



EMBRACE CHALLENGE,  
DISCOVER YOURSELF.



# Position Statement Middle School Head Search Nichols School

July 1, 2024  
Buffalo, New York



# Middle School Head Search

## Position Statement



EMBRACE CHALLENGE,  
DISCOVER YOURSELF.



### THE OPPORTUNITY

Nichols School, a nationally recognized college preparatory coed independent school with a 130-year history, is seeking the school's next Head of Middle School to coordinate and lead the program for Fifth to Eighth Grade. Serving nearly 200 students and their families, the next Head of Middle School will be a visible leader who will clearly communicate and collaborate with a talented, experienced faculty team with an average of 20 years of classroom experience!

Nichols School is a pillar in Buffalo and the school's stellar reputation for academic, athletic and artistic excellence resonates well beyond the beautiful campus in western New York. Core classes in the Middle School are enriched by a robust language and arts program, daily physical education, athletics, and a top-notch robotics club--just one of the many club offerings.

Situated across the school quad from the Upper School, the Middle School has separate spaces for each grade with particular consideration given to program and schedule coordination between the Fifth and Sixth grade, on the building's lower level, and the Seventh and Eighth grade upstairs. The Head of Middle School serves as the facilitator for each individual grade team and oversees planning and communication.

The unique Heart Initiative centers the Middle School and drives culture within the community. Embraced by each advisory group, the Heart Initiative recognizes moments of student kindness and encourages gratitude, sharing, community service and environmental awareness. The overarching theme of Heart is at the forefront of everything in which the Middle School faculty and students are involved.

The Middle School is further entwined socially by an enthusiastically supported House System into which Fifth graders are "sorted" and the Eighth graders aspire to lead as House Prefects. Named for nearby watersheds--Niagara, Erie, Ontario and St. Lawrence--the House System gives students the opportunity to make friends and complete challenges with peers across grade levels.

The next Head of Middle School will be an extraordinary communicator who can articulate the value of the various parts of the Middle School program. They will recognize that the Middle School needs to enhance academic excellence, the close student-teacher relationships, and a very strong sense of community.

The Middle School schedules are also designed to include a double

# Middle School Head Search

## Position Statement



EMBRACE CHALLENGE,  
DISCOVER YOURSELF.

block English class for fifth and sixth grades, Connections and Public Speaking programming in seventh and eighth grades, a dedicated hour each day to athletics, and a wide-ranging after-school club program for students. The next Head of Middle School will preserve what is special to the Middle School experience.

The next Head of Middle School will work closely with the Head of Upper School and members of the School Leadership team to further coordinate and collaborate across the entire Nichols School experience. It will be important that the next Division Head is able to preserve the unique traditions of the Middle School that make it second-to-none, while also considering the importance of an ease of transition across the quad to the Upper School for consistency of program and retention. They will also be a member of the Administrative Cabinet with the Head of School, will embrace the new Strategic Plan, and move the Middle School forward while recognizing the Nichols tradition of excellence.

### NICHOLS SCHOOL

At Nichols School, students are encouraged every day not only to be accepting of challenge, but excited by it. Through caring guidance and unwavering support, they are inspired to face academic, athletic, creative and social growth with confidence, determination and joy. The ease with which Nichols' students approach new learning opportunities and experiences becomes a mark of their characters, and is an asset that continues to open doors for them throughout their lives.



# Middle School Head Search

## Position Statement



EMBRACE CHALLENGE,  
DISCOVER YOURSELF.



### THE MIDDLE SCHOOL

Nichols Middle School offers a safe, sensitive and nurturing environment where children are allowed to be children—and are introduced to the excitement of self-discovery by embracing challenge. Every day is an experience, balanced specifically for this transformative and influential time of tremendous intellectual, social, physical and emotional growth. Expert faculty craft a rich, active, immersive curriculum that includes engaging subjects, arts and athletics—plus the development of the resilience and skills that lead to success in the Upper School and beyond.

The Middle School is a supportive community, where each child has a sense of purpose and belonging. Students are given caring, individual attention but are also encouraged to exercise their natural curiosity as they explore their world and grow into vital, compassionate young adults with strong characters and a love of learning that they will take with them throughout their lives.



### MISSION AND CORE VALUES

“Our aim is to train minds, bodies and hearts for the work of life, and to carry into all we do the highest ideals of character and service.”

