



MACKINTOSH ACADEMY BOULDER



INTERIM HEAD OF SCHOOL SEARCH

with long term potential

**Position Starts July 1, 2026
Boulder, Colorado**



EDUCATORS COLLABORATIVE
EXPERTS IN SEARCH, TRANSITION & STRATEGY



Mission Statement

Mackintosh Academy – Boulder nurtures the keen minds and compassionate hearts of the gifted child in a responsive and caring community of learners. Our students mature into confident, healthy human beings inspired to contribute to a world that needs them.

A School With a Groundbreaking History

Eve Mackintosh founded Mackintosh Academy in 1977 as Colorado’s first school for gifted children. She believed in the unique gifts of every child, and in the power of passion and purpose. Eve knew children needed an education to match their full potential – one driven by creativity, curiosity and compassion. She recognized that children thrive on meaningful problems worth solving, not just textbook knowledge. Ultimately, they need an education that will nurture their natural brilliance.

Mackintosh Academy continues to evolve to meet the needs of today’s children and to prepare them for tomorrow’s world. **Eve’s original vision remains central: To nurture the seed of unique genius in every child.**

Keen Minds, Compassionate Hearts, Global Action

At Mackintosh Academy, gifted and creative students truly thrive to their full potential. Mack students crave the challenge of meaningful questions and real-world problems worth solving. The **inquiry-based IB curriculum** incorporates challenging academics and also integrates the arts, physical education, world language, and technology through interdisciplinary learning.

Mack teachers know academic knowledge is only part of the big picture. They seek to grow courageous risk takers, good communicators, and powerful innovators who meet the world wholeheartedly and bring a sense of balance to all they do. Social-emotional growth is a daily practice, integrated into our curriculum.

Mack’s IB curriculum encourages design thinking, innovation, and sustainability so students can become meaningful contributors and socially responsible citizens of the world. The school strives every day to be a wise, compassionate, collaborative, innovative, diverse, and sustainable center for teaching and learning.



Mack Boulder at a Glance

- Founded in 1977 in Littleton, with the 23-acre Boulder campus added in 2011
- 155 students, K through 8th grade
- Accredited by the Association of Colorado Independent Schools (ACIS)
- Authorized International Baccalaureate Programme (PYP and MYP)
- 2025-2026 School Year Tuition:
Lower School K-5th (PYP): \$31,735
Middle School 6th-8th (MYP): \$34,180
- ~\$350,000 in charitable giving annually
- \$5M operating budget
- 25% of students receiving financial assistance



Inspiring Gifted and Creative Students

A K-8 progressive, independent school for gifted and creative learners, Mackintosh Academy is designed for children who are by nature curious, creative, and highly driven to learn. Mack recognizes the whole child and cultivates innovative thinkers, balanced learners, and caring individuals. The school stands out as a pioneer in a new kind of education, uniquely meaningful and inspiring, built to prepare gifted and creative students for a successful future in this uncertain world.

Highlights of the Mackintosh Academy program include:

- **Low student-teacher ratios.** This supports personalized instruction for diverse learning styles, designed to bring out the gifts in each student.
- **Balanced IQ and EQ.** Gifted students need support that not only addresses their mind but also their hearts and bodies.
- **Personalized, child-centered approach.** Recognizing each student's unique gifts, faculty tailor the depth, speed, and complexity of their lessons to the child's needs and learning capacities.
- **Hands-on, inquiry-based learning.** An authorized International Baccalaureate (IB) school, Mackintosh emphasizes hands-on, inquiry-based learning with an internationally accredited academic program.
- **Collaborative environment.** Teamwork and group projects are integrated into the curriculum to develop students' collaborative skillsets, foster intellectual capacity, and cultivate students' problem solving ability.

The Orchard Center

At Mack Boulder our mission has always included serving the needs of our gifted learners. After years of careful observation, we identified a population of students who need and deserve a more intensive approach to literacy. Giftedness doesn't mean that a student learns without struggle.

Unique to Mack Boulder, The Orchard Center (TOC) provides students with dyslexia the opportunity to maximize their potential by strengthening their overall academic performance. By meeting them at their existing level and providing them with explicit, structured, and multisensory literacy instruction, these students receive the literacy interventions they need to succeed while continuing to benefit from the breadth of Mackintosh's programming.

Mack Matters to Teachers

At Mack Boulder, teachers embrace limitless possibilities. While the IB program provides a solid framework, it's the strong connections between students and teachers that drive deep, engaged learning. Skilled educators recognize and nurture each child's individuality, challenging them at their personal learning edge to foster curiosity, creativity, and dedication. In an environment where students feel safe, respected, and challenged, they are more likely to take risks, embrace hard work, and develop resilience. This approach cultivates empathy, compassion, and determination, preparing students to become future scholars, leaders, and architects of a better world.

