



Saratoga
Independent
School



HEAD OF SCHOOL

SEARCH

Preschool - 8th Grade
Saratoga Springs, NY

siskids.org

START DATE :

July 1, 2026

Position Statement

HEAD OF SCHOOL

Saratoga Independent School seeks a new Head of School for the 2026-2027 school year and beyond.

The educator who assumes this role will **enrich and inspire the student body** of pre-kindergarten through eighth grade; **lead a talented, dedicated faculty** in a collaborative environment to ensure the smooth daily functioning of the school; **share forthright feedback and ideas** with a dedicated Board of Trustees; **sustain the special culture** of the school; and establish excellence as **a leading educational institution** in our area.



About Our School

Saratoga Independent School is for families who believe in the value of enduring and **meaningful learning**. Children learn best through direct experiences, so we fill our days with opportunities for students to **explore, create, question, and interact** with the world around them.

Our approach to education weaves the skills of **independent thinking** and **self-reliant learning**, the transformation of curiosity into motivation, the development of intellectual courage, and **theme-based curriculum** into an unmatched educational experience.

**60
ACRE
CAMPUS**

Provides students with abundant opportunities for exploration, discovery and play.

**EST.
1991**

Accredited by the New York State Association of Independent Schools (NYSAIS)

**157
STUDENTS**

Saratoga Independent School is Saratoga County's only non-sectarian school with a model serving Pre-K – 8th grade.

**14
BOARD
TRUSTEES**

A dedicated board with committees supporting finance, development, facilities, and more.

**41
STAFF &
FACULTY**

Poised for growth, this team is the heartbeat of Saratoga Independent School.

**\$2.6M
BUDGET**

Diverse revenue streams include summer camps, philanthropy, corporate and community partnerships.

**6:1 | 11:1 | 6:1
STUDENT
TEACHER
RATIO**

PreK | Lower | MS
Teachers challenge each student academically at their level and foster a connected community among students and families.

**28%
IN K-8
FINANCIAL
AID**

Financial aid programs and partnerships create pathways for access and affordability for more community members.

**11
AVG CLASS
SIZE**

Students enjoy project-based and thematic learning in small class settings, making individualized student support possible.

Who We Are

Saratoga Independent School is a thriving and nurturing **coeducational day school** serving nearly 160 students in pre-kindergarten through eighth grade who reside in **more than a dozen school districts**. The success of our school for over three decades is based on an educational model that integrates **strong academics** with **social** and **emotional development**.

The school remains **committed to its founding vision**: a multiage learning environment, thematic instruction, hands-on activities, small classes, and a cohesive community. This framework creates a culture in which **children feel empowered** to take personal and intellectual risks, think independently, question assumptions, participate in dialogue, and embrace a rigorous curriculum.

The success of our school for over three decades is based on an educational model that integrates strong academics with social and emotional development.



Community is central to the school's culture. The values of respect, compassion, and leadership are fostered through the many opportunities that children have to interact with faculty, peers, and older and younger students in community-wide activities.

WE LIVE BY OUR MOTTO

We take care of ourselves, each other, our school, and our community.

OUR MISSION: At Saratoga Independent School, our mission is to empower students to be curious and confident learners, capable of critical thinking, problem solving, teamwork, and articulate expression. As **an inclusive, nurturing community that values diversity and mutual respect**, we strive to cultivate in our students the knowledge, skills, work ethic, and character to lead purposeful, healthy lives.

Curriculum and Program



AT THE HEART OF OUR CURRICULUM IS THE BELIEF THAT CHILDREN LEARN BEST BY DOING.

In order to grow as readers and writers, children need time to read and write.

Math programs focus on the growth of students' logical reasoning skills, spatial visualization, analysis, and abstract thought.

Science and social studies are experiential, often project-based.

Pre-K to 8th grade, students participate in weekly classes in art, music, Spanish and physical education.