— Joseph D. Allen, Second Headmaster of Nichols School

*“Nichols is a special place with a caring and compassionate community. [Built] on mutual respect of faculty, administrators, students and parents, the students and faculty feel empowered to teach, learn and collaborate.”*

**—Nichols’ Parent**

# Middle School Head Search

## Position Statement



EMBRACE CHALLENGE,  
DISCOVER YOURSELF.

### KEY STATS

School Name:	Nichols School
Year Founded:	1892
Grades Served:	Grades 5-12
Total Enrollment:	588
Middle School Enrollment:	173
Diversity %:	34%
Students Receiving Aid %:	46% (includes 31 faculty/staff students receiving tuition remission)
Total Aid Given:	\$4.1 Million (includes 31 faculty/staff students receiving tuition remission)
Total Faculty:	68
Student/Faculty Ratio:	8:1
Average**Middle School** Class Size:	14
Average Faculty Tenure at School:	11 Years
Highest Tuition:	\$27,150 for Middle School
Annual Budget:	\$17,000,000
Endowment:	\$36,000,000
Most Recent Accreditation:	2016



# Middle School Head Search

## Position Statement



EMBRACE CHALLENGE,  
DISCOVER YOURSELF.

### PHILOSOPHY

A Nichols education focuses on the intellectual and personal growth of every student. Award-winning faculty are leaders in their field; more than 75% of faculty hold advanced degrees. Nichols students graduate prepared for college and beyond with the intellectual foundation and confidence to succeed in the field of their choosing.

Students and faculty speak often of the "culture of extra help." Students are encouraged to work with their teachers outside the classroom to reinforce fundamental concepts or to expand the curriculum and explore new ideas. It is this individual attention to every student that makes a Nichols education truly exceptional.

Additionally, character and leadership development is central to the Nichols School mission. Students are exposed daily to an environment that fosters the growth of integrity, trust and ethical conduct in every corner of the campus.

### KEYS FOR THE NEXT MIDDLE SCHOOL HEAD

- Serve on administrative cabinet of the school, reporting to the head of school.
- Recruit and retain a high-quality faculty.
- Collaborate with the Head of Upper School and School Leadership team to ensure further alignment between the Middle School and Upper School divisions for consistency of full-school programming and culture and to support retention.
- Cultivate and organize the robust social and emotional learning program which includes

the Heart initiative, house system and advisory curriculum.

- Lead the four individual grade teams, lead coordination between grades five and six, and grades seven and eight, and align operations throughout the division with consistent communication.
- Implement plans with the Admissions Office for marketing, enrollment, and growth of the Middle School.
- Evaluate the correct staffing for all Middle School programs and classes.
- Enhance educational technology throughout the entire Middle School.
- Manage the balance between excellent academics, arts and athletics.



# Middle School Head Search

## Position Statement



EMBRACE CHALLENGE,  
DISCOVER YOURSELF.

### EXPERIENCES

- An Experienced Educator with an understanding of Middle School curriculum and innovation.
- Experience in a high-performing independent school.
- An inspirational, visionary, and innovative leader.
- A strong community builder.
- Academic program development experience.
- A leader who sets clear expectations, builds trust and is a relationship builder.

### QUALIFICATIONS

- Excellent communicator, both in writing and speaking.
- Very responsive in all communications.
- High emotional intelligence
- Warmth and empathy
- Highly collaborative
- Optimistic
- Extreme sense of fairness
- Sense of humor

### APPLICATION

Candidates interested in applying for the Middle School Head role may apply online at: <https://rg175.com/candidate/signup>

The application includes:

- Letter of Interest
- Resume
- Personal Statement
- List of Five References with contact information (References will not be contacted without prior notice)

Deadline for receipt of full application materials: **December 1, 2023**

If you have any questions about the search, please contact John Farber (jfarber@rg175.com) and Adam Peichert ([adam.peichert@rg175.com](mailto:adam.peichert@rg175.com)) of Resource Group 175 who are overseeing the search.

Thank you for your interest in Nichols School. We look forward to hearing more about your interest in this rare opportunity for an outstanding educator.

*Nichols School maintains a strict policy of nondiscrimination in regard to employment. All aspects of employment at Nichols are governed on the basis of competence, merit, and qualifications, and will not be influenced in any manner by race, color, religion, sex, age, national origin, ancestry, veteran's status, disability, or any other classes referred in applicable state and federal laws.*

