



The Croft School **Assistant Head of School (Providence)**

Start Date: The position is open as early as September 2025, with flexibility on the start date for the right candidate.

This is a full-time, 12-month position that operates year-round.

About The Croft School

The Croft School is a young independent school on the East Side of Providence. Having opened in Fall 2018, our school currently enrolls 225 students in Kindergarten through Grade 7. During the 2026-27 school year, we will expand to include Grade 8, growing into a 300-student school.

We are considered by many families and teachers to represent an exciting new type of school that is ideal for those concerned about the area's existing public school (inconsistent quality; driven by standardized test outcomes) and private school (elitism; unaffordable; lack of diversity; limited innovation) options.

The Croft School is built around the following core attributes:

- Rigor and Spark
- Student-Centeredness
- Balance
- Strong Relationships
- Outstanding Teachers, Collaborative Improvement
- A Diverse, Inclusive, Anti-Racist Community

Our program includes high-quality math, reading, and writing instruction, innovative project-based learning, opportunities for play and creative expression, frequent enrichment and Spanish courses, and weekly nature explorations or community trips. In addition to rigorous, relevant, and culturally responsive academics, our Middle School curriculum includes a focus on service-learning and purpose development. Further, we seek to provide our families with an exceptional experience built around convenience, community, communication, and partnership.

The Croft School has sister schools in the Jamaica Plain (founded 2020) and South End (founded 2022) neighborhoods of Boston.

More information about our school can be found here: www.thecroftschool.org.

About The Role

The Croft School in Providence is seeking an exceptional Assistant Head of School. This individual will be an integral part of the school's leadership team and overall staff. In partnership with the Head of School and Director of Operations, this individual will be responsible for supporting the growth and innovation of our young school as it expands from its current enrollment and grade span into a full-capacity, Kindergarten - Grade 8 school. The Assistant Head of School will report to the Head of School.

The Assistant Head of School (AHOS) plays a vital leadership role, working closely with teachers to deliver an excellent, student-centered program aligned with the school's ambitious vision. The Assistant Head Of School has responsibilities across many areas of school leadership, including, but not limited to:

1. Visionary Leadership & School Culture

- a. Embody and model Croft's mission and values in all aspects of leadership and school life.
- b. Create and maintain a joyful, inclusive, and supportive school culture for students, staff, and families.
- c. Celebrate teacher accomplishments and community milestones, fostering a culture of appreciation and collaboration.
- d. Lead school-wide ABAR (Anti-Bias Anti-Racist) initiatives in culture-building, equity-centered communication, and inclusive events.

2. Community & Family Engagement

- a. Build strong, trust-based relationships with families through individualized, respectful, and culturally responsive communication.
- b. Partner with the Head of School and Director of Operations (DOO) to lead community-building events, family workshops, and inclusive school celebrations.
- c. Actively gather and incorporate family feedback into school operations and decision-making.
- d. Coach teachers in ABAR-aligned family engagement practices that honor diverse identities and family structures.

3. Instructional Leadership & Academic Excellence

- a. Support teachers in delivering rigorous, differentiated, and engaging instruction that reflects students' interests, backgrounds, and learning needs, including supporting the school's MTSS processes.
- b. Guide the development of student-centered, inclusive curriculum and project-based learning models.
- c. Use data and observation to support continuous instructional improvement.
- d. Champion culturally responsive pedagogy and ensure diverse perspectives are embedded in academic content.

4. Talent (Team) Development & Management

- a. Partner with the Head of School in recruiting, onboarding, and retaining mission-aligned educators.
- b. Provide individualized coaching, goal-setting, and feedback to foster professional growth. This includes planning and facilitating professional development sessions and teacher meetings.
- c. Cultivate a collaborative culture of reflective practice, peer support, and shared leadership.
- d. Promote a work environment that prioritizes teacher wellness and a healthy work-life balance.

5. Operational & Fiscal Management

- a. Collaborate with the Head of School and DOO on daily operations, including scheduling, extended day programming, and campus routines.
- b. Help maintain a safe, clean, and inclusive school environment that supports student learning and well-being.
- c. Support school-wide events, enrollment efforts, and partnerships aligned with Croft's mission and values. This role includes participating in student field work and recess activities, which may involve walking; accommodations will be provided as needed.
- d. Contribute to strategic planning and resource alignment in support of school priorities.

The ideal candidate will be an entrepreneurial team leader who continually seeks out ways in which the school can “raise the bar” and innovate beyond the school's existing level of high performance. Further, given that The Croft School is committed to being a self-reflective, ever-improving anti-racist organization, the right candidate should be excited to contribute to the school's related efforts and practices.

The candidate most qualified for this role is likely to have had experience as a school leader, leadership team member, or teacher-leader at a high-performing school.

Qualifications and Qualities

- 2+ years in a school or teacher-leadership role, including as the school leader, a leadership team member, or as a teacher-leader
- Expertise in elementary and/or middle school programming, particularly in the domains of student-centered pedagogy; project-based learning; and the development and oversight of a rigorous, joyous, and welcoming school environment.
- Experience working with exceptional learners.
- Top-tier managerial and coaching skills, sharpened through direct oversight of other teachers and educators
- An entrepreneurial spirit coupled with an ambitious work ethic, as well as a natural desire to go above and beyond to serve students and their families in both expected and unexpected ways.
- Outstanding communication and collaboration skills, inclusive of empathy for others, thoughtful listening, team-orientation, and enthusiasm for being part of a small, close-knit team.
- Self-reflectiveness, humility, and an eagerness to continually improve one's practice.
- A strong desire to remain in this role for 5+ years.
- A Master's Degree is preferred. A Bachelor's Degree and current authorization to work in the United States are required.

Compensation and Benefits



The Croft School offers compensation which is competitive with other local independent and public school opportunities. The compensation for this role will be between approximately \$100,000-\$110,000, commensurate with experience.

Non-Discrimination

As an equal opportunity employer, The Croft School does not discriminate on the basis of race, gender, ability, age, religion, sexual orientation, or national or ethnic origin. We encourage applicants of all backgrounds to apply.

Next Steps

To apply, complete the application [here](#) and take the first step toward joining our incredible team!