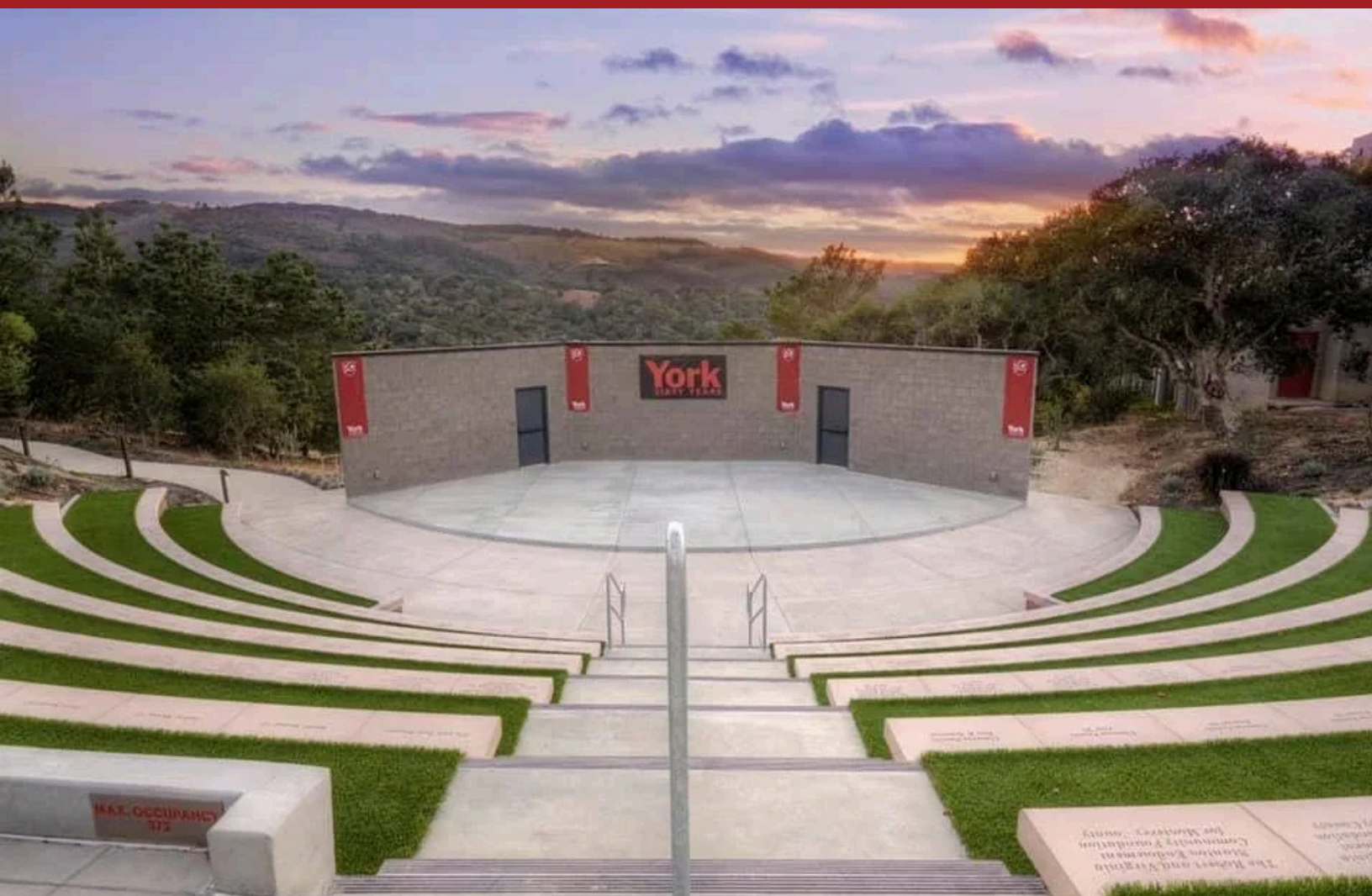


York SCHOOL

Head of School

July 2027



York
SCHOOL

EduD_x
Educational Directions



Overview

Facing an evolving educational landscape, York seeks a bold, visionary, and collaborative strategic thinker with proven business acumen, exceptional emotional intelligence, and an entrepreneurial spirit to expand regional visibility, drive strategic enrollment, and champion philanthropic growth. The new Head of School will establish clear institutional vision, build genuine alignment across all constituencies, and execute a disciplined strategic plan. The ideal candidate is an exceptional fundraiser, a decisive operational manager, and a courageous leader who balances high academic standards and fiscal discipline with warmth and connection—nurturing a culture of excellence across the administrative and academic teams, fostering transparent governance, and remaining deeply accessible on campus.