Saratoga Independent School takes a holistic view of each child's unique educational needs. Through small classes, flexible teaching styles, and a respectful community, we provide an environment in which students grow academically and socially. Our students learn in and out of the classroom through comprehensive multi-age projects, outdoor activities, and team-based assignments. Multi-age classrooms reinforce the understanding that children grow and develop at their own pace, as well as cultivating leadership and empathy.

Saratoga Independent School has a strong track record of preparing students for remarkable academic success.

All grade levels use yearly themes to guide their curriculum development. The theme-based units are a vehicle for teaching a range of skills and content by integrating curriculum areas around a topic. While Math and Language Arts use specific research-based programs, the yearly themes are still woven throughout.

Learning By Doing

Guided by the Columbia Teachers College Reading and Writing Workshop curriculum, our teachers know that in order to grow as readers and writers, children need time to read and write. The Bridges Math program focuses on the growth of students' logical reasoning skills, spatial visualization, analysis, and abstract thought.

Students in all grades receive regular instruction in science and social studies that is experiential, often project-based, and linked to the annual theme. From Pre-K to 8th grade, students participate in weekly classes in art, music, and Spanish. Elementary and Middle School students have PE at least once a week, while Pre-K students have ample outdoor time.

Our theme-based learning inspires teachers to collaborate as they help students forge connections across disciplines.



Teachers use the Responsive Classroom model to create a respectful and positive community in which each student feels heard. In addition, Responsive Classroom provides strategies for active and interactive teaching, respectful and proactive classroom management, and developmentally appropriate instruction.

Students K - 8 start their day with Responsive Morning Meeting (K - 5) or Advisory (6 - 8), which provides opportunities for social and emotional learning, academic skills, study habits, and community building. We are proud that our students like coming to school each day.

OUR STRUCTURE

Our teaching structure allows faculty to teach to their strengths and passions rather than teaching all subjects within a contained classroom. At Saratoga Independent School, we view all members of our faculty and staff as educators and value and honor the connections adults make with students. Our theme-based learning inspires teachers to collaborate as they help students forge connections across disciplines.

Saratoga Springs, NY



Located just minutes from downtown Saratoga Springs, Saratoga Independent School is rooted in one of **the Northeast's most desirable and dynamic communities**. Saratoga Springs combines small-town charm with cosmopolitan amenities, supported by a strong local economy, a highly educated population, and a rich cultural network. The city continues to attract young families from the New York City and Boston areas, drawn by the **natural beauty, affordability, and high quality of life**.

Steeped in history and known for its mineral springs, the city is also enriched by the intellectual presence of Skidmore College, a thriving restaurant scene, and lively nightlife—creating **an exceptional setting in which to live, work, and lead**, and an inspiring backdrop for the next Head of School at Saratoga Independent School.

SMALL-TOWN CHARM WITH COSMOPOLITAN AMENITIES

A true year-round destination, Saratoga offers **world-class arts and culture** through the Saratoga Performing Arts Center (SPAC), the Saratoga Jazz Festival, Opera Saratoga, the National Museum of Dance, and the historic Saratoga Race Course. Residents enjoy **extensive outdoor recreation** via local trails, Saratoga Spa State Park, and easy access to the Adirondacks and Lake George, complemented by premier programs such as Saratoga Rowing, the Saratoga Lake Sailing Club, youth mountain biking, a growing pickleball community, and a strong YMCA network.

The Role

The Board seeks a Head of School who values collaboration, transparency, thoughtful decision-making, and the opportunity to lead a close-knit, mission-driven school community.

The next Head of Saratoga Independent School should be prepared to work in close partnership with the faculty, staff, and trustees to accomplish the following:

- Strong external relationships are essential for the success of Saratoga Independent School. The Head of School will take a leadership role in cultivating these relationships. The Board wants SIS to be known throughout the region as a top school, with an external reputation that drives continued strong enrollment.

Implement and further the Strategic Plan for 2026-2030 in these key areas:

MEASURABLE PROGRESS

Enhance and promote the academic strengths of SIS to make us leaders in learning, including developing measures for proof of success, academic readiness, and ROI.

