

NEWARK ACADEMY

— 1774 —

An independent school for students in grades 6-12



HEAD OF SCHOOL SEARCH

Position starts July 1, 2025

Livingston, New Jersey



EDUCATORS COLLABORATIVE
EXPERTS IN SEARCH, TRANSITION & STRATEGY



AN OPPORTUNITY TO LEAD ONE OF THE NATION'S TOP INDEPENDENT SCHOOLS

With a rich history, a vibrant present, and an exciting future, Newark Academy is one of the nation's leading independent day schools. As it celebrates the 250th year since its founding, the Academy has never been stronger than it is now, boasting an unparalleled academic program, outstanding facilities, record applications for admission, and a robust financial condition. The Academy's next Head of School will build upon the remarkable tenure of retiring Head of School Don Austin and continue to provide inspirational leadership to the Newark Academy community with grace, vision, intellect, and professionalism.

The Mission of Newark Academy

Newark Academy will contribute to the world engaged individuals instilled with a passion for learning, a standard of excellence, and a generosity of spirit.

Building for Belonging since 1774

Newark Academy was founded in 1774 by a group of civic leaders led by the Presbyterian cleric Alexander MacWhorter, a friend and advisor to George Washington. In the course of the Revolutionary War, the Academy's sympathies to our fledgling nation incurred the wrath of the British, who marched across the frozen Hudson River and burned the original school building to the ground. Not to be deterred, the school rebuilt, flourished, and continued to emphasize its motto: *Ad Lumen* (Toward Enlightenment). From its beginning, Newark Academy was a unique college preparatory school in that it opened its doors to students from a wide-range of backgrounds, offered courses in trades and business skills, and even maintained a division for young women for a time.

The Academy occupied four sites in the city of Newark before moving to its present 68-acre location in Livingston in 1964. Newark Academy became fully coeducational in 1972. Over the years, the Academy has expanded its facilities, with the addition of the Hawkes Memorial Library, the McGraw Arts Center, the Simon Family Field House, the Carol Heaney Nature Trail, the Petrello Upper School Academic Center, Kacur Field, the Wilf Middle School and the Coraci Performance Hall which together have resulted in remarkable resources for its 667 students and the entire NA community.



BUILT FOR LEARNING

Newark Academy is situated on a beautiful 68-acre campus in Livingston, New Jersey, about 15 minutes from the bustling and scenic town of Morristown and less than 30 miles from New York City. Unlike many other schools, the NA campus allows all students in grades 6-12 to reside in a single structure with an expansive array of outdoor facilities for athletic and recreational purposes, as well as ample green and wooded spaces. NA prides itself on a balanced approach to its program, providing equal emphasis to each of the “three A’s” – academics, arts, and athletics.

ACADEMICS

The Fire of Intellectual Engagement

The Academy describes both its task and joy to be lighting the fire of intellectual engagement: grappling with ideas, finding intrinsic motivation, and seeking ways to apply knowledge and skills to solve problems in our world. The level of challenge is also important: NA doesn’t want students to be either bored or anxious, but to find the right balance that encourages engagement in their own learning.

Newark Academy provides a strong foundation that is focused on the development of skills that allow one to nimbly adapt to constantly evolving circumstances. NA’s curriculum emphasizes skills based learning grounded in relevant content, highlighted by a skills rubric known as [The Six Cs](#).

Of particular note is NA’s International Baccalaureate program. It was the first school in New Jersey to include the IB Diploma Program in its curriculum and approximately 50% of its students complete the diploma while at NA. This is an important differentiator among schools in New Jersey – students come to Newark Academy not only for the IB Program but for the academic rigor and excellence that its inclusion in the curriculum reflects. In addition to the IB, Newark Academy offers AP classes in US History and advanced math, and students can take advantage of the option to sit for AP exams in additional subjects.

You can learn more about NA’s IB Program and additional signature academic offerings by following the following links.

- [International Baccalaureate \(IB\) Diploma Program \(Upper School\)](#)
- [Immersion Experience Requirement](#)
- [June Term](#)
- [Capstone Experiences \(Middle School\)](#)

MIDDLE SCHOOL

Diving Into Discovery

At Newark Academy's Middle School, students are encouraged to dive into discovery and also have fun. The Academy's supportive community embraces each child as they build skills, learn from mistakes, and grow. While all of Newark Academy's academic program is housed under one roof, the Middle School enjoys dedicated space in the Wilf Middle School building, which opened in 2017.

