

# RIVERSTONE INTERNATIONAL SCHOOL

Boise, Idaho

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## HEAD OF SCHOOL

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### THE SCHOOL

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Riverstone International School is Boise's only independent, IB World School offering the full continuum of International Baccalaureate programs—the Primary Years Programme (PYP), the Middle Years Programme (MYP), and the Diploma Programme (DP)—from Early Childhood through Grade 12. Founded on the conviction that education should challenge students to become curious, principled, and globally minded citizens, Riverstone serves a diverse community of day and residential students drawn from across the Treasure Valley and beyond.

Situated against the backdrop of the Boise Foothills, Riverstone integrates rigorous academic inquiry with a signature Outdoor Education program, a vibrant residential life experience, and the Otter Exchange—a two-week international student exchange with partner schools in Spain, Germany, Italy, and China – among other international educational opportunities. The school offers academic concentrations in engineering, business, arts, social science, and science, providing students with the opportunity to pursue deep, self-directed learning within a coherent IB framework.

Riverstone is a school that leaves a mark. Alumni speak compellingly about its long-term influence on their lives, their independence, and their ability to think and lead. Faculty build careers here. Students thrive here. We are looking for a leader who can expand this impact.

### THE OPPORTUNITY

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The Board of Trustees of Riverstone International School invites applications and nominations for the position of Head of School to begin in June 2027. This is an opportunity for a seasoned, visionary leader to build upon a strong institutional foundation and strategic growth, academic evolution, and community impact.

Over the past several years, the outgoing Head of School has enhanced the institution: strengthening academic programs and faculty, improving the sound and transparent financial systems, increasing enrollment and reducing attrition, launching academic concentrations and student pathways, and presiding over a record fundraising year.

The foundation is strong and ready for what's next. What Riverstone needs now is a leader who can build something truly exceptional upon it – evolving the school's academic programs with continued rigor and ambition, deepening and expanding its outdoor and experiential learning identity, growing enrollment strategically, and establishing Riverstone as the premier independent school destination in the Treasure Valley. This is a growth story, and the incoming Head of School will be its author.

The community's message is clear: they are looking for a leader who will commit to Riverstone and to Boise for the long term – someone who will invest deeply in the school's people, programs, and community, and who sees this not as a stepping stone but as a place to build a career and a legacy.

## LEADERSHIP AGENDA

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The next Head of School will be expected to lead with vision, consistency, and personal investment across the following priorities:

### **Evolve Academic Excellence Across All Three Divisions**

Build upon the academic infrastructure already in place—learning maps, achievement trackers, academic concentrations, and DP success tools—while continuing to evolve the school’s programs with rigor and ambition. Champion the full IB continuum with a commitment to continuous improvement. Treat the Elementary School as the school’s most important enrollment pipeline and retention engine by investing in its leadership, curriculum development, and culture. Develop the Middle School as a preparatory foundation for the Diploma Programme. Champion the High School as a premier college preparatory track with elite university placement unmatched by any school in the Boise region. Ensure our academic identity is visible and celebrated at every level of the school.

### **Enhance Riverstone’s Place as the Premier Independent School in the Treasure Valley**

Serve as Riverstone’s most compelling and consistent brand ambassador—articulating the school’s mission, outcomes, and distinctive value proposition with clarity and confidence to families, donors, employers, and the broader Boise community. Lead a focused, strategic enrollment effort toward a sustainable student body over 400. Engage with the transplant community arriving with rapidly growing regional employers. Enthusiastically celebrate and share the elite level of university placements and merit scholarships our students achieve. Build our institutional reputation and community presence to make Riverstone the only school considered by Idaho families who value elite education.

### **Deepen and Expand Outdoor & Experiential Programming**

Champion Riverstone’s Outdoor Education program and the Otter Exchange not merely as programs but as expressions of the school’s core philosophy—and expand their scope, reach, and prominence across grade levels and in the school’s public identity. Outdoor and experiential learning are among Riverstone’s most distinctive and beloved assets and one of its most powerful enrollment differentiators; the next Head of School must champion them accordingly.

### **Lead Development & Philanthropic Growth**

Build upon the school’s growing philanthropic momentum by personally cultivating and stewarding major gift donors, growing the endowment, pursuing corporate and foundation partnerships, and planning the long-term capital investment needed to evolve the school’s physical campus. A culture of giving is taking hold at Riverstone. Fundraising is thus a core leadership responsibility here, and the incoming Head must bring genuine enthusiasm and skill to every aspect of it.

