

# THE EAST WOODS SCHOOL

## Head of School Search



**Starting Date: July 1, 2026**  
**Oyster Bay, New York**

*East Woods is an independent Pre-Nursery through Eighth Grade school on Long Island that inspires confidence, excellence, and kindness in its students.*



**EDUCATORS COLLABORATIVE**

EXPERTS IN SEARCH, TRANSITION & STRATEGY



## A VIBRANT PRE-NURSERY-GRADE 8 SCHOOL WITH A CLOSE-KNIT COMMUNITY

East Woods School is a non-sectarian day school for boys and girls from Pre-Nursery through Grade 8. Nestled on a picturesque 46-acre campus on the North Shore of Long Island—just 30 miles east of New York City—East Woods offers a dynamic and nurturing environment where students thrive academically, socially, and personally.

The school is distinguished by its palpable energy and spirit. Students take pride in their achievements, supported by an environment that balances tradition with innovation, and emphasizes kindness, respect, and intellectual curiosity. At East Woods, individuality is celebrated, creativity is encouraged, and every child is truly known. The result is a community of thoughtful, articulate, and passionate young leaders ready to make a difference.

Families are drawn to East Woods because of its warm, supportive culture and its deep commitment to character development. They value the school’s mission, its dedicated teachers, and the welcoming atmosphere that fosters both academic excellence and personal growth.

With a Pre-Nursery through Grade 8 structure, East Woods provides an intimate learning environment where students develop the confidence, skills, and resilience to transition seamlessly into high school and beyond.

At East Woods, teachers do more than educate—they inspire, mentor, and shape young minds. They cultivate curiosity, build confidence, and instill lifelong values. The bonds formed here extend well beyond the classroom, creating lasting relationships. As one alumnus reflected, “I graduated a long time ago, but my closest friends are from my days at East Woods.”

Founded in 1946, East Woods received its first accreditation from NYS AIS in 1971 and remains a proud member of both NAIS and NYS AIS. Today, the school is thriving, well-positioned for continued growth, and presents an exciting leadership opportunity for its next Head of School.

### MISSION

Our mission at East Woods School is to foster strength of character and academic excellence while developing and encouraging creativity, intellectual curiosity, and a lifelong passion for learning. We are a nurturing community that celebrates the differences among us and leads by example through citizenship and service to others.





## Vision

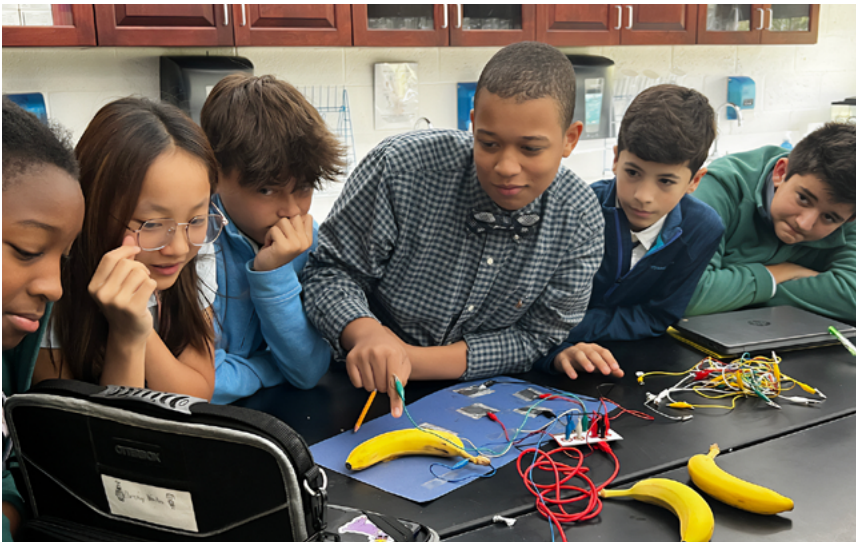
East Woods School will fulfill its mission and deliver a superior academic program with a focus on character education to assist its students in becoming successful, happy, and intelligent learners. Students will continue to gain knowledge, skills, and confidence to solve problems and become caring, responsible community members. Graduates will emerge from East Woods prepared to be contributing citizens and compassionate leaders in a complex and changing world.

This will be accomplished through a renewed commitment to student-centered, experiential, and holistic learning fostered by a highly motivated faculty within a nurturing community. Teachers will engage students in a challenging, stimulating, and progressive interdisciplinary curriculum with a focus on written and verbal communication, supported by the integration of technology. Teachers and students together will cultivate a love of learning in an independent school environment characterized by freedom and flexibility.

## Philosophy

East Woods seeks to install a lifelong love of learning and an appreciation of self-worth. In an intimate Pre-Nursery through Grade 8 setting, enhanced by a low student-teacher ratio, a supportive and caring faculty encourages each student to meet challenges and to pursue personal excellence in all endeavors. Academic, creative, and physical activities are designed to broaden children's understanding of everyday life and to prepare them for the future. The development of respect and concern for all people and the world we share is intrinsic in the curriculum at all levels.

