

# HEAD OF SCHOOL SEARCH

## PIERREPONT SCHOOL

Westport, Connecticut

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

Start Date: July 2025



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Westport, CT



**Carney  
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& ASSOCIATES

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# Mission Statement

Pierrepoint School seeks to provide academically engaged students with a vibrant, rigorous intellectual experience taught by teachers who are accomplished in their respective fields and demonstrate the intellectual aptitude and flexibility to work effectively with elementary and high school age children.

## At a Glance



Established  
1999



Enrollment  
120



Total faculty  
45



Student-faculty ratio  
2.7:1



Students of color  
50%



Financial aid awarded  
\$530K



Faculty with advanced degrees  
65%



Campus size  
74,434 sf

Faculty of color: 46%

Students receiving aid: 13%

Annual operating budget: \$6.13M



## Overview

Pierrepont School, nestled in the vibrant coastal community of Westport, CT, announces an exciting Head of School opportunity, commencing July 2025. Established in 1999, Pierrepont is a coed, K-12 school with 120 students. Pierrepont fosters a dynamic learning environment where curiosity thrives and potential flourishes. At Pierrepont, the school upholds an unwavering dedication to its mission of nurturing lifelong learners who embrace a vibrant, rigorous intellectual experience shaped by the dynamic interaction between students and educators.

Pierrepont seeks a visionary Head of School who can reflect and amplify the school's mission. As a small independent school, Pierrepont offers a distinctive opportunity for a dedicated leader to make a meaningful difference. The successful candidate will embrace the chance to cultivate a close-knit community where every voice is valued.

Pierrepont School's ethos rests upon its belief that small class size, a team of highly talented faculty, and a community of bright and motivated students can lead to dynamic learning and growth. The school distinguishes itself for the breadth and depth of course offerings for grades K to 12. The curriculum emphasizes intellectual exploration, examines the origins of ideas, and favors primary source materials. Pierrepont is a gradeless environment that demands that intrinsic motivation drive its students in their learning. Three times a year, students receive written reports which give a detailed account of their work in each class. Pierrepont teachers are passionate scholars in their fields and students are curious, willing to engage with complexity and are unafraid of learning.



From its beginnings, Pierrepont School has embodied a distinct educational philosophy. Today an atmosphere of intellectual passion, vision, and dedication still permeates the institution. Both the leadership and the faculty, deeply connected to the school's mission, play integral roles in shaping its ethos and direction. Decision-making processes tend to be nimble and collaborative, administrative responsibilities are shared by faculty. This hands-on approach fosters a strong sense of community, where everyone cares deeply and feels personally invested in the school's mission.

Pierrepont is seeking a committed and passionate Head of School who champions the school's mission and will lead through the next phase of growth. This individual will provide strategic leadership, promote a culture of philanthropy in the school's close-knit community, and uphold our commitment to delivering exceptional education to its students.

## Opportunities and Challenges

The challenges awaiting the next leader of Pierrepont School require a nuanced and comprehensive approach. A critical element of their leadership is claiming responsibility to preserve and enhance the school's distinctive ethos and pedagogy while adjusting the focus on the structure and the organization to ensure the long-term sustainability of the school.

The candidate should also understand the sensitive nature of community engagement: the ability to foster collaboration, channel the intellectual energy of bright students, and maintain positive relationships with various stakeholders, including parents, alumni, and potential donors while also preserving a space for student-centered education.



The incoming HOS will lead a deeply committed group of teachers, who are energized by their connections with students and passionate about their subject and craft. By approaching these challenges with creativity, integrity, joy, and an unwavering commitment to the school's success, the next leader will have an opportunity to solidify Pierrepont's distinctive educational model and shape the organization's future growth.

**Exceptional Ethos:** Build upon the school's amazing ethos, fostering an inclusive and supportive environment that empowers students and faculty alike. As a community member said, "We need someone who is humble and values the life of the mind."

**Small Class Sizes:** Leverage the advantage of small class sizes to enhance personalized learning, fostering stronger student-teacher relationships and individualized educational experiences.

**Highly Talented Faculty:** Recruit and support the next generation of mission centered teachers.

**Student Culture:** Continue to channel the intellectual energy of bright students towards innovative learning experiences and provide a high-level of support. Continue to assess and develop school programs to provide holistic opportunities for students along the k-12 continuum. Develop strategies to ensure a consistent pool of diverse, mission aligned students.

