



MillenniumSchool

Position Statement Head of School Search Millennium School

San Francisco, California

Start Date: July 2025



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Overview

Located in the heart of San Francisco, The Millennium School, founded in 2016, is a beacon of progressive education and the city's only stand-alone independent Middle School. It currently serves about 100 students in grades 6-8 with a mission to develop and share educational methods that advance human well-being. The school will move into new state-of-the-art facilities in August 2024.

Known for its innovative approach to adolescent education, Millennium focuses on mind, heart, body, and spirit. It blends academic rigor, personalized learning, and real-world connections to cultivate critical thinking, creativity, and social-emotional skills. Students leave as self-driven learners who understand themselves, relate well to others, and are prepared to contribute to the world. Faculty, known as "Guides," receive dedicated planning, reflection, and professional development time.

A key feature is its project-based, experiential learning, where students engage in hands-on, interdisciplinary projects that foster collaboration, problem-solving, and creativity. Students often learn off-campus, making education real and relevant. The school prioritizes social-emotional learning, nurturing well-being and interpersonal skills through mindfulness, community-building, and a supportive environment. This builds students' resilience, empathy, and sense of belonging, enabling them to see themselves as agents of positive change in the world.

While the challenges of being a newer school in the complex San Francisco Independent School market are real, Millennium is on the rise. Over the past few years, the school has published an innovative competency-based curriculum framework and forward-thinking assessment methods. In 2023, the school achieved full and glowing accreditation by the California Association of Independent Schools (CAIS). The same year, it proudly shared its new [Strategic Plan](#), Re-Imagining Whole-Self Education for the Next Millennium. This

year, the school successfully and swiftly completed its inaugural capital campaign, surpassing its initial goal.

Millennium's dissemination arm, the Millennium Institute, has also grown. A key offering, [Millennium Forum](#), is a peer-coaching protocol focused on building resilience and well-being and has impacted hundreds of educators and educational leaders nationwide. Implementation in independent and public schools is growing, and so is the demand to expand the program to parent groups.

Millennium is poised to continue its positive momentum, and the announcement of Roberto d'Erizans' departure, set for summer 2025, was met with much gratitude for what he has achieved. The Board of Trustees sees the search for its next Head of School as an exciting opportunity to partner with the Millennium community to build on their successful trajectory and current achievements and to solidify the school's leadership position as a role model of whole-self progressive education.



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Mission

Millennium's mission is to design and disseminate developmental science-based methods and models of education that advance human well-being.



"Our students are solid humans!" (Millennium Guide)

The Numbers

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| Grades: | 6-8 all-gender middle school |
| Students: | 100-110 |
| Zip Codes in Student Body: | 22 |
| Students Receiving Financial Assistance: | 30% (The school dedicates 19-21% of its operating budget to Flexible tuition) |
| Students of Color (self-identified): | 54%, eight non-English languages spoken at home |
| Gender: | 41% male, 51% female, 7% non-binary / non-gender conforming |
| Faculty and Staff: | 20 Full & Part-Time Faculty (Guides), 42% People of Color |
| Annual Budget: | \$4.7 Million (24-25 school year) |
| Annual Fund: | \$240,000 (22-23 school year equaling approx. 6.5% of the budget) |
| Accreditation: | California Association of Independent Schools (CAIS) |
| Memberships: | People of Color in Independent Schools (POCIS), California Teacher Development Collaborative (CATDC), National Association of Independent Schools (NAIS) |
| Fun Facts: | Over 80% of incoming families come from public schools Futsal and Basketball teams have won multiple Championships in a row |

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WHOLE-SELF ADOLESCENT EDUCATION (INTEGRATED ACADEMICS)

Millennium challenges students to master more than a broad range of subjects. They must also explore themselves and the world around them, establishing an internally grounded foundation for life in the digital age. They do so through a program that reflects its vision to disrupt the educational landscape and reimagine the Middle School experience. As an Innovation Lab, the school has adeptly utilized the guidance of leading experts in adolescent development and psychology to design a program that cultivates academic rigor and personal development. Equally important to academic knowledge is the cultivation of self-awareness, critical thinking, and learning "how to learn." As an innovation lab, the school embraces a model of continual improvement, reflecting, evaluating, and re-designing elements of its program to serve its students' needs best.