“ *Our Mackintosh students challenge and inspire me to be a better teacher and a better person. I am honored to work with a group of children who bring such depth and meaning to every discussion and every interaction. They are destined to be people who will make a difference in this world, and I am grateful that I am a part of their path.*

I am one lucky teacher!

-Mack Teacher



More about Mack

[Why Mack Matters](#)

[History of Mackintosh Academy](#)

[The Mack Fund](#)

[IB Primary Years](#)

[IB Middle Years](#)

[Gifted and Creative Learners](#)

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About Boulder, Colorado

Boulder isn't just another mountain town—it's a powerhouse combination of breathtaking natural beauty and cutting-edge innovation. Imagine stepping out your door to world-class hiking and biking trails that wind through the iconic Flatirons, with companies like Google, IBM, or one of the hundreds of startups that call this tech hub home.

With over 45,000 acres of protected open space, Boulder cultivates creative exploration and entrepreneurial thinking while surrounded by one of the country's most spectacular outdoor playgrounds. The University of Colorado Boulder adds intellectual energy and cultural richness, making this a place where brilliant minds converge to solve tomorrow's challenges.

The infectious culture of wellness and community in this town transforms everyday living into something extraordinary. Pearl Street Mall pulses with local artisans, farm-to-table restaurants, and street performances, while extensive bike paths make car-free living enjoyable. Boulder is a place where work-life balance isn't just a buzzword—it's a way of life.





Future Leadership of the School

Mack Boulder is poised to chart a new and exciting path forward in a rapidly changing landscape. The school seeks a Head of School who enthusiastically embraces and champions the school's commitment to gifted education and shares its deep belief in the unique gifts of every student. The successful candidate will bring a leadership approach distinguished by enthusiasm, authenticity, curiosity, and confidence. They will also bring the skills and energy needed to manifest a compelling, sustainable vision for the future of Mackintosh Academy Boulder.

Tracy Bennett of Educators Collaborative is guiding this search to identify and recruit the next leader. Based on thoughtful conversations with Board and school leadership, the following represents a summary of Mack's strengths, challenges and opportunities, and the desired qualities and skills of the next Head of School.

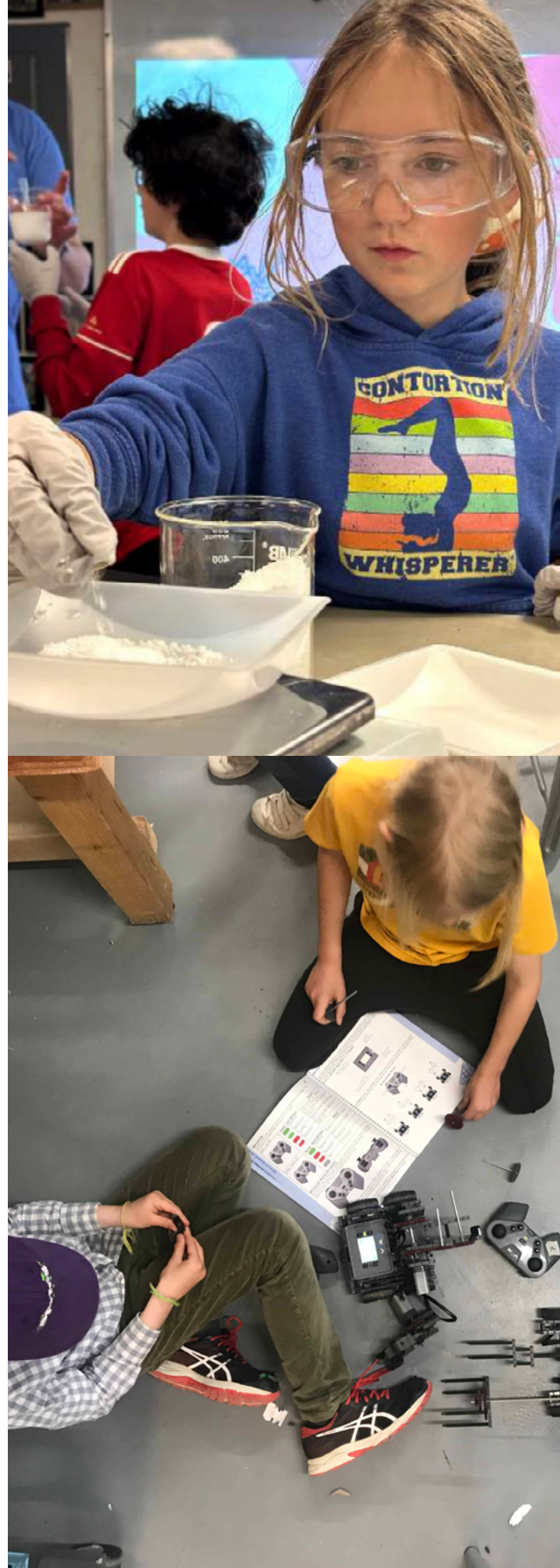
Distinctive Qualities of Mackintosh Academy

