



Head of School Search

Tuxedo Park, New York

Start Date: July 2027



Mission and Core Values

Tuxedo Park School:

- Honors effort and excellence
- Inspires a lifelong love of learning
- Celebrates each student
- Values its traditions and historic community
- Prepares students for a changing world
- Nurtures its core values: Be Kind, Be Fair, Be Responsible

These simple yet profound values shape school life and provide the foundation for a joyful, inclusive, and academically ambitious community.

On behalf of Educators Collaborative, Carole Everett and Debbie Millon are honored to assist Tuxedo Park School (TPS) in its search for its next Head of School to begin July 1, 2027, succeeding Stuart Johnson upon his retirement. This is an outstanding opportunity for an energetic, entrepreneurial, inspirational educational leader to guide one of the Hudson Valley's most respected independent schools.

Set on 17 beautiful acres of protected woodland in Tuxedo Park, and serving families from across the Hudson Valley and northern New Jersey, the school combines rigorous academics, dedicated faculty, and a deep commitment to character development in a warm, close-knit community.

The Next Chapter

For more than 125 years, Tuxedo Park School has given children something increasingly rare: a rigorous education in a small school where every child is known, where kindness and character still matter, and where children are allowed to be children. Its traditions are cherished, and its families are devoted to it.

The next Head will lead TPS through an important period of growth. Like many small independent schools, TPS must build enrollment and broaden its base of support to secure its future for the long term. With 112 students today and room for approximately 180, the path is clear and the foundation is strong. Families across the region are looking for exactly what TPS offers. The school does not need to be reinvented. It needs a leader who will take its story well beyond Tuxedo Park, build relationships and partnerships across the region, welcome families who are discovering TPS for the first time, and inspire the generosity that will sustain it.

This is a chance to do work that matters, in a place people love, with a community ready to rally behind the right leader. The Head of School who accomplishes this will be remembered as the one who secured Tuxedo Park School for its next century.



School at a Glance

- Founded: 1900
- Grades Served: Age 2 through Grade 9
- School Type: Nonsectarian, independent, coed day school
- Enrollment: 112 students from 38 zip codes, with capacity for approximately 180
- Campus: 17 acres of protected woodland in Tuxedo Park, NY
- Accreditation: NYSAIS
- Programs: Primary School (Early Childhood through Grade 3), Middle School (Grades 4-6), Upper School (Grades 7-9)
- Faculty: 76% hold advanced degrees

About the School

Founded in 1900, Tuxedo Park School is an independent, nonsectarian day school serving children from age two through Grade 9. TPS is known for its dedicated faculty, small classes, and a student-centered approach that ensures every child is known, challenged, and supported. The student body is diverse in ethnicity and socioeconomic background, and remarkably cohesive as a community.

TPS students travel to the school's historic campus in Tuxedo Park from 38 zip codes across Orange and Rockland Counties in New York and Bergen, Passaic, and Morris Counties in northern New Jersey. Residential growth in Tuxedo and surrounding communities, such as Tuxedo Reserve, a major new development of homes and apartments now opening in the Town of Tuxedo, presents an important opportunity to introduce the school to new families and expand its reach.

Tuxedo Park School's culture reflects an enduring belief that academic excellence and character development are inseparable. Students are encouraged to become curious thinkers, articulate communicators, compassionate citizens, and confident young people prepared to thrive in secondary school and beyond.

One of TPS's defining strengths is its extraordinary sense of community. Parents, faculty, staff, trustees, alumni, and students consistently describe a place where children are valued and encouraged to become their best selves.



The Academic Program

Tuxedo Park School offers a curriculum traditional in its roots while forward-looking in its approach. Faculty challenge students to think critically, communicate effectively, and engage deeply with their learning, while recognizing that children develop at different rates and learn in a variety of ways. Small classes allow teachers to provide individualized attention and to recognize and nurture each child's strengths, interests, and potential.

A strong foundation in literacy, mathematics, science, social studies, and world languages is complemented by the visual and performing arts.

The program builds deliberately across three divisions. In Primary School, children learn by doing and by asking questions, and each grade undertakes a deep study of a country that reaches across subjects. French has been part of the curriculum since the school opened in 1900 and begins in Pre-K. In Middle School, students grow in independence as they move from a single homeroom to different teachers for each subject, and fourth graders study French, Latin, and Spanish before choosing French or Spanish to continue through Upper School. In Upper School, students take on the more demanding work that prepares them for secondary school, where they regularly place into honors and advanced courses.