East Woods encourages each student to meet or surpass academic and behavioral expectations defined by the faculty. Our comprehensive course of study and superior staff enables students, through active involvement, to develop the essential skills of reading, writing, speaking, listening, and thinking in all the disciplines. Family participation is an integral part of the East Woods experience, with parents, students, and school working together to develop the full potential of each child.



## HISTORY

East Woods School was founded in 1946 in Cold Spring Harbor by a group of dedicated parents committed to creating an exceptional educational environment. Originally located in the West Hills section, the school embarked on its journey to provide a nurturing and rigorous academic experience.

In 1948, East Woods moved to its current location in Oyster Bay Cove, settling on a property known as “Baywood.” Designed by renowned architect William W. Bosworth, the expansive 46-acre campus became the perfect setting for the school’s growing educational community.

In 1951, the State of New York granted East Woods School its charter, officially recognizing it as an accredited institution. This milestone marked a significant step in the school’s development and solidified its standing within the state’s academic community. Over the years, the campus expanded with the addition of a dining hall, gymnasium, athletic locker rooms, classrooms, and an art studio.

Subsequent growth led to further enhancements, including a library expansion, the construction of a preschool wing, a dedicated music center, and a second gymnasium.

In 2009, as enrollment grew to 280 students, East Woods further expanded its facilities, adding a separate Upper School academic building, a new science center, and an enlarged art studio—ensuring the school remained well-equipped to support its students’ academic and creative pursuits.

## EAST WOODS SCHOOL AT A GLANCE

Founded: 1946

Type: Co-ed day school

Grades: Pre-Nursery (Age 2-Grade 8)

Total current enrollment: 206

- Early Childhood Center (PN-PK): 71
- Lower School (Grades K-4): 70
- Upper School (Grades 5-8): 65
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Annual Fund: Approximately \$400,000 per year

Student/faculty ratio: 7/1

Faculty and staff: 55

Annual Budget: \$6.5 million

Financial Aid Budget for the current academic year: \$1.13 million

Percentage of students receiving tuition assistance: 24%

Percentage of students who identify as students of color: 30%

Percentage of faculty and staff who identify as individuals of color: 9%

Endowment: \$7.3 million



## A SMALL SCHOOL BY DESIGN

At East Woods School, the small size of the school is intentional so that each child is known, heard, and valued. Faculty, parents, staff, and administration work hard to make the school a welcoming, warm, inclusive community. Again and again, constituents underscored how East Woods Schools is a “family.”



East Woods School enjoys full enrollment in its well-regarded Early Childhood Center (ECC) program that consists of Pre-Nursery and Pre-Kindergarten classes. The curriculum nurtures young learners’ social, emotional, physical, creative, and intellectual growth. The ECC program aims to create a joyful, engaging environment where children are happy, curious, and excited to explore the world around them. An integrated approach helps young children learn and explore through hands-on experiences.



The Lower School, Grades K-4, focuses on developing foundational skills in reading, writing, math, science, social studies, world languages, history, physical education, and the arts (music, performing, and studio), with technology integrated throughout. Spanish is introduced as the first world language, and students receive individualized attention from faculty while enjoying numerous opportunities for public speaking and performing throughout the year. East Woods aims to foster a love of learning and supports the development of the whole child in an academically rigorous yet nurturing environment



In the Upper School, Grades 5-8, students engage in a well-rounded, hands-on curriculum that spans science, technology, math, languages, history, literature, athletics, and the arts. Eighth graders take great pride in their responsibility as leaders of the school. They run the student government, organize the social functions of the school, and are active participants and leaders in various community service projects. This leadership role provides students with a sense of poise and confidence.



The secondary school placement list for East Woods School is very impressive. East Woods graduates attend the most highly respected day schools in the area and a significant number of graduates are enrolled at the most prestigious boarding schools in the country.

East Woods School offers academic advancement for students performing above grade level in reading for Grades K-4 and math for Grades K-8. Extra help is provided through the Learning Center. A distinctive program of East Woods School is the Advanced Learning Program (ALPS) that you can learn about [here](#).



## GOVERNANCE

The East Woods Board of Trustees is committed to its function as the school's governing body. The Board does not involve itself in the day-to-day operations of the school or in carrying out policy unless asked by the Head of School to assist in some manner. Understanding fully their fiduciary, strategic, and generative responsibilities, the Board takes great pride in its commitment to good governance.



## FUTURE LEADERSHIP

### Interview Base

The Board of Trustees of East Woods School is conducting an international search to identify its next Head of School. Search consultants Carole Everett and Deirdre Ling of Educators Collaborative solicited input from all stakeholders during an on-campus visit, and gathered additional input from stakeholders through an online survey. Based on this information, impressions of the consultants, and feedback from the Head of School Search Committee, the following represents a summary of the school's strengths, challenges, and opportunities, and the skills and attributes desired in the next Head of School of East Woods School.

