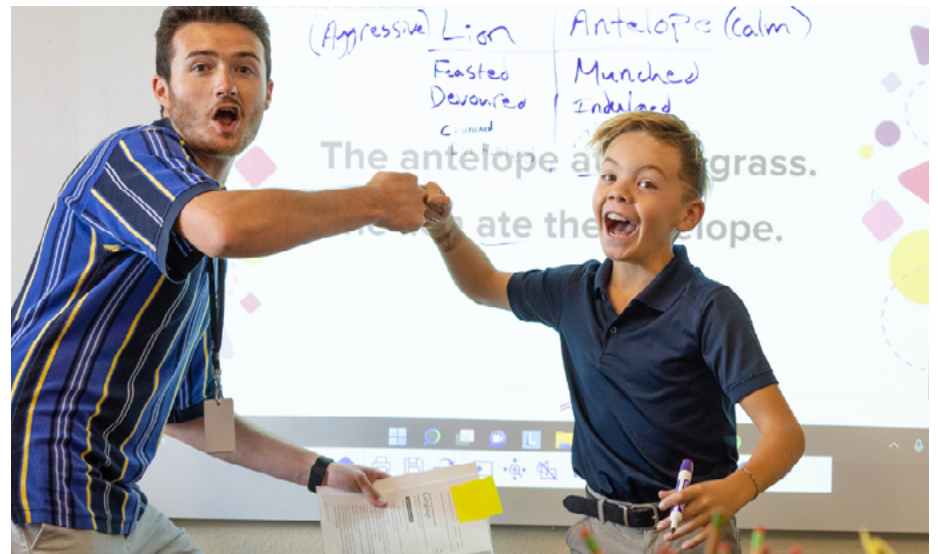




Preschool - 8th GRADE

# BCD

**BOULDER COUNTRY DAY SCHOOL**



## HEAD OF SCHOOL SEARCH

Position starts July 1, 2025

Boulder, Colorado



**EDUCATORS COLLABORATIVE**  
EXPERTS IN SEARCH, TRANSITION & STRATEGY



## THE SCHOOL

Since its founding in 1988, and then securing its 5.5 acre campus in 1998, Boulder Country Day School has built a strong reputation by emphasizing community, an engaging curriculum, a comprehensive social and emotional learning program, and small class sizes. At BCD the middle school is an authorized International Baccalaureate Middle Years Program (MYP). The school is committed to nurturing a diverse community of learners, and inspires lifelong learning through a balanced and differentiated curriculum. The school prides itself on employing a remarkable faculty and staff. Not only are they experts in their fields, but they come to school each day with optimism and enthusiasm for education. The school hires and retains faculty members who are devoted to professional growth and welcome taking on new challenges.

## VISION, MISSION, VALUES

### Vision Statement

We envision a world where...  
Empowered minds ignite global change.

### Our Mission

Boulder Country Day School provides an exceptional educational experience that broadens students' understanding of the ever-changing world around them, preparing them to be adaptable, empathetic, and engaged global citizens.





## Core Values

### Take care of ourselves and others

We know that to truly succeed we must feel safe and supported in all aspects of our lives. We prioritize our collective well-being and take responsibility for our actions and the impact they have on others.

### Explore many paths

We encourage ourselves to try a variety of experiences, discover new ways to answer old questions, and find our unique passions along our journey of lifelong learning.



### Meet the challenge

Education teaches us how to think, not what to think. We lean on our supportive environment to push ourselves to the next level, demonstrating resilience and curiosity when the answers aren't obvious.

### Create inclusion and belonging

Learning from the perspectives of others opens our minds and hearts. We build empathy by showing respect and interest in others' unique contributions.

### Be part of something bigger

As Bulldogs, we show up for one another to create a positive shared experience. Together, we contribute to an interconnected world.



In May 2024, BCD unveiled its new mission, vision and values. After conducting a comprehensive and inclusive community-wide process that identified the school's core strengths and areas of opportunity, the school is more excited than ever about its future.

This is a fantastic opportunity for a leader who finds purpose in Preschool-8th grade education at a well-established school in one of the most beautiful parts of the country.





