

UPPER SCHOOL DIRECTOR SEARCH

BRECK SCHOOL

Golden Valley, Minnesota
breckschool.org

Start Date: July 2025



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Breck creates confident learners who lead lives of intellectual curiosity, self-knowledge, and social responsibility.

Core Values

- Compassion: Honor the dignity of all human beings.
- Excellence: Strive with integrity for the highest standards.
- Inclusivity: Foster a just and welcoming community.
- Respect: Value each other's unique talents, spirit, and potential.

At a Glance



Established
1886



Total enrollment
1,226



Upper School enrollment
457



Faculty in the Upper School
42



Students of color
35%



Financial aid awarded
\$9.1M



Students receiving aid
30%



Faculty of color
19%



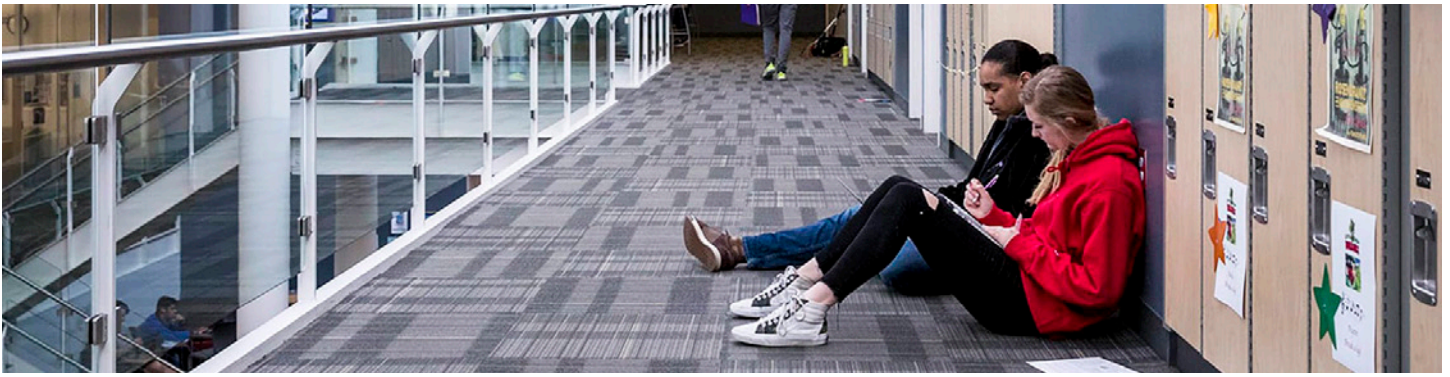
Endowment
\$70M



Annual operating budget
\$48.5M



Campus size
52 acres



Overview

Founded in 1886 and rooted in Episcopal values, Breck School, a coeducational, college preparatory day school for 1,226 students PK-12, has developed into one of the largest and most prominent independent schools in the Midwest. The school enjoys a well-deserved national reputation for excellence and achievement in academics, athletics, and the arts. A place that fuels intellectual curiosity, self-knowledge, and social responsibility, Breck is located on a spacious, well-appointed 52-acre campus just minutes from downtown Minneapolis. The school is uniquely united, with students and faculty across all three divisions working closely together under a single roof.

A learning community of high-achieving and motivated students and teachers focused on intellectual inquiry, engagement, and bridging research to practice, Breck is committed to offering an exceptional school experience for students and a dynamic, thriving workplace for faculty. As a community, Breck is focused on continuous learning and pushing academic boundaries, as well as fostering a commitment to the greater good. The school's Episcopal roots are lived through deep commitments to diversity and inclusion and to meaningful community partnerships and service.

Through independent research opportunities, interdisciplinary classes, and post-AP course offerings, students are challenged to explore new ideas and emerging fields of study. A fully integrated Community Partnership program (through which each Upper School student spends several hours per week working with a local nonprofit of their choice), a philosophy rooted in both personalization and academic press, and an inclusive community combine to prepare students for a life of learning and engagement. One faculty member described Breck as a place where “teachers draw students into the wonder and awe of learning.” The Upper School is highly individualized and unapologetically student-centered, with a culture that is characterized by deep relationships and community care, as well as a commitment to excellence and continuous improvement.

Breck is seeking an experienced educational leader to serve as its next Upper School Director. The Upper School Director is responsible for leading all aspects of the 9-12 division of approximately 40 faculty and 460 students. In partnership with a talented faculty, the Upper School Director will lead the continuous evolution of teaching and learning at Breck. As a member of Breck's senior leadership team, the Director will work closely and collaboratively with colleagues across the school, reporting to and partnering with the Assistant Head of School, Mark Garrison, and Head of School, Natalia Hernandez. The Director is supported by a team of four grade-level deans and will be welcomed by a faculty committed to growth and excellence, student support, and shared leadership. The ideal Upper School Director will be an instructional leader, effective and organized manager, and vibrant, transparent, and involved leader who values interpersonal relationships and is genuinely committed to nurturing the school's work in diversity, equity, and inclusion.