**Strong Leadership:** Maintaining the delicate balance between financial sustainability, governance structure, and Pierrepont School's unique ethos requires a visionary and creative leader with a passion for education, strong strategic acumen, and the ability to foster collaboration among all stakeholders. They will uphold and enhance the school's strong tradition of innovative leadership, ensuring a cohesive, transparent, and visionary direction for sustained growth and success. Leadership will support systems and structures that enhance program excellence, workplace culture, and fiscal sustainability.

**Unique School Identity:** Safeguard and celebrate the qualities that make Pierrepont School unique, preserving its distinct character and values.



**Financial Sustainability:** Develop and implement strategies for financial sustainability, exploring avenues for optimal school size, increased revenue streams, cost efficiency, financial aid, and strategic partnerships. The new Head of School will work with their team to review and update the compensation structure that supports the recruitment and retention of dynamic, inspirational, and talented staff and faculty base.

**Fundraising:** Spearhead effective fundraising to address immediate financial challenges, engaging the school community and potential donors. Explore viability of hiring designated advancement staff.

The new head will partner with the board to initiate efforts to grow the endowment that can provide long-term financial security, more competitive faculty and staff salaries and benefits, infrastructure development, and other critical needs.

**Governance:** Partner with the Board to strengthen a governance structure that ensures transparency, accountability, and effective decision-making while preserving the unique spirit of the school.

**Parent and family engagement:** Continue to balance the relationship with families, recognizing the important partnership of school and home in the nurturing of a confident and dynamic young person.

**Communications:** Establish a stronger communication system, including web and social media, that allow for broader public awareness of the unique and successful school program while maintaining the fit with the culture of school. In addition, there is an opportunity to better articulate the magic of Pierrepont to increase the internal and external communities to better understand the sophistication and efficacy of the academic program.

**Diversity, Equity, and Inclusion:** Continued focus on attracting and retaining a diverse group of students and faculty, building on the foundational work to establish common language initiated in 2021. Balance of explicit focus on subgroups while maintaining a strong sense of unified identity.

**Innovative, dynamic group of young alumni/ae:** Graduating classes and a young school creates a small yet compelling group of young alums. While there may not be a depth in the culture of giving, or the sheer numbers to build on, there could be opportunities to engage, support, and leverage the alumni/ae community.

## Qualifications and Personal Attributes

### **Leadership and Vision:**

- Demonstrated visionary leadership in the field of education.
- Proven ability to advance the strategic vision to ensure sustained growth and success.
- Strong track record of effective decision-making and implementing innovative solutions.

### **Educational Excellence:**

- Commitment to personalized learning and fostering strong student-teacher relationships within the context of small class sizes.
- Understanding of how to support a diverse community of backgrounds, perspectives and learning styles and a passion for leveraging the diversity as a rich aspect of innovative learning experiences.
- An appreciation for the life of the mind and a love of learning.

### **Communication and Community Engagement:**

- Proven success in building and maintaining positive relationships with the school community and create a supportive environment for both students and faculty.
- Exceptional communication skills, both verbal and written, with the ability to articulate a compelling vision.
- Strong interpersonal skills and a commitment to open dialogue and transparency.

### **Financial and Strategic Management**

- Track record of developing and implementing successful strategies for financial sustainability.
- Proficiency in fundraising, with a focus on engaging the school community and cultivating donor relationships.
- Strong strategic acumen to capitalize on the school's unique culture for educational initiatives.

### **Governance, Transparency, and Integrity:**

- Demonstrated integrity, ethical conduct, and experience in enhancing a transparent and accountable governance structure.
- Proven ability to work collaboratively with diverse stakeholders, including board members, faculty, staff, and parents.
- Ability to navigate challenges with creativity, resilience, and focus on the well-being of the school community.

### **Diversity, Equity, and Inclusion:**

- Demonstrated skill in navigating complex and sensitive aspects of diversity identity and culture.
- Flexible thinker who can address the alignment of values, policies, and programs with an equity lens.
- Forward thinker who sees the connections between the schoolhouse, the city, the country, and the world as the landscape for an excellent education.

## Learn More

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

[School Website](#)

[Founder's Statement](#)

[College Matriculation](#)

[About Westport, Connecticut](#)

## 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;

Selected candidates may be asked to provide:

- Writing samples or responses to writing prompts specific to this search
- 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)

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