Young minds benefit from both active, hands-on doing as well as deep, reflective thinking. NA's 6th, 7th, and 8th graders are ready for greater academic challenges, gaining a strong intellectual foundation for the Upper School and beyond. Equally important, they develop a resilient curiosity that serves them well for a lifetime.

Click [here](#) to know more about Middle School Academics at NA.



UPPER SCHOOL

Expanding Essential Masteries, Exploring Personal Passions

Newark Academy's Upper School is both rigorous and invigorating. Students are challenged to delve more expansively into research, articulate their arguments, more precisely, and engage more fearlessly with the ideas and opportunities that excite them the most. Students at Newark Academy take intellectual risks, pursue personal passions, rise to challenges, and assume ownership over their educational experiences.

As a culture that rewards intellectual risk-taking, the Upper School at Newark Academy not only prepares students for success at prestigious colleges around the world but also equips them for everything after.

Click [here](#) to know more about Upper School Academics.





NA AT A GLANCE

- Founded: 1774
- Number of students: 667 (students come from over 85 communities in New Jersey)
- Upper School (US) students: 469
- Middle School (MS) students: 198
- Students of color : 63%
- Teachers and administrators: 89 (89% hold advanced degrees and 18 hold doctoral degrees)
- Average faculty teaching experience: 15 years
- Average tenure of NA teachers: 10 years
- Faculty and staff serving as academic and club advisors: 65
- IB diploma candidates: approximately 50% of students each year earn the full IB Diploma
- Student clubs and activities for US: > 67
- Extracurricular clubs for MS: 24
- Annual operating budget spent on financial aid: approximately 12.4 %
- Participation in the Annual Fund:
 - ◊ Alumni: 21 %
 - ◊ Current parent: 84%
 - ◊ Board of Trustees: 100%
 - ◊ Faculty/staff : 100 %
- Number of endowed scholarship funds: 24

ACADEMIC RESOURCES

While Newark Academy is rigorous, the school reimagines that rigor by supporting every student in all aspects of school life in order to ensure that they thrive academically, emotionally, and socially. Every student at Newark Academy is assigned a Faculty Advisor, who guides a small group of students during the school year. Viewed as the first resource that a student seeks out when navigating life at NA, Advisors also serve an important role as a liaison to the parents, communicating regularly regarding their child's progress. Explore the depth and breadth of NA's resources by clicking [here](#).

Exceptional Educators

Newark Academy is guided by a talented and experienced group of educators who are described as the heart and soul of the Academy. Working collaboratively, the school's leadership team rely on the expertise of Newark Academy's masterful faculty who form deep intellectual and supportive connections with their students. Members of the NA faculty members are lifelong learners, modeling a depth of intellectual curiosity for their students. Averaging 15 years of teaching experience, NA faculty members possess mastery of their subject matter, belief in student dialogue as a tool for intellectual discovery and a commitment to helping each student explore their potential.





2023-2027 STRATEGIC PLAN

Putting People First

By any measure, Newark Academy holds a position of strength among the nation’s top independent day schools. This strength does not exist by happenstance but as a result of conscientious long-term planning and persistent execution of those plans. NA’s comprehensive strategic planning process is undertaken every three-to-five years and is led by the Board of Trustees.

Newark Academy’s 2023-2027 strategic plan, *Putting People First*, builds on the institution’s many strengths as well as authors an aspirational and inspirational roadmap for the future. The plan’s four goals call for the school to amplify support of faculty and staff, refresh and renew parts of student experience, promote authentic and meaningful community engagement, and commit to impactful spaces and sustainable practices.

View Newark Academy’s Strategic Plan, *Putting People First*, by clicking [here](#).

A DOCUMENTED COMMITMENT TO EQUITY AND INCLUSION

When visiting Newark Academy, one is immediately struck by the diversity of its student body. The Academy has a well deserved reputation in the area for welcoming students from all backgrounds and providing members of its community with a strong sense of belonging and equity. The Academy’s Equity and Inclusion Statement affirms its commitment to “fostering and maintaining a caring and inclusive community that thrives on intellectual, social, and emotional interactions across differences”. As is the case in all schools, NA’s work in the area of inclusion and belonging is an ongoing effort. It has been intentional in increasing the diversity of experiences of members of the Board of Trustees and it continues to work on building a more diverse faculty and staff.