## THE PROGRAM

**BCD's Preschool** begins with children as young as 2-and-a-half years old. The experience is predicated on the belief that learning lives in the heart and mind. It centers on the core principles of teaching independence and interdependence, communication, inquiry, and healthy living and physical well being. In addition to the regular classroom curriculum and learning experiences, Boulder Country Day's preschool program incorporates a "Specials" curriculum that includes instruction in world language (French and Spanish), movement, music, and library. In addition, all children participate in regular cooking classes and the Pre-Kindergarten students also engage in art and STEM focused classes. The Specials curriculum helps to ensure that every preschool child begins to discover their excellence.

**BCD's Elementary School** fosters engagement, resilience and joyful learning in a challenging yet supportive environment. The commitment to small class sizes (maximum of 18) ensures that teachers truly know and meet the academic, social, and emotional needs of each student. The faculty pride themselves in being current with research-based instructional theory and practice. The Learning Center staff partners closely with elementary classroom teachers to support the diverse learning styles of the students by using a variety of grouping strategies for teaching math and language arts. The elementary school integrates *Responsive Classroom*, *Kid Power* and *Learning for Justice's Social Justice Standards* into each classroom to ensure a robust learning experience.

Elementary students participate in musical performances, plays, and assemblies held throughout the school year. Each student can expect to be on stage performing several times during the year. Each grade takes part in a musical performance where music teachers collaborate with homeroom teachers to prepare the events. Parents/Guardians are always welcome. BCD's Elementary School is a place of incredible discovery, connection, and joy.

In addition to the core subjects of language arts, mathematics, and social studies taught by the homeroom teacher, elementary students also receive instruction in [technology](#), [art](#), [science lab](#), [library](#), [physical education](#), [music](#), [band](#), and [world language](#). Students take both French and Spanish from Kindergarten through 5th grade. Students are introduced to Latin starting in 6th grade.



## BCD AT A GLANCE

Coed, Preschool (Age 2 1/2),  
Elementary, and Middle School  
Independent School

Founded: 1988

### Finances

- Budget: \$9M
- Investment Fund: \$8M
- Current Debt: \$1.2M

### Student-Body

- PS = 66
- ES = 154
- MS = 70
- Total = 290

### Student Diversity

- 22% BIPOC Students

### Teachers, Staff, Administrators

- 50 instructional, 10 administrative, 2.5 student services, 11 staff
- Student-teacher ratio of roughly 7:1
- Board of Trustees: 15

### Campus

- 5.5 acre campus in the Gunbarrel neighborhood of Boulder, CO
- Classrooms light-filled, child-centered workspaces
- Separate building for Preschool, Elementary and Middle School and outdoor space
- Large gym, new Commons Building (including dining services)

*(BCD at a Glance continued on next page)*



**BCD's Middle School** offers an innovative and engaging curriculum that balances meaningful inquiry into core academic subjects with in-depth pursuit of students' interests in the [arts](#), [physical and health education](#), and [design/technology](#). The program presents students with age-appropriate challenges in a nurturing environment that cultivates independence of thought, habit, and mind.

BCD's Middle School program not only meets the diverse needs of its students during these critical middle years, but also provides excellent preparation for Advanced Placement and International Baccalaureate high school programs.

Knowing that the world needs well-rounded learners, the Middle School also invites students to explore competitive [athletics](#), [leadership opportunities](#) such as student government, travel opportunities, and an expansive [Exploratories](#) curriculum featuring a wide array of electives to round out their development as citizens of our community and the world.

The Boulder Country Day Middle School is an authorized [International Baccalaureate](#) Middle Years Program. The [IB Middle Years Program \(MYP\)](#) emphasizes intellectual challenge and encourages students to make connections between their studies in traditional subjects and to the real world. The IB program fosters the development of skills for communication, intercultural understanding, and global engagement, qualities that are essential for life in the 21st century.





## BCD AT A GLANCE (Continued)

### Tuition for 2024/2025

#### *Food Service is included in Tuition*

Starting Fall 2024, tuition will include food service, partnering with Sage Dining Services.

