



# THE RED OAKS SCHOOL

Pre-K through Grade 8 in Morristown, New Jersey



## Head of School Search

### July 2024

#### **Cutler Campus**

Pre K-Grade 4

21 Cutler St. Morristown, NJ

#### **Middle School Campus**

Grades 5-8

238 Speedwell Ave Morris Plains, NJ



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





## OUR MISSION

The Red Oaks School holistically develops each child's gifts by inspiring personal and intellectual growth, graduating high-achieving students who are happy, confident, resilient, and ready for the challenges ahead. Our diverse, equitable, and inclusive environment supports international mindedness in students and strengthens them as empathetic future global citizens and leaders.



## Diversity, Equity, Inclusion, & Belonging

*We're All Here!*

Diversity is a core value of The Red Oaks School. We believe that a diverse, inclusive, and equitable school community prepares students to become caring, principled, global citizens of tomorrow. Our commitment to diversity is founded on the belief that a strong community includes individuals of different socio-economic backgrounds, religions, abilities, gender identities, races, cultures, and ethnicities who share and honor their perspectives with one another. These guiding principles embody our character as a school and as a community.







## History of The Red Oaks School

The history of The Red Oaks School is rooted in a pioneering educational spirit and a commitment to dynamic education based in the most current validated research in education. In its more than 50 years of operation, Red Oaks' trajectory has set a standard for innovation and continued growth.

In the mid-1960s, a seminal decade that shaped a new popular culture dominated by the concepts of individuality and freedom, a group of about 10 area couples with young children, many of them local university graduate student families, seeking dynamic tools for educating their children, began holding Montessori classes in their homes. Enrollment soon doubled and the new school,

established in 1965 as the Montessori Children's House of Morristown (MCH), needed a home. In 1966, the school occupied a former schoolhouse in the Collinsville section of Morristown and in April of 1968, school officials purchased and renovated the historic Cutler Homestead at 21 Cutler Street, in Morristown – Red Oaks' current Early Childhood and Elementary campus. The original structure, at the heart of the building, was erected in 1799 by Joseph Cutler for Silas Condict, a 19th century farmer, surveyor, Revolutionary War patriot, and member of the Continental Congress.

By the end of the 1968-69 school year, Montessori Children's House enrollment was up to 100 students and the school had become a member of the American Montessori Society. (AMS accredited with non-traditional Montessori age groupings.) In 1973 the Lower Elementary program was added for six- to nine-year-olds, and in 1975 the National Park Service designated the building a National Historic Landmark. 1982 was the first year of the MCH Upper Elementary program for children through 6th grade.

In 2006, in preparation for a major expansion of the school to include a middle school program, Montessori Children's House changed its name to "The Red Oaks School". In September 2012, Red Oaks Middle School opened its doors at 340 Speedwell Avenue, a completely renovated, state-of-the-art academic complex, and in 2015 graduated its first 8th grade class.

In spring of 2017, the Red Oaks Middle School was authorized as an International Baccalaureate (IB) World School for the Middle Years Programme (MYP). We are the first school in Morris County (and one of only five schools in NJ) to achieve this prestigious designation! As such, we are now proud to offer a unique interdisciplinary curriculum that integrates two internationally recognized programs — Montessori through 4th grade and International Baccalaureate at the middle school level — with the latest and best in evidence-based pedagogy.

***We offer your child a first-class education here at Red Oaks.***

# Red Oaks at a Glance

## The School:

- Founded in 1965
- Serves 185 students age 3 through 8th Grade
- Accreditation:
  - 1) American Montessori Society (AMS)
    - \*Accredited with non-traditional Montessori age groupings
  - 2) International Baccalaureate World School: Middle Years Programme (IB MYP)
  - 3) New Jersey Association of Independent Schools (NJAIS)
  - 4) Middle States Association of Colleges and Schools (MSA)

## The Curriculum:

- We offer two internationally recognized educational programs: Montessori in the early years and International Baccalaureate in the middle school.
- Our curriculum is designed to reflect best practices in education, including: experiential learning, emphasis on higher-order thinking and problem-solving, deep study of topics, attending to the needs of the whole child, and collaborative learning.
- All students have access to innovative STEAM programs in our classroom and Makerspace.

