



We're Hiring!
ACADEMIC DEAN

Midland School, a distinctive co-educational boarding school for grades 9-12, is located on a 2,860-acre ranch at the edge of the Los Padres National Forest. Midland has been a leader of place-based and experiential college preparatory education since 1932. Everything we do - from the courses we choose to teach, to how we maintain our campus, to the way we feed ourselves - originates from an intentional curriculum that focuses not only on academics, but also on leadership, community, and stewardship. Our students live a cell-phone-free high school experience, close to nature.

Our campus residential community is filled with outdoor enthusiasts, farmers, animal lovers, artists and, of course, friendly and talented faculty and staff. If you would like to be a part of a team dedicated to teaching the value of a lifetime of learning, self-reliance, simplicity and a responsibility to community, we invite you to apply.

PRIMARY DUTIES & RESPONSIBILITIES

- Oversee Midland's academic program (including faculty support and professional development) around competency-based curriculum development, instructional quality, assessment practices, and academic reporting
- Supervise and support the Learning Support team; oversee academic accommodations, learning plans, and student academic support systems
- Serve as primary liaison among parents, students, and teachers, including communication, conflict resolution, and academic guidance
- Coordinate and advance DEIJ integration across the curriculum and academic programming (e.g., film fests, DEIJ Summit, Experiential Saturdays)
- Manage key academic, administrative, and registrar tasks such as course change requests, transcript management, grade reporting, Curriculum Guide updates, UC A-G course approval, placement testing, honors/regular course approvals
- Teach 1-2 courses (or equivalent) as part of a full-time faculty role
- Participate fully in student life at a boarding school (e.g. faculty on duty, sports/activities coach, 6-day work week, etc)

California boarding school — Grades 9 to 12 — Full time, academic-year position
On-campus housing & meals — Salary range* \$60,000 - \$85,000 — Position starts July 2026

**Salary depends on relevant experience. Benefits include retirement, medical, life/ADD and disability.*



ACADEMIC DEAN

Midland School — Los Olivos, California



MINIMUM QUALIFICATIONS

- Bachelor's degree required; advanced degree in education or a related field strongly preferred
- Significant classroom teaching experience at the secondary level
- Proven leadership experience in an academic or school administrative role
- Strong understanding of competency-based education, curriculum design, student support systems, and inclusive pedagogical practices
- Exceptional communication and interpersonal skills
- Ability to navigate complex conversations, mediate conflict, and partner effectively with students, families, and faculty
- Demonstrated commitment to equity, inclusion, and belonging in academic contexts
- Ability to manage multiple programs with organization, clarity, and follow-through
- Experience supporting or evaluating faculty, or a readiness to step into that work
- Enthusiasm for the full scope of boarding school life, including a 6-day weekly schedule and regular engagement with community members outside the classroom
- Successful completion of a criminal background check, driving clearance, and TB screening

ADDITIONAL DESIRED EXPERIENCE

- Wilderness Medical experience (e.g. Wilderness First Aid or Wilderness First Responder)
- Experience in boarding or residential education environments
- Other diverse skills and interests to share with our community



HOW TO APPLY

This position is open until filled. The start date is July 2026. Midland School is an equal opportunity employer and actively seeks diversity among our employees.

Applicants should first carefully review the minimum qualifications and the [Opportunity Statement](#) to learn more about our school. If interested, submit the following as a single PDF file titled "lastname_firstname_Academic_Dean_2026" to Kim Cooper or Tim Viands at kim@indyschoolconsultancy.com or tim@indyschoolconsultancy.com.



- A cover letter expressing interest in this position
- A current resume / CV
- A list of five professional references

As the process moves forward, selected candidates may be asked to:

- Submit writing samples specific for this search
- Complete a battery of competency assessments
- Complete a candidate questionnaire