#### **Preschool:**

3 days until 1:00pm: \$23,725

3 days until 3:00pm: \$24,900

5 days until 1:00pm: \$27,800

5 days until 3:00pm: \$29,000

#### **Elementary School**

Grades TK - 5: \$29,250

#### **Middle School**

Grades 6 - 8: \$32,700

#### **Tuition Assistance**

- 15% Received Financial Aid
- \$19k Average Award

#### **Affiliations**

- National Association of Independent Schools, NAIS
- The Colorado Diversity Network
- Association of Colorado Independent Schools, ACIS

## THE CAMPUS

Nestled in the Gunbarrel neighborhood of Boulder, BCD's 5.5 acre campus abuts Boulder County's [Twin Lakes](#) park, which is a haven for wetlands wildlife and crisscrossed by bike and pedestrian trails. The campus was designed with the specific needs of BCD's students in mind. Each division ([Preschool](#), [Elementary](#), and [Middle](#)) is housed in its own building, and the school constructed flexible common spaces knowing that children's needs change as they grow. A brand new Dining Commons was added to the campus in 2024 and will open during the 2024-2025 school year to serve healthy lunches to students, faculty, and staff. The Dining Commons also houses innovation and art studio spaces as well as an outdoor patio for community gatherings.

Boulder, CO is a premier city for recreation, art and culture. It is known as the perfect balance of urban and outdoor spaces, with Denver only 30 minutes away. Boulder is also home to the University of Colorado, Boulder, a well known research university with an undergraduate population of 32,000 students. In addition, Boulder is close to world class skiing, mountain biking and hiking trails.

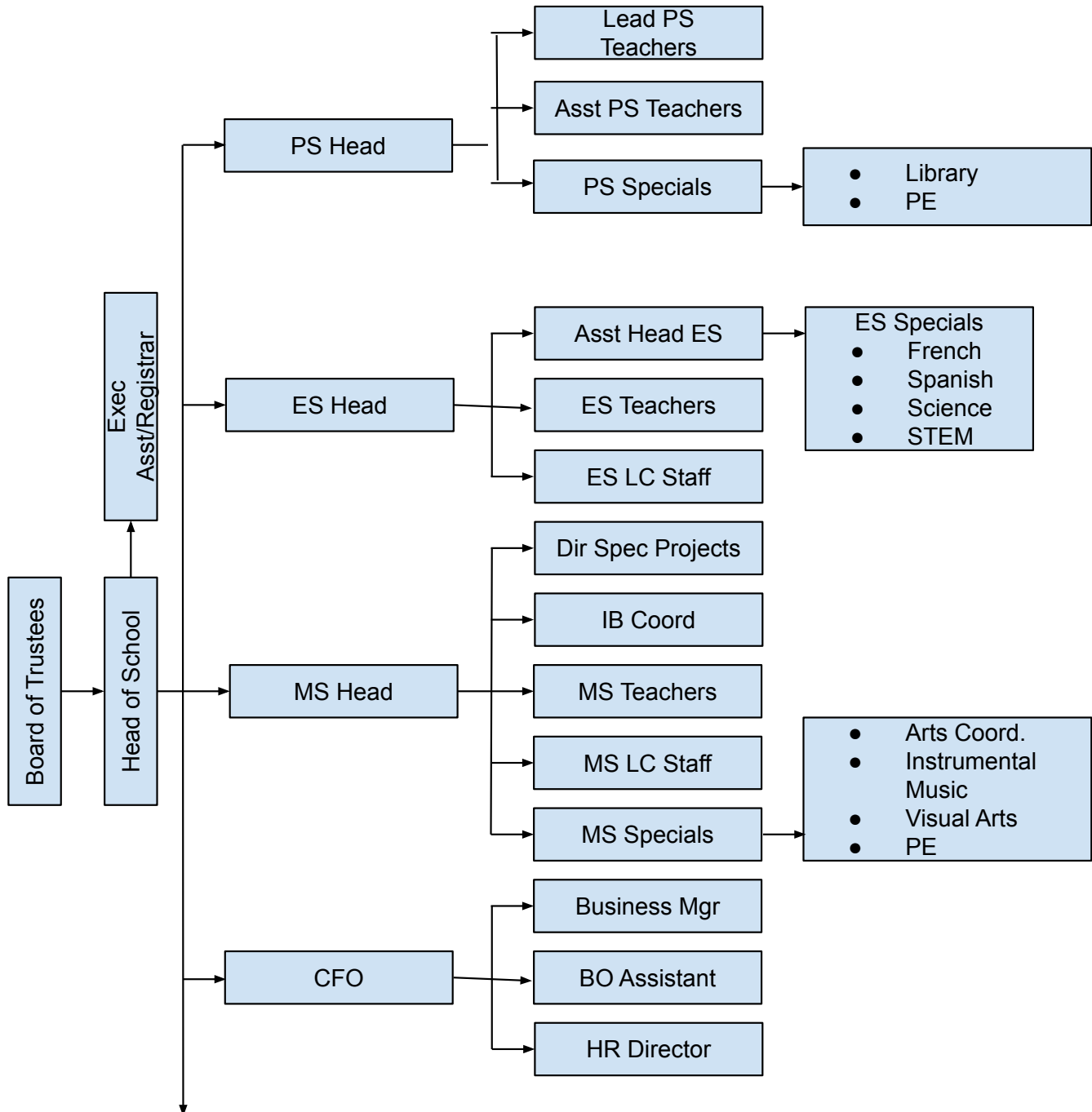
Boulder Country Day School is a fully accredited member of and an active participant in the Association of Colorado Independent Schools (ACIS), holds an authorization from the International Baccalaureate Middle Years Programme (IM MYP), and is a member of The Colorado Diversity Network and (NAIS) the National Association of Independent Schools.