Learning extends well beyond the daily lesson. Public speaking has been a hallmark of a TPS education for generations, and students learn to stand and speak with confidence. They test themselves in the Geography Bee, the Spelling Cup, the Math Bowl, the Science Bowl, and an annual Earth Day poetry contest. Robotics and coding are offered from Kindergarten, including FIRST LEGO League teams for older students.

Throughout their years at TPS, students develop not only the knowledge and skills needed for future academic success, but also confidence, resilience, empathy, integrity, manners, and a sense of purpose. Teachers know their students exceptionally well and provide the encouragement, challenge, and support that help each child flourish. Graduates often enroll in their first or second choice among leading independent day and boarding schools, as well as public and faith-based schools.



Life at Tuxedo Park School

The beautiful campus provides an exceptional setting for exploration, creativity, athletics, and outdoor learning, with students taking full advantage of the fields and forests of Tuxedo Park. Beyond the classroom, students take part in team sports, community service, and environmental stewardship. The school's proximity to New York City also provides access to rich cultural and educational experiences.

Students and families speak lovingly about milestone experiences such as the Kindergarten KPO, a post office project that engages the entire school and crosses disciplines from art and letter-writing to geography. Parents also value the sense of innocence and wonder the school preserves.

Traditions

Beloved traditions help create a strong sense of belonging and school spirit. Family-style lunches where manners matter, all-school assemblies, buddy programs, the lively rivalry of the Green and Gold competitions, ski trips, and annual events such as Field Day bring students of different ages together and give them opportunities to contribute and lead.

An Inclusive Community

TPS is dedicated to fostering an inclusive community where racial literacy and awareness of bias are seen as integral to the mission. The curriculum integrates literature and activities that embrace diverse perspectives and lived experiences. Through its advisory and character development program, the school provides deliberate opportunities for learning, reflection, and personal growth. At the start of each school year, students and faculty engage in exploring their identities and biases. The school honors and celebrates impactful individuals, both in the immediate and in the greater community, through dedicated activities, school-wide assemblies, and curriculum updates.

Governance

Tuxedo Park School is governed by a committed and engaged Board of Trustees, responsible for holding the mission in trust, fiduciary oversight, strategic direction, and support and evaluation of the Head of School. The Head serves as the Board's sole employee and primary liaison to the school community. A clear understanding of the respective roles of governance and management is essential to the school's success.



Leadership Profile

Tuxedo Park School seeks a leader who is energized by this moment: someone who sees possibility, creates momentum, brings people together, and is eager to be a visible and enthusiastic champion for the school.

To assist the Board in clarifying the opportunities and challenges ahead, Carole Everett and Debbie Millon, Partners at Educators Collaborative, visited the campus and met with trustees, faculty, administrators, staff, parents, and community members. In addition, the consultants reviewed extensive community survey feedback reflecting a wide range of perspectives across the TPS community.

Working in close partnership with the Board of Trustees, the next Head will be called upon to:

- Grow enrollment by reaching families across the region, building feeder relationships and partnerships, and making TPS welcoming to families with no prior connection to Tuxedo Park
- Establish a clear strategy for long-term financial sustainability, including new revenue opportunities that fit the school's mission
- Expand fundraising, including foundation and grant support, and strengthen a culture of philanthropy
- Sustain academic excellence while responding thoughtfully to a changing educational landscape
- Recruit, retain, support, and develop excellent faculty and staff
- Preserve the traditions, relationships, and joyful culture that define TPS while leading necessary change
- Set strategic priorities and turn them into action

The Board of Trustees recognizes that this work cannot rest on the Head alone. The next leader will have a fully engaged partner in the Board and will need to mobilize the talents, commitment, relationships, and resources of trustees, alumni, and friends of the school.

Desired Qualities, Qualifications, and Leadership Attributes

The next Head of Tuxedo Park School will be a thoughtful, mission-driven educational leader with the strategic capacity, relational intelligence, resilience, and personal integrity necessary to lead a small PK–9 independent school at a consequential moment.

The Search Committee recognizes that no candidate will embody every qualification or characteristic. It will look particularly for evidence that candidates have strengthened institutions, implemented effective systems and structures, solved difficult problems, inspired others, and achieved meaningful results.