### Strengths of East Woods School

- East Woods School has a strong sense of community characterized by a culture of positivity and warmth. Each constituent confirmed the family-like feeling of the school environment.
- EWS prides itself on shaping good citizens grounded in mutual respect and places a great emphasis on being nurturing and compassionate. Individuality is encouraged.
- A beautiful campus in an idyllic setting enhances the learning experiences.
- Small class sizes are taught by dedicated faculty who enable students to forge deep and meaningful relationships with their teachers. "At East Woods every child is known."
- The curriculum is notable for its differentiation, for offering academic advancement and support, especially through the Learning Center.
- The academic program is highly regarded within the EWS community and the greater educational community. EWS's high school placement record is impressive, both with boarding and day schools.
- The arts are strongly supported and include both visual and performing arts for students throughout the grades.
- Parent engagement and volunteerism is strong and families regularly express their satisfaction with the school's programs and culture.



- The faculty, administration, and staff are hardworking, giving countless hours for the good of the school.
- The faculty, many of whom are long-tenured, are devoted to the mission and provide outstanding learning opportunities for each student.

## Opportunities and Challenges for the Next Head of School

- Preserving the strong sense of community all stakeholders cherish.
- Respecting the many traditions the school engages in and that everyone treasures.
- Sustaining enrollment growth and expanding retention efforts, especially between the ECC and Lower School.
- Cultivating sources of philanthropic giving.
- Attracting and retaining a mission-aligned, passionate, first-rate faculty, particularly with anticipated long-term faculty retirements.
- Supporting the wellness and professional growth of faculty and staff.
- Initiating a new Strategic Plan.
- Analyzing the current lean administrative staffing and creating a functional and affordable model.
- Encouraging further alumni engagement.
- Strengthening the athletic program.
- Enhancing communication between and among all key constituents.
- Continuing to seek greater diversity among students and faculty.



## Characteristics of the Next Head of School

East Woods School seeks a leader who enthusiastically embraces and champions the school’s mission, values, and philosophy.

The successful candidate will be a “people person,” warm, welcoming, and have an inclusive personable manner. The EWS Head of School must have exceptional verbal and written communication skills and a love for young children and adolescents. The next Head will also bring the skills, initiative, and drive to further realize a compelling and sustainable vision for the future of the school.



EWS seeks a visionary leader and passionate educator to step into the challenging role of Head of School. The school takes great pride in nurturing an environment that is compassionate, joyful, and intentionally develops kind, confident, and self-aware graduates. An individual who brings energy, integrity, and intellect will thrive and experience success in East Woods School community.

**The ideal candidate will possess many of the following skills and attributes:**

- An outstanding experienced educator with independent school experience, knowledgeable about educational best practices and trends, and able to address competition from public and other nearby independent schools.
- A visible internal and external spokesperson for the school, who embraces and embodies its core values.
- An inspirational leader who articulates a vision and engages stakeholders to share and support it.
- A person who has success in increasing student enrollment through effective recruitment strategies and the ability to manage and sustain growth.
- A leader who relishes promoting the school in a variety of venues and who cultivates and attracts resources for the school's annual and capital needs.
- An excellent communicator with strong public speaking and written skills.
- Someone who builds relationships and trust in both the internal and external communities.
- A leader who listens and engages with current and prospective parents and who conveys a strong sense of commitment and responsiveness to their needs and the needs of their children.
- A champion of the faculty who encourages them to be the best teachers they can be and supports their professional development while consistently holding them accountable.
- A skillful decision maker who takes the time to listen, is thoughtful and clear about the locus of decisions, and efficiently leads others through the steps that result in successfully executed action plans.
- An approachable, open leader who maintains a daily presence in the lives of students and faculty and remains calm under pressure.
- An individual with business acumen who understands the financial underpinnings of a well-run school.
- A willing partner with the Board in ensuring the strategic direction and ongoing fiscal stewardship of the school.





## SUMMARY OF THE SEARCH PROCESS

Candidates interested in this position are asked to submit the following materials by **March 14, 2025**:

- EC Summary Sheet and Disclosure Statement (Contact Deirdre Ling or Carole Everett for these documents.)
- Cover Letter of Interest addressed to the Search Committee
- Current Résumé
- Statement of Educational Leadership Philosophy
- A list of five or more professional references with contact information (name, relationship to candidate, phone number, and email addresses)

**Application materials should be sent via email in a single, merged pdf file to:**

Deirdre A. Ling, Partner, Educators Collaborative, LLC  
[dling@educatorscollaborative.com](mailto:dling@educatorscollaborative.com) or [daling@comcast.net](mailto:daling@comcast.net)

or

Carole Everett, Partner, Educators Collaborative, LLC  
[ceverett@educatorscollaborative.com](mailto:ceverett@educatorscollaborative.com)

Compensation and benefits are competitive, with an anticipated salary range of \$225,000 to \$250,000. Housing is provided in a beautiful Head of School home on campus.

### The Search Schedule

The Search Committee plans to identify a preliminary group of candidates to interview in April 2025. From this group, the Search Committee will select finalists for interviews on campus in early May 2025. The Trustees expect to reach a decision and appoint a Head-Elect shortly after finalist visits in early June 2025. The term of office is to commence on July 1, 2026, allowing for an extended transition phase.



### Non-Discrimination Statement

*East Woods School is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, ancestry, national origin, disability, marital status, age, sexual orientation, gender, medical condition, or any other characteristic protected under federal, state, or local discrimination laws.*