Located on the Monterey Peninsula in California, York School is an award-winning, independent, coeducational, college preparatory day school serving grades 8–12. Known for its inclusive, diverse, and welcoming community, the school has operated since 1959 under the foundational principles to transform bright, kind, and driven students into confident, authentic leaders. With an enrollment of around 160 students, York fosters a distinctive campus culture that balances a rigorous academic curriculum with robust arts and athletics programs—set within a deeply supportive environment where students are safe to be themselves and learn to collaborate in an atmosphere of trust.

Grounded in York's foundational values of honesty, respect, responsibility, and compassion, the next Head will honor the school's rich traditions while boldly leading campus development, curriculum innovation, and local partnerships to ensure long-term institutional vitality. The new Head will confront structural financial challenges head-on, elevate college placement as a key institutional differentiator, eliminate internal operational silos, and position York as a premier educational choice regionally and globally.

Mission

We inspire and prepare a diverse community of creative, independent thinkers.

Values

Honesty. Respect. Responsibility. Compassion.

We believe teaching and empowering students to be curious, to ask questions, and to engage in conversation prepares them for higher education and fulfilling, authentic lives. With an open and inquisitive mindset, York Students can discover the most about themselves and the world.

Sustainability

We believe in being environmentally conscious consumers and producers. About 50% York’s energy needs are met through solar power blocks found on rooftops around campus. In 2008, York was the first school to be named a Monterey County Green Business, in part because of the construction of our environmentally sustainable Science Building, which was the first green building in Monterey County with 25+ elements of environmentally-sensitive, sustainable technology. In addition, our daily “work job” tradition gets students involved in sustainable practices like recycling, resource conservation, and natural habitat restoration.

Commitment to Diversity & Inclusivity

York fosters an inclusive learning environment enriched by diverse talents, viewpoints, and backgrounds. The school actively maintains a vibrant international student population, keeping this cohort integrated across campus life. York remains committed to thoughtful, mission-aligned inclusivity that prepares students for global citizenship. Additionally, to help foster a well-rounded community, more than 50% of York students are supported by a strong need-based financial aid program.



York by the Numbers

100%

Accepted to College

7:1

Student to Faculty Ratio

15

Varsity Sports

23

Fine & Performing Arts Classes

30

Summer Study Abroad Destinations

67%

Of Faculty Hold Advanced Degrees

60%

Receive Financial Aid

46%

Ethnic Diversity

Distinctive York Programs

The school's distinctive educational program is academically challenging and designed to inspire well-rounded, creative, independent thinkers and globally minded citizens. The curriculum is guided by all-school learning outcomes that emphasize critical thinking, effective communication, courageous problem-solving, and technology literacy, preparing students to confidently meet complex real-world challenges. Signature offerings include an extensive STEM program, a dedicated Service Learning Internship that deeply engages students with the local community, and a robust Global Programs initiative featuring a signature climate change program in Costa Rica.

Experiential Learning invites students to explore real-world topics through hands-on, creative, interdisciplinary, and individualized projects.

The Arts at York are dynamic, and include three music ensembles. The theater program presents a Fall Play, a Spring Musical, and opportunities for work in technical theater. York offers visual arts classes in drawing, painting and digital photography.

STEM is celebrated with a rigorous math and science curriculum and a highly successful Robotics team. York is nationally recognized as a top 500 STEM high school.

Service Learning provides structured opportunities to bring fun, collaboration, and hard work, as well as York's core values of honesty, respect, responsibility, and compassion to students' "work jobs" on campus and volunteer roles in the community.