To learn more about NA’s work in equity and inclusion, click [here](#).



ECO-CONSCIOUS LIVING & LEARNING

Newark Academy empowers young people to be effective change-makers and contributors to the broader community of the world. The school is committed to educating students about the importance of sustainability and providing an experience in which students can develop the skills needed to be ethically responsible global citizens. Throughout its 68-acre campus, Newark Academy utilizes a variety of sustainable practices to reduce its carbon footprint and energy use. From the implementation of green building to the adoption of recycling and waste management techniques and the recent creation of a community garden, Newark Academy is committed to conserving and protecting our natural resources. Newark Academy students consistently pursue new and creative ways in which they can be more environmentally responsible and involved in service-related activities. You can learn more about Newark Academy's commitment to sustainability and the many ways its students support this commitment [here](#).



COLLEGE COUNSELING

Forging ahead while looking within

Newark Academy's College Counseling team is extremely well regarded by both parents and students.. Working closely with teachers, grade counselors, advisors, coaches, and parents, NA's college counselors help students identify and apply to colleges and universities that are best suited to their own interests, abilities and aspirations. Each student comes to the college search process seeking something different. The team of experienced college counselors builds honest and thoughtful relationships with students, encouraging and empowering them to identify and express their unique talents and experiences. The result is that each student finds their own best fit for the next leg in their life-long learning journey.

Click [here](#) to know more about College Counseling at NA.



ATHLETICS

Being part of an athletic team at NA is a rich learning experience – a fundamental part of education that challenges students to continuously improve, to strengthen resolve and resilience, and to cultivate a love of competition. The Academy offers a broad range of athletic opportunities, and has enjoyed significant success in a range of programs. Eleven student athletes from the class of 2024 have committed to playing Division I and Division II college sports, in swimming, fencing, tennis, basketball, golf, softball, and track.

The Academy’s athletic facilities are outstanding, and include two turf fields, a field house, a second gymnasium, a natatorium, a fencing center, a dedicated wrestling gym, and a state-of-the art fitness center.

Click [here](#) to learn more about Athletics at NA.

Athletics at a Glance

- Interscholastic sports: 16
- Interscholastic sports for Middle School: 14
- Upper School students participating in at least one Varsity or JV sport each year: 87%
- Middle School students participating in athletics: 100%

ARTS

Creating wonder & performing well: The Arts at Newark Academy

For NA students, the arts take many forms — from a vase spinning into shape on a potter’s wheel or a harmony coming together in a jazz band rehearsal, to patterns traced by dancers’ feet along a stage or tapped out by a graphic designer’s fingers across a keyboard.

The arts are highly valued at NA, where students regularly perform for their peers and attend high level competitions across the country. The celebrated jazz band has achieved particular success at the annual [Essentially Ellington](#) High School Festival where in 2024 it was once again chosen as a finalist out of 3,000 schools across the country.

Click [here](#) to know more about the Arts program at NA.



Arts at a Glance

- Major drama productions: 2
- Major musical theater productions: 2
- Major dance concerts : 2
- Choral and instrumental music groups: 20
- Visual art exhibits: 7

SUMMER PROGRAMS

For more than 50 years, Newark Academy has provided exceptional academic and enrichment programs for young people. The Academy offers over 250 classes, camps and activities for students entering Kindergarten to Grade 12. The Summer Programs are a major contributor to the financial health of the Academy, generating over \$1.2 million of net revenue on an annual basis. They also serve as an important introduction to Newark Academy for hundreds of families living in the area. While the program has historically focused on academic enrichment, NA has recently broadened its offerings to include more experiences in athletics and the arts.

Click [here](#) to know more about the Summer Programs.





LEADERSHIP PROFILE

Newark Academy seeks a leader who enthusiastically embraces and champions the school’s mission, which is grounded in providing a strong academic program that prepares students for continued educational success in college and in life.