INCLUSIVE COMMUNITY

Foster a connected community where all constituents feel welcome and heard. This includes a DEI initiative and possible revision of the mission statement.

SUSTAINABLE DEVELOPMENT

Achieve fiscal sustainability, including increased development and enrollment efforts and beginning an endowment for the school.

CAMPUS IMPROVEMENTS

Assess and envision campus spaces and our physical plant, including a more structured outdoor learning space and possibilities for future gym, auditorium, and library spaces.

- Every ten years, the school completes a self-reflection and accreditation process through the New York State Association of Independent Schools (NYSAIS), our accrediting body (last completed in 2022). The head of school leads this process.
- Frequent evaluation of the role of technology in education and updates to how technological changes may serve our curriculum and community.

KEY PRIORITIES FOR THE INCOMING HEAD OF SCHOOL

In the first 12–24 months, the Head of School will focus on:

- Maintaining high academic and community standards across the PreK–8 program, while continuing implementation of the School’s vision, including the ongoing development of the Middle School.
- Strengthening enrollment and retention through a healthy PreK–8 pipeline and increased external visibility of Saratoga Independent School.
- Executing the 2026–2030 Strategic Plan with clarity, discipline, and accountability.
- Developing and supporting faculty and administrative leadership to ensure alignment and long-term stability.
- Advancing financial sustainability, including enrollment-driven revenue growth, development, and early endowment efforts.

The Candidate

The successful candidate will exhibit the following characteristics, qualities, skills and experiences:

- Passion for education and genuine appreciation for the joys and challenges as well as the art and science of teaching
- Enthusiasm and experience for the outward-facing role of the Head of School in admissions, marketing, and development
- Dynamic, visionary, and collaborative leader with a growth mindset
- Open and honest communication style with courage to confront both challenges and successes, fostering a transparent, trusting, and collaborative work environment.
- A commitment to engaging and advancing a more diverse, equitable, and inclusive environment
- Ability to mentor direct and indirect reports and foster talent within the faculty and staff
- Implement and maintain high standards and encourage innovation to keep current with thought leadership and best practices in education
- Understanding of and experience with budgeting and financials

Saratoga Independent School is committed to increasing representation throughout our community, and we encourage applicants from all backgrounds, identities, and abilities to apply.

We are committed to complying with all federal, state, and local equal employment laws. To that end, SIS is dedicated to maintaining a work environment that is free from harassment and discrimination on the basis of age, race, creed, color, national origin (including ancestry), religion, gender or sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), alienage or citizenship status (unless required by law), disability, reproductive health decision making (including, but not limited to, the decision to use or access a particular drug, device, or medical service), marital status, familial status, military status, genetic information (including genetic characteristics), or any other protected status under federal, state, or local laws.

The School is dedicated to the fulfillment of this policy with respect to all aspects of employment, including, but not limited to, recruiting, hiring, placement, transfer, training, promotion, compensation, termination, and all other terms, conditions, and privileges of employment.

Position Details

TITLE: Head of School

SCHEDULE: Full-time, 12 months a year. Hours vary based on school needs, with evening and weekend work required for school events and community engagement.

FLSA CLASSIFICATION: Exempt (Executive)

REPORTS TO: Board of Trustees

SUPERVISES: All faculty and staff (either directly or through administrators)

SALARY: \$155,000-\$175,000 annually, commensurate with experience, plus a comprehensive benefits package.

Employment with Saratoga Independent School is at-will and may be ended by either party at any time, with or without cause or notice.

APPLICATION PROCESS

This search will be on an expedited timeline, so applications will be reviewed as received, with interviews beginning in January 2026.

Application materials should be emailed to: hossearch@siskids.org.

Please include the following:

- Curriculum Vitae
- Cover letter
- Educational philosophy statement
- Five professional references (we will keep this information confidential unless otherwise directed).

Employment is contingent upon successful completion of background and reference checks.



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