TPS also seeks someone who enjoys building relationships with students, faculty and staff, current and prospective families, alumni, donors, trustees, and the broader community. The next Head must be both an educational leader and an energetic ambassador for the school.

Educational Background

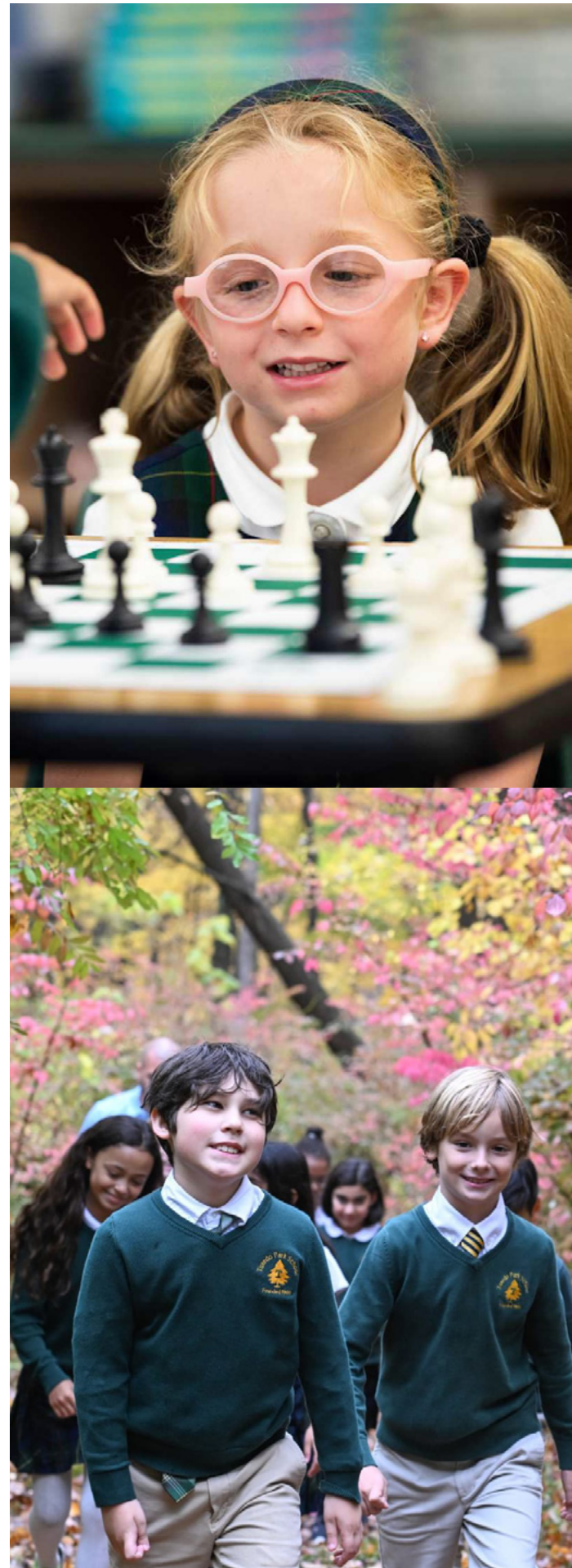
- Advanced degree preferred
- Preparation in educational leadership, administration, business, nonprofit leadership, or a related field preferred

Professional Experience

- Progressively responsible leadership experience in independent schools, educational institutions, nonprofit organizations, or similarly mission-driven organizations
- Significant senior leadership experience, preferably as a Head of School, Principal, Assistant/Associate Head, or other senior academic or administrative leader
- Experience supervising, developing, and building effective leadership teams
- Experience leading through change, challenge, or institutional transition

Strategic and Institutional Leadership

- Ability to develop a compelling vision and translate it into clear, achievable priorities
- Sound judgment about what should be preserved and what needs to evolve
- Willingness to make difficult decisions and follow through
- Capacity to create optimism and momentum while remaining candid about challenges



Enrollment Management and Market Leadership

- Experience with and evidence of enrollment growth, admissions strategy, marketing, and institutional positioning
- Ability to assess the competitive landscape and identify opportunities for growth
- Enthusiasm for getting out into the region, building relationships with families, feeder schools, and community partners, and serving as a visible ambassador for TPS well beyond its campus
- Ability to communicate the value of a TPS education compellingly to prospective families and the broader community
- Entrepreneurial thinking about new markets, revenue streams, partnerships, programs, and other opportunities to extend the school's reach