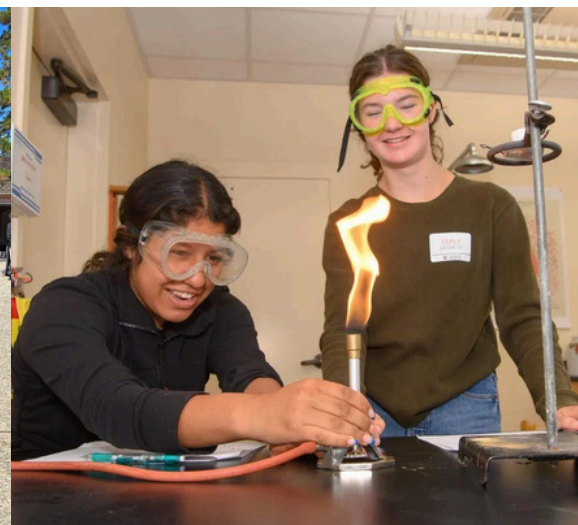
The Athletics Program, with more than 15 varsity teams, is both inclusive and competitive, with recent division titles in girls' basketball, boys' basketball, girls' soccer, and golf, and individual student-athletes regularly advancing to postseason play.

The York Scholars program is an academically rigorous, two-year interdisciplinary experience for 11th and 12th grade students.

The Sophomore Speech allows students to explore and develop their own stories to deliver their Sophomore Speech, a beloved York tradition that bolsters confidence while offering a unique public speaking experience.

The Costa Rica Sustainability Program takes 9th grade students to the edge of the cloud forest in Costa Rica for a week of experiential education at the Council on International Educational Exchange's (CIEE) Monteverde Campus as part of York's required curriculum. Students attend classes by local professors and professionals to learn about how Costa Rican institutions have become a world pioneer in sustainability and climate change mitigation.

The Distinguished Global Scholars Certificate recognizes students who have achieved excellence in developing the knowledge, skills, and leadership to thrive in an interconnected world. Students pursue a rigorous interdisciplinary curriculum in internationally focused courses, traveling and studying abroad, and completing a final project that demonstrates commitment to understanding other perspectives and improving the common good.



Strategic Priorities & Leadership Opportunities

Drive Fiscal Sustainability

- **Structural Deficit Reduction:** The Head of School will actively address York's structural financial position, with a direct mandate to reduce the operating deficit and achieve full break-even operations.
- **Strategic Financial Aid Recalibration:** The Head will execute a disciplined recalibration of the financial aid program, aligning financial aid toward a strategic target percentage of gross tuition while sustaining the founding vision of access for qualified, high-achieving students.
- **Auxiliary Revenue Expansion:** The next leader will take direct ownership of net revenue targets generated through auxiliary campus programming and optimizing campus resources across York's 101 acres.

Execute Philanthropic Leadership and Launch Capital Initiatives

- **Philanthropic Commitment:** The next Head will devote substantial time to direct fundraising, major gift solicitation, and donor relationship cultivation.
- **Strategic Reinvestment Fund:** The leader will personally drive the campaign for the newly established Strategic Reinvestment Fund to secure critical capital for institutional advancement.
- **Regional & Higher Education Partnerships:** Expand philanthropic and programmatic relationships across Monterey County, partnering with civic organizations, donors, and higher education institutions to build advanced learning pathways, internships, and experiential projects.

Drive Enrollment Growth, Rebuild Feeder Pipelines and Regional Connections

- **Articulate York's Value Proposition:** Build and empower the enrollment team to develop and execute a modern admissions and marketing strategy that clearly communicates the school's unique educational strengths, expanding regional visibility and building student enrollment toward optimal capacity.
- **Cultivate Feeder School Pipelines:** Actively identify and nurture direct recruitment pipelines with local K-8 feeder schools and sustain healthy international student enrollment.
- **Refresh Brand & Marketing:** Direct an overhaul of institutional marketing and course presentation materials to dynamic, modern standards, ensuring York's competitive strengths and academic outcomes are clearly articulated to prospective families.

Elevate Academic Excellence and College Placement

- **Balance Tradition with Innovation:** Preserve the school's signature culture of curiosity and balance across hallmark programs in the arts, athletics, and experiential learning while thoughtfully evolving the curriculum to incorporate modern tools, emerging technologies, and expanded advanced coursework. Lead the faculty in developing innovative, modern curricula that incorporate artificial intelligence in an ethical and balanced manner, establishing York as a thought leader in tech-integrated secondary education.
- **Clarify Signature Programs:** Maintain focus on core academic strengths while expanding signature offerings. Experiential learning initiatives, including the signature Costa Rica program, will be systematically integrated across interdepartmental coursework.
- **Position College Placement as a Primary Differentiator:** Emphasize college placement outcomes as one of York's defining institutional differentiators, directly connecting academic rigor, advanced coursework, and robust college counseling to post-secondary success and demonstrating tuition value to prospective families.