The successful candidate will be distinguished by a warm, welcoming, and inclusive personal manner, exceptional verbal and written communication skills, a commitment to the Academy’s mission, and a love for middle and upper school students. They will also bring the skills, fundraising capabilities, initiative, and drive to help further realize a compelling, and sustainable vision for the future of the school.

The Board of Trustees of Newark Academy is conducting a global search to identify its next Head of School. Search consultants Pilar Cabeza de Vaca, Mary Seppala, and George Sanderson of Educators Collaborative solicited input from all stakeholders during an on-campus visit and gathered additional input from stakeholders through an online survey. Based on this input, impressions of the consultants, and feedback from the Head of School Search Committee, the following represents a summary of the school’s strengths, challenges and opportunities, and the skills and attributes desired in the next Head of School of Newark Academy.

Strengths of The School

- Newark Academy has earned an outstanding reputation in New Jersey and nationwide. It is deeply respected for its academic programs and commitment to nurturing the character of its students. The strength of the school is reflected not only in its full enrollment but also by the fact that its graduates go on to attend the nation’s top colleges and universities.
- Newark Academy enrollment has never been stronger, with a record number of over 700 applications for admission received for the 2024-2025 academic year and extremely high yield for accepted applicants. The robust interest in NA is a clear reflection of its outstanding reputation in the area.

- The finances of Newark Academy have been managed in a conservative, highly professional manner. The Academy has recorded a budget surplus for many years and has minimized draws from its endowment.
- The Academy’s IB Diploma Program sets it apart from other schools in the area and sends a strong signal to prospective students of the primacy of academic rigor at NA.
- The Newark Academy community is impressively engaged in, and supportive of, the school. Parent volunteerism is remarkably strong and the high-functioning Board of Trustees is deeply committed and forward-thinking in its approach to governance.
- NA’s Arts program is especially well regarded, and has earned a national reputation for excellence. The Arts program attracts students to NA, as it is considered to be the premier program of its kind among schools in the area.
- A remarkably diverse school, Newark Academy’s commitment to diversity, equity, inclusion, and belonging has remained a core value since its founding. A Director of Equity & Inclusion supports the multiplicity of cultures in its community, leading intentional programming to advance the school’s diversity and inclusion goals. DEIB and the socio-emotional experience of individual students is consistently at the forefront in teaching and learning at NA.



Opportunities and Challenges

Continue to recruit and retain mission-aligned, passionate, world class faculty, supporting their wellness and professional growth

Committed, talented faculty are at the heart of Newark Academy and continuing to invest in their morale, growth and development is key to successful teacher recruitment and retention. The next Head of School will lead the school’s work in consciously blending professional development with teacher evaluation to support a culture that values job satisfaction, creativity and autonomy as well as ongoing growth and accountability.





Consider options for managing the size of Newark Academy in light of its recent growth and substantial waitlist

Over the past fifteen years, the enrollment at NA has grown by approximately 20%. Even after this growth, the school is in the enviable position of receiving many more admission applications from qualified students than it can enroll. The next Head of School will have the opportunity to strategically consider the implications of this growth, with a sensitivity to the culture and mission of the Academy.

Work closely with the Chief Financial Officer on the management of the school's finances and facilities

Newark Academy's finances have been well managed for the past three decades by an experienced and talented Chief Financial Officer. As the school has enjoyed a budget surplus for the last several years, the Head of School will work closely with the CFO on how best to deploy funds and prioritize ongoing maintenance projects.

Finalize and implement the Campus Master Plan

NA is currently conducting a facilities audit, which will then lead to the creation of a long-term facilities master plan. The next Head of School will be responsible for bringing the recommendations of this plan to fruition while determining how it will reflect the importance of sustainability.

Focus on Affordability

As the cost of a Newark Academy education has increased, it is important for the next Head of School to keep the issue of affordability at the forefront and in doing so continuously brainstorm on ways to maintain NA's socioeconomic diversity.

Partner with the Chief Advancement Officer to strengthen Newark Academy's long term Advancement capabilities and results while successfully completing NA's upcoming Capital Campaign

Newark Academy is currently in the quiet phase of a \$30 million comprehensive capital campaign, with a majority of its goal expected to be achieved by 2025. The next Head of School will be responsible for building relationships with alumni, parents, and friends in order to complete the campaign and to support the growth of annual giving. An ongoing goal is to increase the size of the endowment from its current level of approximately \$45 million.