## THE ADMINISTRATION

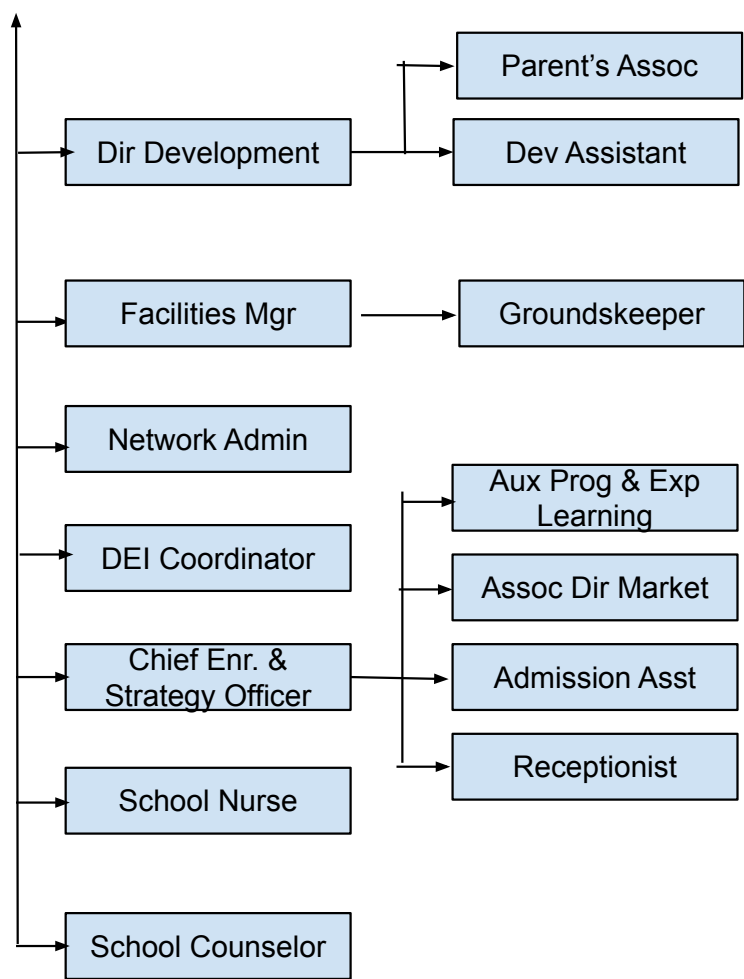
There are currently 12 members of the senior administrative team. Many of the members have long tenures at the school and bring both institutional knowledge, and well-developed skills. Each division has a director, and there is a part time (60%) CFO, a part time (80%) Business Manager, and a part time (50%) HR Director. The After School program generates revenue for the school and a new director was hired to leverage that program more effectively.