## Our Faculty:

- 90% of our faculty possesses Montessori or International Baccalaureate training.
- 9:1 student-teacher ratio promotes individualized attention.
- 70% have advanced degrees.
- The average teacher tenure at Red Oaks is 10 years.

## Successful Students:

- Our students consistently outperform national, suburban, and independent schools on the rigorous Educational Record Bureau exams, as measured by median percentile scores.
- Red Oaks graduates gain admission to the region's most competitive high schools.

## Our Diversity:

- Our community of families is regionally and globally diverse. They reside in five different counties within a 30-mile radius of the school.
- Our families originate from six different continents and more than 26 different countries: 20% of our students and 50% of our families originate from outside of the United States.
- 35% report a primary racial identification as non-white and 15% report more than one racial identity group.
- 30% of our students hold citizenship or dual citizenship in another country.
- 50% of our families speak another language or dialect (other than English) in their homes, with more than 30 different languages represented.

***A hallmark of a Red Oaks education is the belief that anything is possible with knowledge, commitment, and confidence.***



## Academics

### Learning is Engaging. It's that simple.

A Montessori classroom fosters the natural curiosity in a child and becomes a lifelong learner. Which is why here at Red Oaks, our teachers make the extra effort to create and prepare lessons that are engaging and uniquely memorable. Your child will be encouraged to delve deeper into topics, pursue creative thinking and expression, and develop an enthusiasm for learning that can unlock countless opportunities.

Click on the links below to know more about our [Academics](#):

#### [Early Childhood](#)

(Pre-K & Kindergarten – ages 3 to 6)

#### [Elementary](#)

(Grades 1 to 4 – ages 6 to 11)

#### [Middle School](#)

(Grades 5 to 8 — ages 11 to 14)

#### [A Focus on the Arts](#)



## Programs

### Beyond the Traditional Classroom: Learning never stops

- For Red Oaks students, learning never stops—not when they leave the classroom, not when they graduate to high school and college. Not ever.
- To inspire this lifelong passion for learning, The Red Oaks School brings students of all ages educational opportunities that open up new realms of possibility.
- Red Oaks students explore their own talents, their communities' needs and interests, and the thrill of creative collaboration.
- Even after the school day is done, there are many opportunities at Red Oaks for students to develop new skills, forge new relationships, and have all kinds of fun.

Click on the links below to know more about our Programs:

- [After School Care](#)
- [After School Enrichment](#)
- [Summer Programs](#)





## Board of Trustees

The Board of Trustees is made up of seventeen members who serve on various committees.

The Committees are:

- Executive Committee
- Building Committee
- Committee on Trustees
- Development Committee
- Diversity Committee, Finance Committee
- Marketing Committee.

To know about the role of each committee, [click here](#).

## Tuition

### Early Childhood

(Pre-K & Kindergarten – ages 3 to 6)

(5 Half-days)\*: \$15,285 tuition + \$655 materials fee

(5 Full-days): \$22,230 tuition + \$655 materials fee

\*Only available for 3-year-olds.

### Elementary

(Grades 1 to 4 – ages 6 to 11)

\$29,620 tuition + \$685 materials fee

### Middle School

(Grades 5 to 8 – ages 11 to 14)

\$34,205 tuition + \$765 materials fee

*Our financial aid program benefits everyone in the school – enabling a wide socioeconomic range of families to attend Red Oaks and learn from each other's cultures, viewpoints and experiences.*



## Parents

**We're a small school. And we like it this way.**

Within our walls, there's intimacy and familiarity. Both, we find, make for a much more inviting learning environment — for our students, of course, but for all our Red Oaks families, too. Because of our size, there is a true feeling of community here at Red Oaks. No one's a stranger. Red Oaks parents know each other by their first names. They know the names of all their child's friends and classmates. Their teachers, too. Parents are involved and active with Red Oaks because they are proud of where their children are going to school — gratefully giving back to their child's educational community, contributing however and whenever they can.