Guide and nurture the school's commitment to diversity, equity, and belonging

Newark Academy is committed to fostering a diverse and inclusive community that empowers its students and families to celebrate their cultural identities, faiths, backgrounds, and heritages. The school recognizes the inherent challenge of this commitment and its work to develop cultural competence among all community members. The school will look to the next Head to guide the community by supporting respectful dialogue, ensuring a safe, inclusive space, and facilitating change in a thoughtful, transparent manner.

Build administrative infrastructure and efficiency

The next Head of School will work to support an efficient administrative structure and systems, minimizing inefficiencies and supporting the development of the leadership team. The school will benefit from a fresh look at roles and responsibilities as well as lines of reporting and communication.

Continue to evaluate the challenges associated with managing upper school athletics

NA's athletic program experiences many of the same challenges associated with programs at similar schools – more student-athletes pursuing athletics outside of school and declining participation in football. While some sports are thriving, others face challenges competing with area schools that have a heavy emphasis on sports. NA is committed to “the three A's” – academics, athletics, and arts – and helping to find an appropriate balance among these priorities will be an opportunity for the next Head of School.

Evaluate and lead enhancements to the school science and STEM facilities and programs

NA recognizes the growing importance of STEM and the impact of AI on its curriculum. There is significant momentum to address these areas of the curriculum with the potential for enhanced facilities and program modifications. The next Head of School will work closely with the academic leadership of the Academy to bring these changes to fruition.

Skills and Attributes of the Next Head of School

Newark Academy seeks a visionary leader and passionate educator to step into the challenging role of Head of School. The school takes great pride in nurturing an environment that is compassionate and rigorous, joyful and disciplined, and intentionally develops head, heart, and spirit. An individual who brings energy, integrity, intellect, and an innovative spirit will thrive and experience success in the Newark Academy community.



The ideal candidates will possess many of the following skills and attributes:

- A commitment to a confident leadership style that includes delegating responsibility, empowering and inspiring others, working in partnership, and holding people accountable in ways that support continued professional and personal growth
- Proficient understanding of strategic financial sustainability, budget development, fundraising, student and faculty recruitment and retention, and enrollment management
- Demonstrated success in the classroom and in leadership roles in middle and upper school settings, as well as an ability to recognize and appreciate outstanding classroom instruction
- The capacity to facilitate inclusive dialogue, make difficult decisions, have courageous conversations, and build trust
- Thoughtful, respectful words and actions that reflect a depth of self-knowledge, humility, and commitment to the mission of the school
- Demonstrated evidence of cultural competency and documented success in recruiting and retaining a diverse faculty and staff
- A deep love for middle and upper school students, an earnest belief in rigorous and joyful learning, and unbridled enthusiasm for the school’s compelling mission of guiding students to do and be their best
- An inspiring and clear communicator who is highly visible, warm, personable, transparent, and approachable and who listens deeply to all community members while taking the time to understand the culture of Newark Academy
- A visionary builder who can think strategically in partnership with a talented Board. The next Head of School will be an individual who can identify needed change, develop the vision and supporting plan to achieve such change, and effectively lead and capably execute plans to bring initiatives to fruition, while managing community expectations and the impact of change
- Charismatic and skilled in building relationships within and beyond the Newark Academy community, generating excitement about the school’s mission to instill in its students intellectual excellence, global engagement, and a generosity of spirit



SUMMARY OF THE SEARCH PROCESS

Candidates interested in this position are asked to submit the following materials in a single merged pdf file to Pilar Cabeza de Vaca, Mary Seppala, and George Sanderson as soon as possible. Dossiers will be reviewed upon receipt.

- EC Summary Sheet (Contact Pilar Cabeza de Vaca, Mary Seppala, or George Sanderson for this document)
- Letter of Interest addressed to the Search Committee
- Current Resume
- Statement of Educational Leadership Philosophy
- A list of five or more references with contact information (name, relationship to candidate, phone and email address); references will not be contacted until a candidate is considered for the finalist round of the search process
- Disclosure Statement (Contact Pilar Cabeza de Vaca, Mary Seppala, or George Sanderson for this document)

Send application materials via email to:

Pilar Cabeza de Vaca, Partner, Educators Collaborative
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reimagining rigor

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