The school calendar is designed around four terms, each emphasizing interdisciplinary learning and the development of whole-self skills (personal development). Signature elements of its program include:

- **Quests:** Each term, students participate in two interdisciplinary, hands-on "Quests" that explore humanities and STEM skills. These Quests are centered around deep questions like "What if the world stopped spinning?" and "Will AI take over the world?" Students are required to demonstrate mastery in term culminations, while experts offer feedback on student learning.
- **Mindfulness:** Millennium's program has a deep foundation in developing students' mindfulness skills. Students lead mindfulness each day, Guides integrate it into their daily classroom routines, and a Director of Mindfulness provides guidance and training for students, parents, and staff.

- **Real-World Experiences:** At Millennium, learning extends beyond classroom walls. The curriculum integrates real-world experiences such as cultural field trips, company tours, community service, and wilderness expeditions, fostering personal growth and connection. Additionally, students undertake formal apprenticeships across San Francisco and engage in yearly micro-economy entrepreneurship. They also participate in two camping trips annually, week-long intersessions, and domestic and international trips.
- **Councils, Advisory, and Forum:** Students are organized into small cohorts of 10 students each and assigned an advisor who mentors one group for three years. Substantial time is given each week to individual coaching and developing students' social-emotional, executive functioning, 21st-century skills, JEDI values (Justice, Equity, Diversity, and Inclusion), and current events.

Creativity is also actively nurtured through diverse electives spanning Art, Dance, Music, Coding, and Photography, while physical expression is integrated through activities like Capoeira, Yoga, and Athletics. Spanish language instruction adopts a practical approach, emphasizing real-world situations and cultural understanding. The school's math program emphasizes developing mathematical mindsets and provides time for self-paced learning, allowing students to reach High School Algebra or Geometry.

For more information on Millennium's integrated academics program, please see [here](#).

"I think middle school is going to be one of my favorite things!" (8th grade student)

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Community

Parents:

Many Millennium parents describe themselves as “reluctant” independent school parents, with 80% entering an independent school for the first time. However, they are all in once they arrive and have a strong sense of pride and belonging in this community. Parent education is an important component of the Millennium experience, and although there isn't a formal parent association, over half of the school's parents volunteer in various capacities. A Parent Council provides active feedback and support to the Head of School.

Students:

Millennium students are diverse, lively, capable, and social-justice-minded. Most students live in San Francisco, with over 30% receiving need-based financial assistance. Over 80% come from diverse public schools across the city, making Millennium their first independent school experience. Students are engaged and respectful, and due to mixed grade groupings in many classes and joint breaks, they know one another across all grades and value the diversity each brings to the school. Millennium students matriculate to a wide variety of high schools across San Francisco and the Bay Area.

Faculty (Guides):

Millennium teachers (known as Guides) are the school's heartbeat, embodying an extraordinary blend of talent and passion. Beyond simply imparting knowledge, they embark on a coming-of-age journey with students, guiding them academically and helping them understand themselves and the world. Millennium Guides excel in three crucial areas: academic instruction, personal development, and real-world experience. They mirror, model, and mentor students, fostering holistic growth. At



Millennium, teaching transcends traditional boundaries, nurturing the whole child and empowering them to thrive. For more about Millennium's Guides, see [here](#).

Justice, Equity, Diversity, and Inclusion (JEDI):

Millennium School is dedicated to fostering an anti-racist, multicultural environment by actively addressing oppression and implicit bias. They prioritize education on personal, cultural, and systemic barriers, establishing structures of accountability to promote equity. Valuing diverse perspectives, talents, and experiences enriches student learning and community engagement. Through their commitment to Justice, Equity, Diversity, and Inclusion (JEDI) values, Millennium supports identity formation and empathy development, empowering students to navigate the world confidently.