## Opportunities and Challenges

The Red Oaks School has enjoyed a sustained period of academic, enrollment, and financial growth and development under the capable leadership of Marilyn Stewart, whose vision and extraordinary stewardship of Red Oaks have positioned the school for continued success.

The next leader will find a school firmly grounded in progressive philosophy, staffed with deeply committed professionals, joyful students, supportive and engaged parents, and a hard-working, dedicated Board of Trustees.

### **The next leader of The Red Oaks School shall be an educator who:**

- Has demonstrated success and expertise as an educator with a pedagogical understanding of progressive education, curriculum development, student assessment and outcomes, and faculty support and evaluation
- Is experienced in recruiting and retaining mission-aligned students, faculty, and staff
- Will continue to foster a professional culture rooted in a shared commitment to progressive education, continued professional growth, collaboration, and respect that supports a healthy and inspiring work environment
- Is deeply committed to the importance of diversity, inclusivity, equity, and social justice, and reflects this commitment in faculty hiring, student recruitment, and curriculum design, and nurtures a culture of belonging for all students, faculty, staff, parents, and community members
- Understands the developmental needs of children and prioritizes staff collaboration to articulate a seamless curriculum that addresses the PK-8 experience
- In partnership with the Board, continues exceptional financial management of the school, remaining mindful of realistic enrollment, tuition, staffing, and fundraising projections that support faculty/staff retention, solid academic programs, and socioeconomic diversity

- Will lead the school in firmly establishing roots in the new middle school facility and determining the desired pace of growth and optimal enrollment
- Is committed to servant leadership that includes delegating responsibility, empowering and inspiring others, working in partnership, and holding people accountable to support continued professional and personal growth
- Has a deep love for children, an earnest belief in joyful learning, and commitment to the mission of the holistic development of each child by inspiring personal and intellectual growth
- Is familiar with, or excited to become familiar with, the local educational landscape—public and private—to be an advocate for student placement beyond grade 8
- Is an inspiring communicator who is warm, personable, and approachable, and can speak passionately about the mission of The Red Oaks School in support of enrollment and fundraising efforts.

## To Apply

Candidates interested in this position are asked to submit the following materials in a single merged pdf file to Mary Seppala:

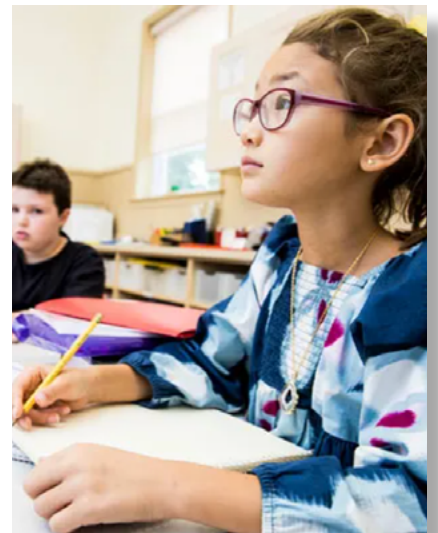
- EC Summary Sheet and Disclosure Statement (Contact Mary Seppala for these documents)
- Letter of Interest addressed to the Search Committee
- Current Resume
- Statement of Educational Leadership Philosophy
- A list of five or more references with contact information (name, relationship to candidate, phone and email addresses)

### Send application materials via email to:

Mary Seppala, Partner, Educators Collaborative

Email: [maryseppala@gmail.com](mailto:maryseppala@gmail.com)

Phone: (610) 772-7625



# THE RED OAKS SCHOOL

Pre-K through Grade 8 in Morristown, New Jersey

Cutler Campus  
Pre K–Grade 4

21 Cutler St. Morristown, NJ 07960  
(973) 539-7853

Middle School Campus  
Grades 5–8

238 Speedwell Ave Morris Plains, NJ 07950  
(973) 539-7853



EDUCATORS COLLABORATIVE