- A warm, welcoming community that values close relationships among all its members.
- Talented and inspired faculty who are deeply committed to their work and their students.
- An unwavering commitment to a gifted program that gives children voice and choice in their learning.
- Dedicated parents who have a true appreciation for a school that cultivates and celebrates intellectual curiosity, creativity, and a love of joyful learning.
- An inquiry-based IB curriculum that provides robust interdisciplinary and project-based learning opportunities for students across all grade levels.
- The spectacular 23-acre campus with expansive outdoor spaces and warm, light-filled classrooms offers a welcoming community feel.
- A highly engaged and supportive Board of Trustees that is focused on the strategic development and success of Mackintosh Academy.

- A thoughtful and aspirational strategic plan that provides a clear roadmap for the school in the coming years.
- An unwavering commitment to Belonging, Justice, Equity, Diversity, & Inclusion (BeJEDI) that ensures every person at Mack learns and works in an environment where they are seen, safe, affirmed, and supported.

Challenges and Opportunities for the Next Head of School

- As the only independent school for gifted children in the area, Mack Boulder has the opportunity and imperative to craft a compelling case for the school’s mission and independent school education. Continuing to enroll and retain mission-aligned families that are actively engaged in supporting the school will be a priority.
- Teachers are the heart of every school. Continuing to invest in teacher recruitment, retention, and professional development in support of the IB, child-centered pedagogical approach will ensure the school continues to thrive and delivers on its mission.
- Leading by example, the Head should foster a professional culture grounded in a growth mindset, continued professional growth, collaboration, and respect that supports a healthy and inspiring work environment.
- While the current community can readily describe what makes Mackintosh School so special, the next Head has the opportunity to elevate the visibility and value of the gifted and IB educational experience at Mack. The new leader’s passion and enthusiasm for the school’s mission, particularly in the larger community, should generate both increased enrollment and charitable support.
- In partnership with the Board, strengthening a sustainable long-term financial plan, including enrollment, tuition, staffing, and fundraising projections that support faculty/staff retention, a strong academic program, socio-economic diversity, and building reserves is key to the school’s future.



- The Head of School and the faculty should continue to explore how Mack Boulder can best meet the needs of gifted and twice exceptional children, while grounding the educational experience in the community’s enduring core values and inquiry-based, constructivist approach to learning.

Desired Skills and Attributes of the New Leader

- A keen, respectful, and humble listener and observer who will take the time to understand Mack Boulder and build trust among all stakeholders.
- An authentic, warm personality with a genuine desire to engage in the school community at every level—and brings a terrific sense of humor!
- A sincere love for gifted children and a commitment to providing what gifted students from kindergarten through eighth grade need to grow and thrive in school.
- An inspiring communicator who will speak passionately about the mission of Mack and be an ambassador for gifted education in the greater Boulder area and beyond.
- A skilled administrator and team builder with the skills to develop talent and empower colleagues.
- The ability to invite input from stakeholders while providing a well-defined decision-making process with clarity in direction, responsibility, accountability, and expectations for those involved.
- A proficient understanding of strategic financial sustainability, budget development, student and faculty recruitment and retention, and enrollment management.
- The visionary skills to think strategically, identify priorities, capably execute plans, while managing community expectations and the impact of change.
- A hands-on, action-oriented leader who leads by example, turning vision into measurable results through consistent follow-through.



To Learn More

Candidates interested in this position should first schedule a conversation with Tracy Bennett, the search consultant. They will be asked to submit the following materials:

- EC Summary Sheet and Disclosure Statement
- Letter of Interest addressed to the Search Committee
- Current Résumé
- Statement of Educational Leadership Philosophy
- A list of five or more references with contact information (Name, relationship to candidate, phone and email addresses)

Tracy Bennett, Partner, Educators Collaborative
Email: tbennett@educatorscollaborative.com

Compensation

Compensation and benefits are competitive for this role, with an annual salary of \$200,000-\$250,000 (dependent on experience).

Mackintosh Academy is a 501(c)3 nonprofit corporation and abides by all federal, state, and local laws and regulations. Mackintosh Academy admits students of any race, color, national and ethnic origin, sex, sexual orientation, gender identity, gender expression, ability or religious affiliation to all rights, privileges, programs, and activities generally accorded or made available to students at the school. Mackintosh Academy does not discriminate on the basis of these factors in the administration of its educational policies, admissions policies, tuition assistance programs, or athletic and other school-administered programs.



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