### **Champion Faculty & Build a Unified School Community**

Recruit, retain, and advocate for high-quality faculty – prioritizing competitive compensation and meaningful professional development. Build a positive school culture in which our teachers become our best sales force. Unify the community across all three divisions, eliminate silos, and foster shared pride in being part of Riverstone. Invest actively in the Parent Association as a strategic partner in the school’s growth. Ensure new families and staff are welcomed warmly and integrated fully from day one. Be visibly present and personally accessible to students, families, and staff.

### **Partner with the Board for Long-Term Institutional Health**

Develop a strong, transparent, and collaborative working relationship with the Board of Trustees, providing timely and accurate reporting and serving as a trusted partner in the stewardship of

Riverstone's long-term mission. Support deeper Board engagement with the school community—building the kind of partnership that can sustain the school's growth for decades to come.

## QUALIFICATIONS & EXPERIENCE

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The successful candidate will bring:

- An advanced degree (Master's or Doctorate) in Education, Educational Leadership, or a closely related field.
- Significant senior leadership experience in an independent or IB-authorized school, with a demonstrated record of program growth, enrollment development, and institutional strength.
- Deep familiarity with the International Baccalaureate philosophy and continuum; direct experience as an IB coordinator or administrator is strongly preferred.
- A proven track record in fundraising, development, and major donor cultivation—with genuine enthusiasm for building philanthropic relationships and making the ask.
- Experience driving enrollment growth and leading marketing strategy in a competitive independent school environment.
- Financial acumen sufficient to oversee budgets, manage operations, and serve as a credible and trustworthy partner to the Board.
- Experience leading across multiple school divisions and the ability to engage authentically across the full PYP–DP continuum is strongly valued.
- A genuine commitment to outdoor and experiential education as a core educational philosophy, not simply a program.
- Existing ties to Boise, Idaho, or the Intermountain West are a meaningful advantage; equally valued is a strong and demonstrated commitment to investing deeply in the Boise community for the long term.

## PERSONAL QUALITIES

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Riverstone seeks a leader who is:

- Visionary and growth-oriented—able to articulate a compelling future for Riverstone and inspire the entire community to pursue it with confidence and shared purpose.
- Warm, genuine, and deeply present—personally known to and trusted by students, families, faculty, and staff across all three divisions.
- Decisive and steady—capable of making difficult calls with clarity and holding to them with calm, consistent leadership.
- A compelling communicator and storyteller—able to translate Riverstone's mission powerfully to diverse audiences including Idaho families, major donors, corporate partners, and community leaders.
- Deeply committed to Boise and the Treasure Valley—energized by the outdoors, invested in the civic community, and prepared to put down roots here for the long term.
- A champion of faculty and staff—someone who advocates concretely and consistently for the people who make Riverstone exceptional.

- Humble and confident in equal measure—ready to honor what has been built, and bold enough to lead what comes next.

## LIFE IN BOISE, IDAHO

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Boise is one of the most livable and fastest-growing cities in the United States. Situated at the edge of the Rocky Mountain West, it offers world-class skiing, whitewater, mountain biking, and hiking within easy reach of a vibrant urban core featuring an excellent restaurant scene, a thriving arts community, and a warm, welcoming culture. The Treasure Valley is one of the most dynamic and rapidly evolving regions in the country, attracting educated, globally minded families who are looking for exactly the kind of exceptional educational opportunity that Riverstone provides.

Boise is also a community with a strong public-school identity and a deep civic pride. The next Head of School will need to earn the community's trust, build genuine relationships within it, and become a true civic participant—not a visitor passing through. For the right leader, Boise is an extraordinary place to build a career, raise a family, and make a lasting difference.

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## APPLICATION PROCESS

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### **Applicants are asked to submit the following materials:**

- A letter of interest addressing your background and your vision for Riverstone
- A current curriculum vitae or résumé
- A statement of educational leadership philosophy (2–3 pages)
- Contact information for five professional references (references will not be contacted without prior notification to the candidate)

Riverstone International School is an equal opportunity employer and welcomes candidates of all backgrounds. The school does not discriminate on the basis of race, color, religion, gender, sexual orientation, national origin, disability, or any other characteristic protected by law.

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