



New Canaan Country School is committed to the development of compassionate people who value and respect our common humanity. We believe that an inclusive school community invites greater academic and personal success and strengthens a sense of belonging. We strive to create an environment where each member feels comfortable and accepted and where differences and commonalities are appreciated in equal measure – excerpted from the NCCS [Inclusion Mission Statement](#).

New Canaan Country School, a pre-K through grade nine coed day school located in New Canaan, CT, seeks a Director of Diversity & Inclusion who will partner with the school in its ongoing work to create an environment in which each member feels comfortable and accepted, and where differences and commonalities are appreciated in equal measure.

Posting/Job Description

This position, to begin July 2017, is a senior administrative position which reports directly to the Head of School and includes membership on the school's senior administrative council. The Director will lead the effort toward the goal of developing culturally competent students and adults. Working in collaboration with departments across the school, s/he will establish consistent and comprehensive programming and services as well as partner with students, faculty and staff, parents and the board in support of these efforts.

The successful candidate will have broad school or other relevant experience and a proven record of success in leading similar efforts at other institutions. Furthermore, this person will be conversant with a range of models for teaching cultural competency and will be prepared to guide this community in developing the best model for New Canaan Country School.

Responsibilities include but are not limited to:

- Provide strategic leadership toward final review, implementation and ongoing evaluation of the adopted Diversity & Inclusion Interim Strategic Plan.
- In collaboration with the Division Heads, Heads of Departments and Grade Level Teachers, assess and support the development of a diversity and inclusion curriculum, both in content and delivery; ultimately, the school should establish a scope and sequence for incorporating cultural competency throughout grades pre-K through nine.
- Participate in recruitment efforts to attract, develop, motivate and retain a diverse faculty and staff.
- Develop and support a range of professional development experiences in diversity, equity, inclusion and belonging to meet the learning needs of faculty and staff.
- Partner with the enrollment team to help source/identify, recruit and retain a diverse student body.
- Provide ongoing programming that engages students, their families, faculty and staff, and trustees in the area of diversity and inclusion and related topics.

- Create, support and network with the various diversity and inclusion-related groups within the school's internal and external communities.
- Support and develop student diversity leadership.
- Act as a resource for faculty and staff in providing academic, emotional and social support for students and families of diverse backgrounds.
- Serve as a liaison to NCCS's Horizons Student Enrichment Program and other regional social/educational programs.
- Partner with the communications and marketing team to develop a messaging strategy and to develop engaging content to share across channels with internal and external audiences.

Experience Required:

Candidates must have a bachelor's degree, master's degree preferred, and significant experience in creating, implementing, managing and assessing educational programs. The successful candidate will have exceptional communication skills, strong interpersonal skills and a sincere, open manner. An entrepreneurial spirit, the capacity to think strategically and the ability to successfully navigate and lead diverse and non-diverse communities are vital attributes.

Contact Information:

Interested candidates should contact:

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Please do not contact the school directly.



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