



## TO APPLY

Deerfield Academy retained the firm Resource Group 175 (RG175) to support its search for a new Dean of Faculty. If you wish to submit your application, please do so at <https://rg175.com/candidate/signup>.

Application includes:

- Letter of interest
- Resume or CV
- A personal, leadership or educational philosophy statement
- One additional writing sample of your choice (please include in the same pdf as the philosophy statement)
- Names of four current references and contact information (optional)

The deadline for receipt of the full application is **Monday, December 4, 2023**.

For any questions or further information about the position, please contact either of the consultants below:

Bodie Brizendine  
[bodie.brizendine@rg175.com](mailto:bodie.brizendine@rg175.com)

Bob Henderson  
[rhenderson@rg175.com](mailto:rhenderson@rg175.com)

Deerfield Academy is committed to equal employment opportunities for all employees and applicants for employment, and prohibits discrimination and harassment of any type without regard to race, color, religion, creed, age, sex, national origin, disability status, genetics, pregnancy, protected military veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.