



# BUCKINGHAM BROWNE & NICHOLS SCHOOL

CAMBRIDGE, MASSACHUSETTS

ATHLETIC DIRECTOR

POSITION START DATE: JULY 1, 2018

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



Carney  
Sandoe  
& ASSOCIATES



## Mission

BB&N's mission is to promote scholarship, integrity, and kindness in diverse, curious, and motivated students. The School prepares students for lives of principled engagement in their communities and the world.

## Values

- We value a learning environment distinguished by a broad, deep, and challenging program of study that inspires thorough, sustained engagement among our students.
- We value a diverse and inclusive community that fosters respect for the identities and perspectives of all.
- We value balancing a culture of high expectations with a strong commitment to support intellectual, social, emotional, and physical well-being.
- We value kindness and compassion among all members of our community.
- We value the widespread, authentic connection with students that our teachers, coaches, and mentors seek to cultivate.
- We value a program that reinforces key characteristics for 21st-century success—especially creativity, curiosity, resilience, and teamwork.
- We value the importance of helping students develop keen ethical standards in their behavior, habits of thought, and decision making.
- We value a vibrant, healthy, and safe community where engagement and risk-taking promote lifelong learning.
- We value encouraging our students to learn and serve in their local, regional, and global communities.
- We value a well-rounded education that offers our students ample opportunity to explore, evolve, and excel in academics, arts, athletics, and all phases of school life.

## OVERVIEW

Buckingham Browne & Nichols, a pre-K through grade 12 coeducational day school in Cambridge, MA, seeks an Athletic Director effective July 1, 2-18. The school engages students through a rich and invigorating educational experience of the highest quality. At Buckingham Browne & Nichols (BB&N), students discover their unique talents and passions and develop them to the fullest.

One of the finest independent schools in the Boston area and perennially ranked among the best private schools in the area and in the nation, BB&N provides a top-tier academic, artistic, and athletic program to over 1,000 students across its three campuses located just minutes away from Harvard Square in the heart of vibrant, innovative, intellectually stimulating Cambridge. The school's rich legacy of teaching bright, curious students has earned it a well-deserved reputation for forward-thinking approaches to teaching and learning. Through a challenging and flexible curriculum, numerous global opportunities, a full suite of artistic offerings, and a competitive athletic program, BB&N offers each and every student the possibility for passion and achievement.

BB&N now seeks an Athletic Director (AD) who will oversee and manage the athletic, physical education, and health/wellness curriculum for grades K-12. The AD will manage and lead a department composed of coaches (full-time and part-time), an administrative team, and support staff. The entire program is inspired and guided by the mission and philosophy of the school and that of the Independent School League (ISL) of New England. The AD reports directly to the Head of School and is a member of the Head's senior administrative team.

## SCHOOL HISTORY

BB&N's history began in the late 19th century, with the founding of two schools that would eventually merge. The Browne & Nichols School, a school for boys, was founded in 1883, and the Buckingham School, a coeducational school in the youngest grades and a girls' school in the higher grades, was founded in





1889. The schools operated independently for decades but began collaborating on theater and music productions in the 1950s. In the 1970s, the two schools began offering joint classes, which resulted in a formal merger and the genesis of Buckingham Browne & Nichols School in 1974.

## THE SCHOOL

Today, the school enrolls 1,003 students on three age-appropriate and developmentally appropriate campuses. All members of the BB&N community live its motto of “Honor, Scholarship, Kindness” whether in the classroom, on the sports field, or out in the world.

The school counts its diversity among its greatest strengths and celebrates the various perspectives, interests, and experiences of its students. Eighty-four towns in the greater Boston area are represented in the student body, and 36% of the student body are students of color. Nearly a quarter of students receive financial aid. Students learn from gifted faculty and from each other as they embrace the challenges of a premier educational experience. Small student/teacher ratios in each of the divisions (Lower School, 6.7:1; Middle School, 5.3:1; Upper School 5.9:1) mean teachers are able to give students the personal attention they need for success.

Students come to BB&N with intellectual curiosity and an eagerness to learn. In an atmosphere of curiosity, passion, and support, students prepare for entry into some of the most selective colleges and universities in the world.