### Organizational Chart 1





Organizational Chart 2





## BOULDER COUNTRY DAY SCHOOL FINANCE AND ADVANCEMENT

BCD runs on a budget of approximately \$9.1 million. The school's finances are strong with approximately \$1.2 million in debt compared to the approximately \$6 million in reserves that is treated similarly to a board designated endowment. Additional debt will be incurred to fund the new Commons Building.

The annual fund raises approximately \$280K per year and is about 3% of the operating budget. 100% of the trustees contribute to the annual fund and the parent participation for last school year was 36%. Other fundraising events include an annual Gala, which netted \$100,000 in the spring of 2024. To date, the school has raised \$4.3 million towards the new \$10.9 million Commons Building. The school anticipates bringing the capital campaign to a swift and energetic conclusion prior to the building's opening in August. The school is taking on up to \$6.75 million in new debt at a rate of 4.62%. The final amount will be determined by the end of the capital campaign.

## ADMISSION AND ENROLLMENT MANAGEMENT

Boulder Independent Schools regularly have a higher attrition rate than national averages. BCD averages an attrition rate of 18% of its students. Most students who leave attend one of the local public schools, though some matriculate at another independent school.

The school accepts approximately 89% of its applicants and enjoys a High yield (82% in 2023). However, the school age population in Boulder is getting smaller, and admission will be a major focus for the new Head of School. About 9% of tuition revenue goes to financial aid (including tuition remission) and approximately 15% of the student body receive financial aid. Twenty-two percent of the student body identifies as students of color.





## THE BOARD OF TRUSTEES OF BCD

The thirteen member board of trustees consists mostly of current parents, with two alumni sitting on the board. The board is responsible for the integrity of the school, the standing and reputation built by its founders and those who have labored over the years. The board holds in trust the school's future as well as its present.

The Board has had a strong relationship with the Head of School since his appointment in 2013. The Trustees and the Head both describe a healthy division of strategic and operational decision making with the Board delegating appropriate authority to the Head of School.

The Board has several standing committees, including:

- The Executive Committee - Chair, Vice Chair, Treasurer, and Secretary
- The Finance Committee
- The Development Committee
- The Committee on Trustees

The Strategic Planning Committee is an ad-hoc committee from 2022-23 and 2023-24 that may continue in 2024-25.

The Board, in partnership with the Head of School and the entire Boulder Country Day School community, has recently introduced a new Mission, Vision and set of Core Values.

## NON DISCRIMINATION POLICY

Boulder Country Day School celebrates, honors, and appreciates all forms of diversity in an environment of inclusivity. Individual differences are highly regarded, nurturing the human dignity of each member of their community. The school's intentional work to embrace and understand the value of diversity, equity, inclusivity, and social justice affords the freedom for all members of the school community to flourish as unique, confident, compassionate, and ethical individuals. Boulder Country Day does not discriminate against any employee, student, applicant for employment, or applicant for admission on the basis of age, disability, culture, ethnic origin, nationality, race, color, religion, creed, family, marital status, gender, gender identity, sexual orientation, genetic information, military service, socioeconomic status or any other applicable status protected by federal, state, or local law.





## FUTURE LEADERSHIP OF BOULDER COUNTRY DAY SCHOOL “BCD”

The Board of Trustees of Boulder Country Day School is conducting a national and international search to identify its next Head of School. To that end, and to assist them in clarifying the opportunities and challenges, Eric Temple and Joan Beauregard of Educators Collaborative received input from more than 100 individuals during their site visit and by means of an electronic survey. Those interviewed and surveyed included faculty, administrators, staff, parents/guardians, trustees, alumni and the student council. Based on this input and the impressions of the consultants, as well as input from the search committee, the following represents a summary of BCD’s strengths and the challenges and opportunities it faces in the next three to five years, as well as the qualifications and attributes of the next Head of School.