Advancement and External Leadership

- Demonstrated experience in fundraising, donor cultivation, advancement strategy, and external relations, including foundation and grant support
- Enthusiasm for fundraising and willingness to make the ask
- Ability to inspire others to invest in the school's future
- Success developing relationships with trustees, donors, alumni, parents, community leaders, and external partners
- Understanding of independent school governance and the respective responsibilities of the Board and Head

Financial and Operational Leadership

- Strong financial literacy and experience with institutional budgets, financial planning, and operational management
- Experience with long-range planning and resource allocation
- Understanding of the relationship among enrollment, tuition, financial aid, philanthropy, expenses, and financial sustainability
- Ability to use data to inform decisions and measure progress
- Capacity to work candidly and effectively with the Board on financial strategy



Academic and Student-Centered Leadership

- Strong understanding of PK–9 education, curriculum, child and adolescent development, and student wellness
- Ability to recruit, retain, develop, and inspire outstanding teachers
- Thoughtful understanding of the role of technology and artificial intelligence while protecting critical thinking, creativity, communication, and meaningful human relationships
- Commitment to educating the whole child through academics, social-emotional learning, arts, athletics, character development, leadership, and service
- Appreciation for a childhood experience that allows students to remain curious, joyful, and deeply engaged in learning

Community and Relational Leadership

- Warm, genuine, approachable, and highly visible
- Honest, trustworthy, and transparent
- An excellent communicator and thoughtful listener
- Able to build trust among people with differing perspectives and priorities
- Committed to a professional culture in which faculty and staff feel valued, supported, and accountable
- Committed to inclusion and belonging and to a faculty and staff that increasingly reflect and understand the diversity of the students and families they serve
- Enthusiastic about becoming part of Tuxedo Park School and the many communities it serves

The Next Head Should Be:

- Energetic, optimistic, inspirational, and entrepreneurial
- Resilient and steady under pressure
- Courageous and decisive
- Curious and open-minded
- Collaborative without requiring consensus on every decision
- Resourceful and comfortable in a small-school environment where the Head must wear many hats
- Humble enough to listen and confident enough to lead
- Deeply committed to “Be Kind, Be Fair, Be Responsible”
- Someone who takes the work seriously without taking themselves too seriously

Compensation

The anticipated annual salary is in the range of \$220,000–250,000, plus medical and other benefits. The next Head of School is expected to live on campus in the “Pink House,” an attractive four-bedroom home, and to be actively engaged in the life of the school, Tuxedo Park, and the wider region it serves.

Living in Tuxedo Park

The Village of Tuxedo Park is one of America’s most storied communities. Founded in 1886 in the Ramapo Mountains, it is a private community of lakes, forest, and remarkable historic architecture, with its own police department. The school has a longstanding relationship with the historic Tuxedo Club, whose members come from the Park and from well beyond it. About an hour from New York City, the Village is a safe and beautiful place to live and to raise a family.



How to Apply

Submit your dossier by 1 November 2026, in an email to the consultants, in a single merged PDF, **in this exact order:**

- [EC Candidate Summary Sheet](#) (You will be asked to make a copy upon opening)
- Cover letter addressed to the Head of School Search Committee
- Current résumé
- Statement of Educational Leadership Philosophy
- A list of five professional references, with contact information including name, relationship to candidate, phone, and email
- [EC Disclosure Form](#) (You will be asked to make a copy upon opening)

Applications and inquiries should be sent electronically to:

Carole Everett, Partner, Educators Collaborative: ceverett@educatorscollaborative.com

Debbie Millon, Partner, Educators Collaborative: dmillon@educatorscollaborative.com

Anticipated Search Timeline

1 November 2026	Deadline for applications
December 2026	Semifinalist interviews, virtual
January 2027	Finalist interviews and campus visit
Late Jan-Early Feb	Announcement of Head-elect

Tuxedo Park School complies with all applicable state and federal nondiscrimination statutes. Tuxedo Park School does not discriminate on the basis of race, color, religion, national origin, marital status, sex, sexual orientation, gender identity or disability in the administration of its educational policies, admissions, scholarships and other school programs. The school affords each of its students its full range of social, academic, and athletic opportunities.

