

HEAD OF SCHOOL SEARCH

YORK COUNTRY DAY SCHOOL

York, Pennsylvania

ycds.org

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

York Country Day School, an independent college preparatory day school, inspires and nurtures the innovative and creative spirit of students as they pursue their intellectual promise. Students and faculty embrace rigor and delight in the pursuit of learning with tenacious curiosity and with diverse perspectives. The community helps students ignite their intellectual, social, and civic passions. YCDS students are known and valued, which allows them to engage as compassionate, bold, and active citizens as they identify a purpose outside of themselves, for the common good, and generate the call to better the world.

At a Glance



Established
1953



Enrollment
406



Total faculty
72



Student-faculty ratio
6:1



Students of color
39%



Financial aid awarded
\$2,940,043



Faculty with advanced degrees
38%



Campus size
17 acres

Serving grades: PK - 12

Zip codes represented: 25

Students receiving aid: 56%

Endowment: ~\$4M

Annual operating budget: \$7.9M



Overview

As the school begins the process of identifying the next Head of School, York Country Day School (YCDS) seeks an experienced, mission-aligned educational leader who will bring creative energy, entrepreneurial thinking, and a commitment to the success of YCDS students and faculty. With an anticipated start date of July 1, 2025, the next Head of School will be expected to build on the impressive legacy of the current Head of School and will be charged with leading YCDS's academic and co-curricular programs, enhancing the program and facilities to support increasing enrollment, raising the profile of the School within the local community, and nurturing the talents of the hard-working students, faculty and staff who consider YCDS their second home.

Located in historic York, Pennsylvania, YCDS, an independent PK2- Grade 12 co-educational college-preparatory day school serving approximately 400 students, is seeking an energetic, creative, community-engaged servant leader to serve as its next Head of School. True to its compelling mission, YCDS students and faculty feel known and valued, cherish the sense of community and family that grounds their work together, and are committed to developing student leaders prepared to make a difference in the world.

The YCDS story begins in 1953, with thirty-nine students entering an institution created to serve sixth through ninth grade with a deep commitment to reading, writing, arithmetic, history, French and Latin. Quickly outgrowing its initial space, the school opened its current campus in 1956 with instruction in Grades 7 through 12. A year later, the first YCDS class of 13 students graduated from high school. As years passed, the school continued to expand to include grades 1 through 6 and eventually developed an early childhood program serving students as young as two years old. In 1976, York Country Day School and York College of Pennsylvania (YCP) combined operational efforts and affiliated as one organization.

After a decade of strong leadership from Dr. Christine Heine, YCDS is a vibrant, thriving institution serving families across southern Pennsylvania and northern Maryland. The 17-acre campus adjacent to York College, approximately 30 miles from Harrisburg, Lancaster, and Gettysburg, 40 miles from Baltimore, Maryland, and 70 miles from Washington, D.C., has grown and evolved. Currently in the planning stage for a new building project to continue to serve the students and families of the YCDS community, the future of YCDS is bright. Recent capital improvements, such as the construction of the Ann B. Barshinger Center for the Arts and the Brougner Center for Innovation and Technology have been part of the school's curricular emphasis on STEAM programming across all grade levels. The campus houses a Robotics lab, VidCast Studio, Digital Arts Workshop, Metal and Wood shops, numerous collaborative learning spaces and much more, maintaining a rich array of curricular and co-curricular programs to support an engaged, inquiry-based learning environment.



Through its affiliation and partnership with the College, YCDS enjoys a distinctive partnership, one that allows older YCDS students to enroll in classes at the college and that permits certain operational functions to be shared by both the college and the school. The YCDS Head of School reports to YCP’s President and to the York College Board of Trustees and is a standing member of the College President’s Cabinet. In addition, the Head of School is also supported by the YCDS Advisory Board, with members selected from various constituencies within the school community, including several current and former members of the College’s Board of Trustees.

Opportunities and Challenges

YCDS has benefitted from a student-focused, creative mindset which has led to more than a decade of exciting progress under the leadership of its current Head of School. The next Head of School will need to sustain the familial culture of a school, loved by its students and faculty, where everyone feels known, valued, and cared for.

Enjoying steady enrollment growth, which has allowed the school to include two sections of students at each grade from Kindergarten through Grade 12, the new Head of School will be able to help design and build facilities to serve an expanding student body.

The Head of School reports to the President of York College of Pennsylvania, Dr. Thomas Burns. Dr. Burns, who began his tenure July 1, 2023, is seeking a collaborative partner who is open to new ideas and approaches. The President and the Board of Trustees are eager to work in partnership with the incoming Head of School on all aspects of YCDS’s future, including broad consideration of the school’s governance structure and ways to enhance student learning to support the flourishing educational environment at YCDS.



In addition to the duties regularly associated with overseeing the daily operations of the school, the next leader will possess qualities to effectively:

- Recruit, hire, oversee, support, retain, and lead a talented, diverse, and mission-aligned faculty and staff;
- Work effectively with the College President, the College's Board of Trustees, and the School's Advisory Board;
- Manage enrollment growth with alignment between admissions and educational programs to ensure that instructional practices and learning support structures are tailored to meet the educational needs of every student;
- Review the current campus master plan, oversee construction of the initial phase, and continue the fundraising needed for full completion of the project;
- Engage as an active and involved member of the greater York community.



Qualifications and Personal Attributes

York Country Day School is seeking an innovative, entrepreneurial, caring, and inspiring educational leader. The next Head of School will offer the following qualifications and qualities:

- An earned Master's degree from an accredited institution;
- A demonstrated commitment to embracing YCDS' compelling mission;
- Five, or more, years serving in a leadership role in a K-12 learning environment; preference given to candidates with teaching experience in K-12 schools;
- Knowledge of what constitutes academic excellence while remaining attentive to the needs of the whole student in private educational settings;
- A collaborative, relational leadership style built on approachability, authenticity, trust, and transparency;
- Personal creativity and a deep understanding of the direction, and opportunities, of the primary and secondary schools of the future;
- The ability, and willingness, to support faculty and staff to lead change and maintain growth;
- An entrepreneurial mindset able to identify and develop unique opportunities to capitalize on the distinctive strengths and capacities of the school;
- Eagerness to enthusiastically enter the life of the school and school community; eagerness to serve as an active presence and a role model for students in demonstrating innovation, creativity, tenacious curiosity, and infectious passion for learning;
- Personal and professional commitment to equity and the requisite skills to support critical conversations in the design of ever more inclusive communities.

Learn More

Click on the links below to learn more about York Country Day School.

[School Website](#)

[School Profile](#)

[School Values](#)

[About York, Pennsylvania](#)

[School History](#)



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:

Scott Nelson

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