



Director of Equity, Inclusion, and Belonging

Indian Mountain School
Lakeville, Connecticut

Are you a passionate educator and an experienced administrator who is committed to ensuring equity for Pre-Kindergarten through Ninth grade students and families?

When you face individual or systemic challenges, do you roll up your sleeves while centering your core values and maintaining a sense of joy?

Indian Mountain School (IMS) is a junior day and boarding school in Lakeville, Connecticut, with significant international representation and a varied student experience; from elementary through middle school and ninth grade. The Director of Equity, Inclusion, and Belonging (EIB) is a member of the senior leadership team (SLT) and is a critical leader for advancing and integrating EIB principles into all aspects of school life.

Although the Director serves as a central community resource, they collaborate with the Head of School, leadership team, faculty, staff, students, and families to develop and implement strategies that promote diversity, equity, inclusion, and belonging throughout the school's policies, curriculum, programs, and culture.



Carney
Sandoe
& ASSOCIATES

Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com

Essential Responsibilities

IMS is committed to building a community where every member feels seen, valued, and heard. Recognizing that this work is an ongoing process, we are looking for a collaborative leader who is dedicated to continuous reflection, innovative design, and effective implementation to fully advance our school's values and mission. The EIB Director's responsibilities include:

Student-Facing Support

- As the leader of the Equity Team, design and implement events and initiatives that intentionally engage all students and foster an inclusive, equitable school environment.
- In partnership with members of the SLT, regularly assess the unique needs of our students across different social identities and implement innovative strategies to improve their experiences. This includes, but is not limited to, supporting our affinity groups and EIB-focused clubs, ensuring an empowering environment for all.
- Work closely with the Assistant Head of School for Student Life and Head of Lower School to strengthen the school's Restorative Justice practices and address complex interpersonal student issues as they arise.
- Be a residential faculty member with duties supporting the typical boarding school environment and specific responsibilities related to the candidate's background in coaching and classroom teaching.

Faculty/Staff Support and Professional Development

- Utilize research to plan and facilitate professional development opportunities for faculty and staff on culturally responsive teaching, anti-bias education, and equitable classroom practices.
- Partner with the Lower School Head and the Dean of Faculty to implement the Framework for Anti-Bias Education using the Social Justice Standards
- Provide teachers with classroom support and guidance in integrating EIB content.
- Serve as a thought leader, consultant, advisor, and resource on EIB matters for faculty and staff.



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Recruitment and Retention

- Work closely with the SLT to strengthen efforts to recruit, retain, and support a racially diverse faculty and staff.
- Partner with the Admissions Office and support our relationships with external community organizations to further recruit a diverse student body and expand access and opportunities for our students and their families.
- Support retention efforts of faculty/staff by ensuring an inclusive and supportive work environment through mentorship and providing affinity spaces.

Parents & Caregivers Support and Education

- Develop and facilitate EIB programming for parents and caregivers that promotes belonging in partnership with the Director of Student Health and Wellness, Head of Lower School, and Assistant Head of School for Student Life.
- Act as a liaison and resource for families regarding EIB concerns.
- Coordinate workshops and training sessions to support an inclusive school community.

Board and Senior Leadership Team (SLT) Partnership

- In partnership with the Head of School, the Director will collaborate with the Board on strategic EIB goals and objectives.
- Partner with the SLT and the Board of Trustees to ensure EIB values are consistently embedded in policies and procedures and aligned with the school's mission and long-term strategic planning.
- Assess IMS's current EIB programs using data.
- In partnership with the SLT, track the progress and effectiveness of EIB initiatives year over year.



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Core Competencies

Commitment to Social Equity

Recognizes the evolving complexities of social identities, including race, culture, gender identity, sexual orientation, religion, ability, and socioeconomic status at predominantly white schools. Open to continuous learning and committed to fostering social equity through ongoing growth and engagement.

Strategic & Systemic Thinker

Experienced in assessing structural, cultural, and individual community needs. Proven ability to develop strategic goals, set priorities and timelines, clarify roles, and execute institutional plans effectively in collaboration with others. Willing to advocate for necessary changes and provide innovative recommendations to enhance EIB efforts across the school.

Program Manager

Skilled in developing and coordinating school-wide events, including budget management, resource allocation, and partnership engagement. Adept at setting priorities, ensuring smooth program execution, and evaluating effectiveness. Must be highly organized, detail-oriented, strong communicator, and a collaborative team player.

Relationship Builder

Ability to foster trust and create meaningful connections across different constituencies. Proactively builds relationships to assess needs, address concerns, leverage strengths, and collaborate with others both in and outside the classroom.

Innovative Problem Solver & Consultant

Experienced in offering creative, actionable recommendations and fresh perspectives on EIB-related initiatives.

Student-Centered Approach

Experienced in engaging with youth of diverse ages and backgrounds, with a deep understanding of their unique developmental needs. Committed to applying thoughtful, nuanced approaches to this work.



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Qualifications and Experience

- Bachelor's degree required; advanced degree in education, social justice, or related field preferred.
- At least five years of experience in an educational setting as a teacher, coach, and/or administrator, preferably at an independent school.
- Strong understanding of anti-racist, anti-bias, and culturally responsive practices.
- Demonstrated experience in designing and implementing EIB programs and professional development.
- Excellent interpersonal, communication, and facilitation skills.
- Demonstrated ability to lead, collaborate, and build relationships with diverse stakeholders.
- A strategic thinker with the ability to execute projects with strong follow-through, effectively balancing long-term initiatives with daily tasks and responsibilities.



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To Apply

Interested candidates should submit a **resume** and **one-page cover letter** to:

Donisha Thaxton, Senior Placement Counselor
Carney Sandoe & Associates
donisha.thaxton@carneysandoe.com

Please do not contact the school directly.

Indian Mountain School seeks faculty and staff members who are eager to participate in an inclusive, respectful, and diverse school community. Candidates from diverse backgrounds are encouraged to apply.

Indian Mountain School is an equal opportunity employer and does not discriminate on the basis of race, color, creed, religion, sexual orientation, national or ethnic origin in the administration of its employment policies, educational policies, admissions policies, financial aid and loan programs, and other school-administered programs.



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