## LOWER SCHOOL

In BB&N's Lower School for the Beginner Program through grade 6, students acquire a lifelong love of learning and grow in confidence as they develop the critical skills that will form the foundation of their future academic experiences. In three different developmentally-appropriate environments, Lower School students become strong readers and writers, develop mastery in math and science, and learn about their own and other cultures. Visual arts courses and a music and drama program inspire each child to find the artist, musician, or actor within.

The Lower School athletics program promotes the development of fitness, coordination, and movement while celebrating the joys of play. In this division, the emphasis is firmly on participation and fun, and students learn good health habits and confidence in their bodies and their physical skills. Team sports are introduced in grades four and five, and interscholastic competition begins in grade six.

## MIDDLE SCHOOL

The Lower School helps students establish a solid foundation—academically, artistically, and athletically—upon which they build in the Middle School. In this division for grades 7-8, experienced faculty help students grapple with the weighty questions that accompany this period of intense physical, emotional, and intellectual changes. Students pursue coursework in history, English, math, science, art, and world language (French, Spanish, or Latin) and encounter increased opportunities to tailor their learning to their own interests. The arts program features a full suite of experiential courses in which students are taught to recognize, trust, and express their unique creative instincts.



Throughout the curriculum, as they identify the areas that most inspire them, students hone their critical thinking, risk-taking, and self-awareness skills.

The athletic program emphasizes the importance of physical fitness for all students while expanding the opportunities they have for participation in competitive sports. Courses focusing on health, conditioning, and fitness help students develop the skills and habits necessary for a healthy life. Students gain a taste for competition through interscholastic team sports that allow them to compete against other students in the Independent School League (ISL).

## UPPER SCHOOL

The Upper School's broad array of elective options, combined with its exceptionally strong foundation in core college preparatory subjects, yields students who are thoughtful, kind, and curious citizens of integrity. The curriculum for students in grades 9-12 is future-oriented and forward-thinking, offering courses and opportunities that prepare students for a truly global world. Students also have access to a number of school exchange or international travel opportunities to locales that include Paris, Moscow, Madrid, and Beijing. Students follow a core curriculum in the arts, English, world languages (Arabic, Chinese, French, Latin, Russian, and Spanish), history, math, and science. A robust arts program is designed to allow students to follow their interests in art history, studio art, dance, design and architecture, film and video, music, and theater.

The division's athletic program offers something for everyone, regardless of skill level. The school values competitive sports for the lessons they teach about victory and defeat, leadership and teamwork, and joy of competition, and students at all levels—varsity, JV, and "third"—are able to



experience these values and joys. Students may select from a wide range of athletic teams on which to participate, including cross country, field hockey, football, soccer, volleyball, basketball, fencing, hockey, wrestling, squash, baseball, crew, golf, lacrosse, sailing, softball, and tennis.

## PHYSICAL CAMPUS

BB&N's state-of-the-art campus facilities stretch over 14 acres across three campuses. The Lower and Middle Schools are just blocks away from Harvard Square, while the Upper School campus sits about a mile away on the banks of the Charles River.

The Main Academic Building for the Upper School features numerous classrooms, a state-of-the-art theater/auditorium, a renovated common space, and the Director's office. Renaissance Hall opened in 2007 and is a completely modern wing that curves around an open-air courtyard at the heart of the campus. The stunning facility features a newly renovated theater, art galleries, acoustically pristine orchestra, choral, and dance rooms, an expansive ceramics studio, a photography studio graced by a conventional as well as a "digital" darkroom, and a light-filled art studio loft. The oldest building on campus is the Wood Studio, a historic structure that has survived three moves dating back to its birth at the Browne & Nichols School. Positioned off the central courtyard, it is a treasure trove of wooden craftsmanship.

The Nicholas Athletic Center at the Upper School campus opened in 1998 and represents one of the most complete athletic facilities of any school in the Greater Boston area. The impressive complex features the John H. Etter Gymnasium, an ice rink and indoor tennis courts, an indoor rowing tank, seating for 450 spectators, an 11,000- square-foot fitness center, and the beautiful Stonestreet



Lounge. The complex also includes a 3,700-square-foot sports medicine area, administrative offices, and locker rooms. In addition to this main indoor facility, BB&N teams compete on four playing fields, two of them directly on campus. BB&N also boasts a beautiful red boathouse on the Charles River.