Strategic Priorities & Leadership Opportunities

Foster Collaborative Governance and Institutional Alignment

- **Build Trust Through Transparent Leadership:** Lead with high emotional intelligence, empathy, and open communication to unite faculty, staff, administration, and the Board of Trustees around a shared vision.
- **Model Visible, Accessible Leadership:** Maintain a warm, active presence on campus, engaging daily with students, teachers, and families to nurture York's supportive community culture.
- **Partner with the Board of Trustees:** Maintain strong independent school governance practices, establishing clear operational roles while working with the Board to ensure long-term strategic focus.

Empower Faculty and Staff and Foster Excellence

- **Honor and Support Teaching Excellence:** Celebrate and empower York's dedicated faculty by trusting their academic expertise and encouraging classroom innovation. Set high expectations, implement clear accountability systems, and offer meaningful coaching and professional development.
- **Promote Organizational Synergy:** Eliminate operational and academic silos by aligning enrollment, college placement, and philanthropy to work synergistically. On the academic side, the Head will foster interdepartmental course integration and cross-curricular collaboration.
- **Direct Faculty Compensation Restructuring:** Signal and execute an ongoing faculty compensation restructuring aligned with enrollment growth and overall fiscal discipline, and manage staffing decisions with clarity and care.

Lead with Authenticity, Humility, and Mission Focus

- **Embody Student-Centered Leadership:** Bring an approachable, authentic, and calm leadership style focused on student growth and well-being.
- **Protect York's Unique Identity:** Celebrate York as a welcoming, inclusive, and distinct academic community, ensuring future strategic initiatives honor the school's founding values.



Candidate Qualifications & Attributes

Proven Visionary and Entrepreneurial Leadership

Demonstrated success as a decisive, courageous leader in independent schools with a track record of driving institutional growth, setting high standards, and aligning stakeholders behind a shared vision.

Sophisticated Financial Acumen and Operational Expertise

Deep expertise in budget management, data-informed financial modeling, and revenue optimization. The next Head of School must have a track record of driving fiscal sustainability and managing resources responsibly within an independent school environment.

Exceptional Philanthropic Record

A proven track record in major gift cultivation, campaign management, and corporate/individual donor stewardship, with a willingness to allocate significant time to fundraising efforts. The candidate must possess the exceptional relationship-building skills needed to engage a global donor pipeline and inspire giving participation.

Dynamic Enrollment and Marketing Expertise

A proven track record in advancement, major gift solicitation, and capital campaign leadership. The candidate must possess the exceptional relationship-building skills needed to engage a global donor pipeline and inspire a significantly higher level of giving participation among current parents.

Collaborative Academic and Faculty Leader

Strong background in secondary education, with a commitment to academic excellence, experiential learning, cross-disciplinary integration, and ethical AI implementation. The ideal candidate will be an active educator who can champion the school's newly established learning outcomes and protect accountability systems while honoring faculty excellence and autonomy.

Courage and High Emotional Intelligence

An empathetic, emotionally intelligent, and bold leader who models York's core values of honesty, respect, responsibility, and compassion. The candidate must have excellent interpersonal skills and demonstrated experience fostering an inclusive, diverse environment, making difficult decisions, and managing institutional change with courage, transparency, warmth, and authenticity.



Salary and Benefits

The annual salary range for this position is \$250,000-\$300,000, commensurate with experience, with a comprehensive benefits package including housing provided in the Head's House on campus, full health coverage, a generous retirement savings plan, tuition remission, and a professional development budget.



How to Apply

York School is partnering with Educational Directions on this search. Please direct all inquiries and nominations in confidence to the search consultants:

Highley Thompson | highley.thompson@edudx.com

Shoshanna Lurie | shoshanna.lurie@edudx.com

Interested candidates should begin the application process as soon as possible and email the consultants with a resume before submitting other materials.

Interested individuals must contact the consultants at least seven days prior to the **deadline of October 23rd** in order to be considered as a candidate in this search.

After an initial conversation with the consultants, applicants should submit the following documents, in the following order, in a single PDF via email:

- A letter addressed to Members of the Search Committee explaining their interest in becoming the next head of York School
- A resume detailing current and previous roles and accomplishments
- A statement of leadership philosophy
- The names, e-mail addresses, and telephone numbers of five references with an explanation of their relationship to the candidate

References will not be contacted without the prior agreement of the candidate, and finalists will be expected to furnish five additional references.

Please do not contact the school directly.