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Millennium Institute

At the core of Millennium's origin story is a desire to make an impact beyond its immediate community. Once program elements are developed and validated, Millennium aims to share these broadly with other schools. Millennium Forum, a peer-coaching protocol focused on building professional skills and resilience, is currently such a program. Benefiting hundreds of educators and educational leaders across the country, research has demonstrated that the program decreases educator burnout and increases wellbeing. Demand is increasing, including a desire to expand to parent groups. Millennium hopes that future innovation cycles around its Guide certification protocols, integrated competencies and assessments, Quests, Mindfulness curriculum, and parenting programs will impact other schools. Students and faculty contribute to the design and evaluation of these programs, and a dedicated team of part-time staff implement the Institute's work.



Finances and Fundraising

For the 2024-25 school year, Millennium will run approximately a \$4.7 million dollar budget. Fundraising is tailored to the school's culture, and each year it has raised approximately \$240-300k in its Annual Fund and \$400-500k in additional large gifts from donors or foundations. To secure new facilities, the school ran an inaugural 6-week Capital Campaign and significantly surpassed its goal—a vote of confidence and support for the school. The Head of School facilitates all fundraising. As a small school in a competitive market, securing enrollment and continuing to build a culture of philanthropy is a key factor in maintaining the school's healthy finances.



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Governance, Parent Council, and Administration

Millennium currently has five members of its Board of Trustees, leaders at the forefront of education and developmental psychology, who guide the school and Institute's vision, strategy, and finances. A number of university professors and strategic advisors also collaborate to guide the direction of Millennium's educational theory. For more on the Board and Advisors, see [here](#). Additionally, each year the Head of School invites a group of parents to serve on the Parent Council, which meets monthly to inform and support the school's policies, community engagement, fundraising, facilities, student experiences and leadership team. Lastly, the Administrative team is incredibly hardworking and lean. Each member wears multiple hats, and its overall structure should continue to be examined to ensure maximum efficiency and effectiveness.

Learn more about the Millennium School by exploring the [school's website](#).

"We are a place that wants everybody to feel taken care of, seen, heard and valued - however one shows up."
(Millennium Guide)

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Strengths, Challenges and Opportunities

Millennium boasts clear strengths and remains poised for growth. It is a community that aligns with its mission and fosters deep learning and bonds due to its intimate size and one-of-a-kind program. As it nears the completion of its eighth year and transitions to a new facility, it faces an exciting inflection point, moving beyond startup mode to adolescence. While maintaining its innovative spirit, establishing and continuing to define the school's program and culture remains crucial. The next Head should capitalize on the outlined strengths and vision in the 5-year Strategic Plan while addressing the following key opportunities and challenges:

- **Develop & Retain Talented and Mission Aligned Guides (faculty):** Millennium's staff comprises 16 Guides and 5 Admin members. The school's distinctive program necessitates Guides fully invest in their students and families, fostering robust personal connections. Recruiting and onboarding Guides who align with the school's mission is crucial, as their role spans beyond academic instruction to encompass personalized experiential learning, counseling, life coaching, and real-world modeling. The next Head's task is to recruit, develop, and retain highly skilled, mission-aligned Guides within the dynamic economic landscape of the Bay Area.
- **Strategically Grow and Maintain Enrollment:** Millennium has laid the groundwork for a vibrant community of over 100 students. In August 2024, they will relocate to new facilities capable of accommodating an enrollment increase to 120 and possibly beyond. With this in mind, Millennium is actively engaged in strategic admissions research and enrollment efforts.

Amidst the dynamic and competitive landscape of San Francisco's independent school sector, the incoming Head must synchronize the school's admissions and communication strategies to realize and sustain its maximum enrollment capacity.

- **Further Implement Innovation Design Process to Create New Methods of Instruction:** Millennium is experimenting with several developmental-science-based constructs, including innovative Guide protocols, whole-self competencies, transdisciplinary Quests, personalized coaching processes, holistic assessment, mindfulness practices, student advisory, "Council," and "Forum" methods, village roles, apprenticeships, and more. The



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opportunity for the next Head is to actively apply action research and design thinking to evaluate, codify, and evolve these methods in partnership with leading researchers in adolescent development so that it can fully realize its potential as an Innovation Lab for adolescent education.