### Strengths of BCD

Boulder Country Day School is well-positioned for a leadership transition. The Head of School, John Sutor, will conclude 12 years of leading the school in the summer of 2025 so he can move “east” to be closer to his roots. The next Head will inherit a school with state-of the art facilities, a new mission and vision, a clearly articulated strategic plan, an engaged and highly collaborative Board of Trustees, and a wonderful group of students and community members.

#### Strengths of the School:

- A compelling and inspiring new mission, vision and core values that will drive decision making at the school.
- The close camaraderie among the staff coupled with the close knit community of the school.
- The small class sizes and the individual attention given to students.
- Attractive, well equipped and well maintained facilities.
- A deeply committed Board of Trustees who think strategically.
- A comprehensive, well rounded, joyful educational program.
- The school celebrates childhood, and is closely attuned to the developmental and learning needs of its students.
- Strong financial foundation and careful stewardship of its resources.

## Opportunities and Challenges for Boulder Country Day School:

The next Head of BCD will face challenges that are common to many independent schools as well as some that are unique to BCD at this point in its history. The following will likely be the primary focus areas for the school and the next Head of School.

- Maximize the benefits of the Preschool to 8th grade to create an exemplary program across the continuum with a strong school identity.
- Assure that the School's commitment to academic excellence is aligned across all school programs and incorporates healthy social and emotional development.
- Continue with the commitment to diversity, equity and belonging and the work associated with that commitment.
- Clearly communicate with all constituents so they are informed and there is appropriate transparency around decision making.
- The next Head and the team will need to work with constituencies to give greater definition and clarity to BCD's value proposition to bolster enrollment and retention.
- Partner with the Board and the faculty to continue work on the implementation strategies of the new mission, vision and values.
- Work with the Board of Trustees, the administrators and the faculty and staff to enhance the culture of philanthropy and implement industry best practices for development.
- BCD has implemented a new leadership structure to broaden and diversify decision-making at the school. The next head will need to assess progress, iterate as appropriate, and continue to clarify understanding of employee roles and responsibilities.

## Qualification and Attributes of the Next Head of School

The Board of Trustees seeks as the School's next leader an individual whose personal and professional attributes match BCD's culture and who will provide effective leadership in the coming years. To best serve BCD, the next Head of School will be someone who:

- Is a successful school leader and manager.
- Is skilled at recruiting, retaining, and supporting faculty and staff.
- Has deep knowledge of curriculum and pedagogy as well as significant classroom experience.
- Has strong financial and budgeting acumen accompanied by a commitment to fundraising.
- Is able to engage, inspire and motivate a community toward the fulfillment of the school's new mission, vision and values.
- Evidences an abundance of characteristics typically found in successful school leaders: present, approachable and responsive, courage with kindness, character above reproach, excellent verbal and written communication skills, relationship builder, data-informed decision-maker, lifelong learner, humility, a sense of humor and the ability to work collaboratively and productively with stakeholders to work through conflict and build consensus.





## APPLICATION MATERIALS REQUESTED

Applications are due by July 15, 2024.

We encourage a preliminary conversation with Joan Beauregard and/or Eric Temple (see below) to learn more about this exceptional opportunity. Those interested are asked to submit these materials, in the order listed, in a Single Merged Document:

- EC Candidate Summary Sheet (contact consultants, Joan and Eric, for this document)
- Letter of Interest addressed to the Search Committee
- Current résumé
- Statement of Educational Leadership
- A list of five or more references with contact information (including phone numbers and email addresses)
- EC Disclosure Form (contact consultants below for this document)

If interested, please contact:

Joan Beauregard, Partner, Educators Collaborative, LLC

[jbeauregard@educatorscollaborative.com](mailto:jbeauregard@educatorscollaborative.com)

Phone: 206-851-6616

Eric Temple, Partner, Educators Collaborative, LLC

[etemple@educatorscollaborative.com](mailto:etemple@educatorscollaborative.com)

Phone: 415-279-1837



4820 Nautilus Court North  
Boulder, Colorado 80301

[www.bouldercountryday.org](http://www.bouldercountryday.org)