Opportunities and Challenges

The next Upper School Director will. . .

Provide Academic Leadership for the Division

Breck seeks an instructional leader who will oversee all aspects of the academic program of the Upper School to ensure it reflects best practices in teaching and learning. Working in close partnership with the PK-12 Department Heads and the Director of the [Peter Clark Center for Mind, Brain, and Education](#), the Upper School Director will lead a talented faculty in evaluating, innovating, and delivering an exceptional curriculum to prepare students for the challenges they will face in their next chapter. The Director will nourish the culture of academic excellence while catalyzing a spirit of innovation in teaching and learning through new curricular and pedagogical initiatives and will support the Assistant Head in recruiting and retaining an exceptional and diverse faculty. The Upper School Director will also lead faculty evaluation and support teachers as they grow in their professional practice.

Serve as the Upper School's Culture-Setter

Breck is committed to a holistic educational program and community. The next Director will engage meaningfully with parents, students, and faculty in supporting the school's commitment to developing students' intellectual curiosity, self-knowledge, and social responsibility. The Director will model what it means to be "all-in," promoting participation in athletics, the arts, and the extracurricular life of the school, instilling a sense of school pride in all endeavors. Working closely with the leadership team in the [Melrose Center for Leadership and Equity](#), the Director will serve as a collaborative leader in Breck's ongoing commitment to diversity, equity, and inclusion, in part by ensuring that the Upper School program is inclusive, reflective, and supportive of all students and voices. The Director will be motivated by the joy of working with students inside and outside the classroom, ensuring each student is seen, known, and loved.



Effectively tell the story of Breck School

The next Upper School Director will be a chief spokesperson and cheerleader for the value of a Breck Upper School education, creatively and persuasively articulating the breadth of the Breck experience – from advanced scholarship to arts, athletics and character development – to both internal and external constituents, elevating both Breck’s sense of self and profile within the competitive Twin Cities marketplace.

Further the development of systems and structures that will facilitate smooth daily functioning of the Upper School

Over the past several years, a number of systems have been put in place to provide clarity and efficiency to students, faculty, and parents as they take full advantage of the robust opportunities that Breck affords. In addition to refining the roles and responsibilities of Upper School administrators in a way that fully supports the needs of students and faculty, the Director will continue this work of developing and implementing clear systems, including, for example, considering the onboarding of new faculty and students, student involvement in global travel opportunities, and clear pathways through the academic program.

Serve as an effective and collaborative leader on the senior leadership team

The incoming Upper School Director will join a team of highly collaborative school leaders who together oversee the entire PK-12 program and are guided by the current [Strategic Plan](#), which calls for deepening academic excellence, promoting student well-being, nurturing inspiring faculty, bolstering philanthropy and financial sustainability, and transforming the vibrant campus. The Director will have a keen ability to balance the priorities of the Upper School division with those of the school at large and will lead the Upper School with the full understanding that the best decisions result from considering and incorporating multiple, diverse perspectives.



Qualifications and Personal Attributes

Successful candidates for Upper School Director will possess most or all of the following qualities and qualifications:

- Experience teaching and leading in an Upper School and an appreciation for Breck’s Episcopal identity and the compelling benefits of a multi-division school under one roof;
- The ability to lead and inspire faculty, balancing a culture of creativity and collaboration with consistent feedback and support;
- Nuanced understanding of evolving best practices in student-centered pedagogy and curriculum design;
- Personal and professional commitment to diversity, equity, and inclusion and the requisite skills to support a diverse student body and faculty and to facilitate critical conversations in the design of ever more inclusive Upper School culture, curriculum, and programs;
- The ability to balance a culture of “academic press” with a commitment to student care and concern;
- A collaborative and relational style built on active solicitation of input, excellent listening skills, and a commitment to building consensus;
- Excellent interpersonal skills and EQ and the ability to communicate verbally and in writing with inspiration and clarity;
- A history of thoughtful innovation moderated by a skillful and sensitive approach to change;
- The willingness to prioritize visibility amidst the demands of a busy professional schedule;
- Authenticity, kindness, humility, compassion; and
- A playful spirit and sense of humor.

Learn More

Click on the links below to learn more about Breck School.

[School Website](#)

[Upper School at Breck](#)

[School History](#)

[School Profile](#)

[Diversity, Equity, and Inclusion](#)

[About Minneapolis, Minnesota](#)

[Strategic Plan](#)



To Apply

Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing interest in this particular position; and
- A current résumé.

Selected candidates may also be asked to provide the following:

- Responses to writing prompts specific to this position; and
- A list of five professional references with name, phone number, and email address of each. (References will not be contacted without the candidate's permission.)

Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter to:

Marsha Little
Senior Consultant
marsha.little@carneysandoe.com

Amy Rogers
Consultant
amy.rogers@carneysandoe.com