

# HEAD OF SCHOOL SEARCH

## CHILDREN'S OWN SCHOOL

Winchester, Massachusetts

[childrensownschool.org](http://childrensownschool.org)

Start Date: July 2025



**Carney  
Sandoe**  
& ASSOCIATES

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# The Montessori Philosophy

In an increasingly busy and distracting world, attention itself has become a commodity. The Montessori teaching philosophy stands apart, creating peace, organization, and resilience in the developing minds of children. While the world has changed significantly since Dr. Montessori began her teaching tradition, the way a child's mind develops has not.

The Montessori teaching approach was first created by Dr. Maria Montessori, based on her lifetime of work as a doctor and teacher. Dr. Montessori came to the conclusion that the human mind is constructed to organize and learn from the environment. Based on this recognition, she developed a prepared environment carefully designed to support the young child's absorbent mind and to assist in their **complete development**.

These key principles that contribute to the success of the Montessori approach are that movement and learning are closely connected and that **movement enhances learning**. Children working together in mixed age groups enables them to relate to children who are both older and younger. The Montessori guide's observation of the child reveals the proper timing for the introduction of new experiences, attending to the child's **sensitive periods of development**. In addition, the classroom experience is built on the desire of the young child to master his or her environment and the use of self-correcting materials. These materials allow the child to manipulate and explore at their own pace.

## At a Glance



Established  
1942



Enrollment  
89



Total faculty  
17



Student-faculty ratio  
1:10 (Primary);  
1:4/2:9 (Toddler)



Students and Faculty of color  
26% (students);  
24% (faculty)



Financial aid awarded  
\$82k



Endowment  
\$700k



Annual operating budget  
\$1.5mm



## Overview

Children's Own School serves students from 22 months (Toddler) through Kindergarten and is located in Winchester, MA, a vibrant suburb of Boston, MA. The campus includes numerous age specific play spaces where students can physically engage with their environment and learning. As an AMI accredited school, Children's Own School is informed by current Montessori research and utilizes a progressive, or activity based, process of learning. Children's Own students learn in multi-aged, student-centered classes designed for their stage of development, guided by specially trained faculty. Students' freedom to choose and guide their schoolwork is supported through a curriculum that provides an intellectual and social bridge from their Children's Own experience to elementary school and beyond.

Children's Own has a long history of providing an educational experience crafted to each stage of a child's development using the Montessori method. The School desires an inspiring leader who will lead the community in successfully meeting several challenges. Children's Own is eager to reconnect a community that was stretched and stressed by the pandemic, and the faculty and staff must be inspired and supported to do their best work. The next Head of School will need to lead the staff in improving this already wonderful school and continue to clarify its Montessori program to families. The next Head of School will be tasked to partner with the board to develop the school's next strategic plan, including a new capital campaign. This is a wonderful opportunity to join a community with a dynamic history and a commitment to improvement.



## Opportunities and Challenges

Children’s Own has a long and distinguished history of educating children aged 22 months through Kindergarten. Committed to Montessori’s intentional and holistic approach to education, faculty at Children’s Own guide a diverse community of learners and encourage independence and passion for lifelong learning. The inviting campus and natural surroundings provide ample opportunity for outdoor programming and engagement. As the school evolves, the next Head of School will need to provide the vision, organization, and management skills to lead and effectively manage a talented group of faculty, administrators, and students, while fostering a joyful and engaged community.

Among the other opportunities the new Head will find are:

- There is a want for Children’s Own to affirm its’ mission and to articulate the mission to all constituents so that the school is more clearly understood with the goal that the teaching and learning program can continue to be delivered in a mission aligned manner in all grades.
- With a commitment to supporting neurodiverse students, there is a need to determine the learning support program at Children’s Own so that the school is truly supporting all students with their learning needs.
- As the next Head of School articulates the vision of Children’s Own School, there is opportunity to make the school more well known in the competitive independent school market as a school committed to early childhood Montessori education.
- Partnering with the Board on “best practice” governance and serving as a strategic leader to continue the strengths of Children’s Own established to date while planning for the future.
- Ensure that the School remains fiscally sound while exploring ways to enhance and improve the School’s physical plant and continue to invest in its faculty and programs.
- Foster community through authentic engagement with students, faculty and staff; parents, and neighbors.
- Connect and communicate effectively with faculty members, administration, parents, students, community members, and the Board so that these groups are appropriately informed of School matters, potential issues, and needs.
- Lead with an equitable and inclusive approach to internalize and evolve the DEIB program so all students and adults feel safe and recognized.



## Qualifications and Personal Attributes

The ideal candidate(s) will offer most or all of the following qualifications and qualities:

- An educational philosophy compatible with Montessori principles and values and an appreciation and respect for Children’s Own mission, values, and history;
- Knowledge of current educational research and ability to integrate that into a Montessori setting and program;
- Eagerness to engage actively with students and faculty, and willingness to prioritize visibility amidst the demands of a busy professional schedule;
- Be a collaborative, decisive problem-solver who is a confident risk-taker and possess the courage to make difficult decisions;
- Strong interpersonal skills and the ability to communicate with inspiration and clarity;
- A collaborative leadership style built on approachability, responsiveness, and transparency;
- Classroom teaching experience and a track record of supporting and developing teaching faculty;
- Personal and professional commitment to diversity, equity, and inclusion work and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, and programs;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty;
- The confidence and humility to advocate for new ideas, invite disagreement, manage difficult conversations, and welcome feedback;
- Joyful appreciation for children ages 22 months- Kindergarten.

# Learn More

Click on the links below to learn more about Children's Own School.

[School Website](#)

[About Winchester, Massachusetts](#)

[The COS Experience](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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