- **Balance Growth and Innovation with Change Management:** As a young school just completing its eighth year, the school prides itself on its ability to be nimble, often ushering in new and improved pedagogy, schedules, and experiences. Millennium's traditions are still forming, unlike other schools that are "stuck" with their traditions. With a new facility and a robust strategic plan in full motion, continued growth is on the horizon. With this comes the potential for change fatigue, which can impact the well-being of the guides and administration and can ultimately be felt by the students they serve. The opportunity is to continue to take advantage of being a young school while being intentional about its strategic approach to growth and innovation.
- **Expand Outreach:** Millennium's strategic plan calls for it to expand its authentic community throughout San Francisco and beyond by establishing partnerships, launching a digital story-telling (media) engine, and growing a teaching institute that certifies other schools in its methods. New branding, websites, and programs are scheduled for launch this fall, 2024. The opportunity is for the incoming Head to continue to support and grow its strategic outreach to educators and parenting adults both within the school, the Bay Area, and beyond.



"We all feel comfortable talking to each other, which is really important to have in a school."
(Student talking about what it's like at Millennium)



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Leadership Experience and Attributes

The successful candidate for the position of the Millennium School should be a mission and values-driven leader, embodying and demonstrating most, if not all, of the following leadership attributes and qualities:

- **Savor the Magic of Early Adolescence:** The next Head of School will truly LOVE middle school. They see this phase as a magical transition from childhood to teenager, when social identities, self-image, and life-long mindsets are formed. They will get that it is so much more than an awkward period to survive as best we can. Millennium's next Head must be an educator at heart who understands adolescent development. The "right Head" will regularly comment that the highlight of their day was laughing, telling jokes, connecting, mentoring, challenging, and having fun with their amazing students.
- **Whole-Self Alignment:** The next Head's philosophy of education and personal mission will align closely with the school's soulful approach to Whole-Self development. They will likely already (or be willing to) practice some form of contemplative reflection, have explored (or dreamed about) a range of personal adventures and self-discovery, and embody the school's values of awareness, compassion, wisdom, and purpose.
- **Entrepreneurial Spirit:** The next Head doesn't want just to lead a school. They want to partner with thought leaders, engage the school's community in the student-centered design of new methods of instruction, and partner with other schools to share these methods broadly with parenting adults and educators. They are inspired by the school's mission to establish a model Innovation Lab Middle School and Institute, to showcase emerging whole-self methods of adolescent education.
- **Authentic Leadership:** The next leader should have a track record of effectively tackling challenges. This includes setting clear strategic goals, building and managing talented teams, fostering a cohesive staff culture, prioritizing well-being and high performance, and successfully executing operational tasks to advance Millennium's mission, including financial and fundraising efforts. They should excel in listening and communicating and be comfortable leading from behind while confidently championing the organization's mission from the front. They should actively engage with the community, embodying personal integrity, humility, emotional intelligence, and an inspirational demeanor.
- **Commitment to Justice, Equity, Diversity and Inclusion (JEDI):** The next Head will cultivate a culture of belonging by respecting, valuing, and giving space for student, staff, and parent voice, expression, and identity by, among other things, having a nuanced understanding of and experience with diversity, equity, and inclusion in a school community.
- **Embrace Scrappiness:** The next Head will understand small schools and the challenges and opportunities small organizations provide. They will be willing to roll up their sleeves, pitch in wherever/whenever, and lean into the messiness!



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Salary Range and Benefits

Millennium offers a competitive compensation and benefits package, including a salary in the range of \$240,000 to \$270,000 a year, a generous San Francisco housing allowance, retirement plan with an employer contribution, comprehensive health insurance, and support for professional growth.

"This is a school where we have to be all in—we are more than just a community."
(Millennium Administrator)



The Application Process

Millennium School has retained Resource Group 175 (RG175) to support the search for its next Head of School. Interested candidates should prepare a resume, cover letter, personal and/or ed philosophy statement references (will only be contacted with permission). The application deadline is Sunday, July 28, 2024. Submitting one's materials in advance of the deadline often gives our team a better opportunity to get to know an applicant. The start date for the role is July 1, 2025. Candidates are requested to submit these materials online at:

<https://rg175.com/candidate/signup>

For an initial inquiry or to nominate a potential candidate for this exciting leadership position, please contact:

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