Southern Teachers is assisting Wayne Country Day School in the search for its next Head of School. The vision of Wayne Country Day School outlines clearly the school’s core values and purpose: “Every person a teacher; every corner a classroom; every experience a lesson; and every student our focus.” This vision is achieved by intentional programming that supports students academically, socially, and emotionally. Instructional staff participate in professional development and curriculum alignment geared towards improving student success. Committees consisting of faculty, staff and students address topics within the educational community such as digital instruction, learning objectives, professional development, and responding to student needs. Every teacher and every program focuses on the student.

Wayne Country Day School’s dedicated faculty, rigorous curriculum, community partnerships, and robust college counseling lead to a record of student success. Wayne Country Day School has a 100% graduation rate, 100% acceptance into colleges and universities of choice, and significant college scholarship funding offered each year. A high percentage of graduating seniors meet College Board/ACT readiness benchmarks and annual test data consistently shows students performing above grade level. Yet just as important to the school’s success is the deeply embedded honor code and the culture of trust and integrity fostered by all stakeholders.

Wayne Country Day School seeks a Head of School to set the direction of the institution and engender a sense of shared purpose through community engagement and strategic planning. Wayne Country Day School is committed to the consistent improvement of organizational and instructional effectiveness as a pathway to realizing its full potential as a premiere college preparatory school. The best candidates will demonstrate their ability to enhance institutional success through the examination of multiple data sources, both quantitative and qualitative; will excel in organizational leadership and management; and will collaborate productively with all constituents—students, faculty, parents, administrative staff, board members, and the community. In addition, they will possess integrity, open-mindedness, a passion for learning, enthusiasm, a sense of humor, and the ability to inspire excellence and commitment.

Wayne Country Day School is a nonsectarian, coeducational day school serving approximately 300 students in 3K through grade 12.

The Opportunity

To Apply

Please complete the online Application to become a Southern Teachers Candidate and submit a cover letter explaining your interest and qualifications for this position.
The Position

The Head of School embodies the mission of the school and articulates it for all aspects of the school’s program. In keeping with the school’s mission, the Head of School fosters the traditions, relationships, and practices that determine the school’s climate and culture.

Mission: Wayne Country Day School is committed to challenge and nurture its students in a safe, diverse environment and to inspire them to commit themselves to excellence in preparation for college and the world beyond.

The Head of School is the sole employee of the Board of Trustees and is responsible for the overall management of the school, in accordance with the board’s policies. The Head of School is responsible for clear professional communication for the school with all its internal and external constituencies including students, parents, faculty, staff, alumni, neighbors, the business community, governmental agencies, and local, state, regional, and national educational organizations and accrediting agencies.

Though much of the work is properly delegated, the Head of School has ultimate and overall responsibility for Board relations, curriculum and instruction, student life, business affairs, admissions, and advancement.

The Head of School will benefit from an already existing strategic plan with clear goals:

- Thriving in a challenging economic climate, continue to develop Wayne Country Day School as an economically sustainable institution.
- Responding to an increasingly competitive marketplace, help students and families discover, expand, and continually rediscover why Wayne Country Day School is their best choice school.
- Being recognized as an educational leader in a changing educational landscape framed by skilled-based learning outcomes, create engagement, collaborative learning, and the use of technology to enhance learning and place a greater emphasis on creativity and problem-solving.
- Responding to our more interactive and interrelated world, educate and provide students the opportunities to acquire cultural literacy and to become global citizens.
Wayne Country Day is distinguished by its excellent academic programs and outcomes. The school sets high standards and supports students to achieve them. The culture of the school is marked by a strong sense of community, a safe and nurturing environment, and family atmosphere. The next Head of School will need to maintain these institutional strengths and build on them by attracting, developing, and retaining an outstanding faculty; ensuring best practices in curriculum and instruction; embracing the core values of the school and articulating how they are lived out day-to-day.

The strongest candidates will possess experience:

- in a leadership role of a small- or medium-sized independent school.
- with managing finances of an organization, including experience creating and managing budgets.
- supervising faculty.
- with college admissions.
- with student discipline.

Candidates should be able to demonstrate the following qualities and characteristics:

- Honesty and integrity
- Professionalism
- Positive attitude
- Effective communication skills
- Caring about people
- Relationship building
- Ability to inspire others
- Skill with conflict resolution
- Engagement

Wayne Country Day seeks candidates who bring a joy to their work that is infectious; who are level-headed and even-tempered; and who balance approachability with a presence that commands respect. The history of Wayne Country Day is one of continued growth and success. The next Head of School will have the opportunity to write its next chapter.