## CAMBRIDGE, MASSACHUSETTS

Cambridge and Boston serve as vital parts of an extended “classroom,” and BB&N takes advantage of the wealth of educational and cultural resources throughout the Greater Boston area. Students “adopt” trees in Longfellow Park and conduct ecology experiments in the Charles River. They use libraries at Harvard, visit science laboratories at MIT and Boston University, and create art projects at the Museum of Fine Arts. Students also enjoy the many informal opportunities they have to walk into Harvard Square and enjoy its quirky, intellectual ambience.

Cambridge boasts an international reputation as a thriving intellectual center. Home to Harvard and MIT, Cambridge is a diverse, cosmopolitan city that is synonymous with academic energy. Boston is one of the globe’s premier cities, home to world-class cultural resources and educational institutions. These cities have an osmotic effect on BB&N, contributing a distinctive educational vibrancy.

## LEADERSHIP

Dr. Jennifer Price was appointed by the Board of Trustees at Buckingham Browne & Nichols School as BB&N's fourth Head of School, starting on July 1, 2018. During her 20-year career in education, Dr. Price has established herself in the top tier of academic leaders in the Commonwealth. From 2015 to 2018, she served as Superintendent of North Andover Public Schools, overseeing a system comprised of eight schools and 4,800 students. Prior to that, Dr. Price was principal for nine years at Newton North High School, where she led the 2,000-student high school through its transition to a new, \$198 million facility. From 1999 to 2003, Dr. Price was a housemaster at Lincoln-Sudbury High School. In the late 1990s, she taught history and coached softball and field hockey at Maynard High School, where she was named Teacher of the Year two consecutive years. Dr. Price earned a bachelor's degree in public policy from Princeton University, where she was also a starter on the field hockey team. She received her master's in educational administration from Boston College and a doctorate of education from Harvard University.

## JOB RESPONSIBILITIES

The new Athletic Director at BB&N will have an opportunity to lead a program that is committed to excellence in academics and athletics. The Athletic Director oversees the Athletic program, the Athletic Department, and the programming and the use of the athletic facilities. Reporting to the Head of School, the Athletic Director will be a member of the Senior Leadership team.

The school's curricular expectation requires all Middle and Upper School students to participate in athletics, and all Lower School students to participate in physical education. Health, wellness, and safety are of paramount importance throughout the entire program. Healthy physical development, skill-building, team-building, and the best in sportsmanship are hallmarks of the school's overall program.

An array of opportunities as well as challenges suggest the following objectives and responsibilities of the next Athletic Director's leadership:

- Sets a strategic vision and plan for the Athletics program in the context of BBN's larger mission and strategic objectives. Promotes excellence and the highest levels of sportsmanship and teamwork within BB&N's teams;
- Leads, supports, and evaluates coaching staff and provides feedback and assistance in support of their efforts. Participates in the faculty recruitment process to attract qualified and promising coaches;
- Acts as leading spokesperson for the mission and philosophy of BB&N;
- Collaborates with other departments to ensure that the Athletics Department goals closely align with other institutional priorities;
- Promotes health and wellness in the community and fosters a positive environment for students to participate and be successful in athletics;
- Represents BB&N at ISL and NEPSAC meetings and will give highest priorities to safety, sportsmanship, and commitment to the mission and philosophy of the school;
- Administers all athletic operations, including scheduling of games, travel arrangements, and facility allocation.

## JOB REQUIREMENTS

- Extensive experience in athletics as a coach or athletic administrator at the secondary school level or higher;
- Strong command of an independent school athletic program and of the balance between academics and athletics;
- Understanding of the connection between teaching and coaching, as an educator first and foremost;
- Knowledge of, and appreciation for, the demands placed on teacher-coaches in secondary schools;
- Ability to establish and maintain effective working relationships with students, staff, faculty, parents, and the general public;
- Ability to communicate effectively with multiple constituents, creating positive relationships throughout the community;
- Capacity to objectively evaluate performance and capabilities of faculty and staff related to the athletic program;
- Superior moral character and interpersonal, organizational, and leadership skills, including the ability to make clear and assertive decisions aligned with BB&N's mission, values, and priorities.

## TO APPLY

Interested and qualified candidates should submit electronically as separate documents (preferably as PDFs) the following materials:

- Formal cover letter for the position;
- Current résumé;
- List of at least five references with name, title, phone number and email address of each (*references will not be contacted without the candidate's permission*) to:

### **Rice Bryan**

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