

# Benjamin Niles

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**Highly successful head of school with 20 years of experience  
as an innovative educator, administrator and leader.**

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## EDUCATION

- 1993      **B.A. History**  
*Middlebury College, Middlebury, VT*
- 2010      **M.A. Liberal Arts - Educational Leadership**  
*Excelsior College, Albany, NY*

## CERTIFICATION

- 2022      **Emergency Certification, Principal PreK-8**  
*Massachusetts Department of Elementary and Secondary Education*
- 2010      **Permanent Certification, Social Studies 7-12**  
*New York State Education Department*
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## PROFESSIONAL EXPERIENCE

2020 - Present      **Head of School - Middle School**  
*Community Day Charter Public School-Gateway, Lawrence, MA*

- Ranked #1 Charter Middle School and #11 overall Middle School in Massachusetts by *US News and World Report*.
- Oversee all aspects of grade 6-8 charter school - a designated Massachusetts Compass School.
- Lead all aspects of staff development with daily focus on teacher coaching, support and training.
- Collaborate with fellow admin to further develop and implement network Diversity and Equity curriculum.
- Oversee HS Placement program for around 40 students each year, including essay and application support. Students are admitted in to schools such as Concord Academy, Miss Halls School, Pingree Academy, and Phillips Andover Academy
- Network Curriculum and Instruction Leader for Social Studies - developing and guided all aspects of curriculum for three network schools, leading team of 9 Social Studies teachers.
- Created and led "Engagement in Remote Educational Settings" training for network staff of 100+ educators and administrators.
- Develop and implement school-wide, data- driven action plans twice per year.
- Create a parent outreach program for remote learning including bi-weekly parent coffee sessions and bi-weekly parent newsletter.
- Work in conjunction with fellow administration to enact a highly successful, fully developed remote learning plan for 2020-2021 school year.

2018 - 2020      **Head of School**  
*Tremont School, Concord, MA*

- Oversaw all aspects of NEASC accredited independent 5th through 12th grade school.
- Collaborated with Administrators and Board to develop strategic plans and implement sustainable policies and procedures across all aspects of school.

- Developed and immediately implemented a fully-realized remote learning program, as well as social and emotional support programs for students and parents in response to COVID-19 crisis.
- Developed totally updated school Mission, Vision and Core Values through a collaborative process with all constituents of the school community.
- Led year-long search for a new school facility, and oversaw complete planning, construction of and move to the new facility.
- Led the rejuvenation of admissions and retention efforts:
  - Surpassed budgeted tuition revenue by 5.5% in first year
  - 42% reduction in attrition rate from 5 year average
- Oversaw creation and development of: Tremont School Post-Graduate program, Tremont Transitions program to attract and enroll students mid-year, Tremont Engage online enrichment program, Executive Functioning support program for High School.
- Oversaw all aspects of NEASC Two -Year Progress Report.
- Led school-wide movement to adapt Mastery-Based Assessment model.

2014-2018

**Head of School (Director)**

*The Randolph School, Wappingers Falls, NY*

- Oversaw all aspects of independent pre-K through 5th school.
- Planned and created sustainable growth at school:
  - 29% increase in enrollment
  - 41% increase in tuition income
  - Nearly 50% increase in Annual Fund income
  - Largest capital campaign in school history
- Guided school to national recognition for excellence as the featured school in the cover story of *Scientific American Mind* (March/April 2017).
- Led fundraising and served as project manager for *The Studios*, a new arts and music facility which is the first addition to the campus in school history.
- Led creation and development of the school-wide Diversity Committee and creation of a Diversity and Inclusion sub-committee of the board of trustees.
- Oversaw complete rebranding of the school.
- Led year-long process to horizontally and vertically align the entire school curriculum.
- Created an innovative Forest Kindergarten program - classes held in nature all day once a week.

2003-2014

**Lead Teacher**

***Global Studies, U.S. History, Living Environment***

*New Design High School, New York, NY*

- Founding teacher at an innovative, "A" rated New York City public school.
- Lead Teacher: *Global Studies, U.S. History, Living Environment*.
- Led team to create an integrated science curriculum for the entire school.
- Collaborated with the Principal to develop and implement a peer-led professional development program, including training in Understanding by Design.
- Led team to develop innovative and highly successful "Wellness Center" that employs non-punitive approaches to behavioral issues.
- Supervised school-wide advisory program.
- Created and led Senior Seminar course, an inquiry-based learning class designed to help develop life-skills of seniors by exploring psychological research on growth mindset, grit, mindfulness, love, success, happiness, identity and morality.
- Co-led *Fresh Prep* culturally responsive history curriculum with recording artist Jidenna.
- Developed Arts-Integration program with visiting artists for Living Environment class.

1999-2003

**Head of Music Department**

*French Woods Festival of Arts, Hancock, NY*

- Led all aspects of an innovative Rock and Roll department at performing arts summer camp named “the gold standard of theater camps” by the New York Times (July 27, 2008).
- Oversaw doubling of facilities including new recording studio, rehearsal spaces and performance venue for students.
- Managed daily schedule of staff of 15 teachers.
- Coordinated rehearsal schedules and performances for over 100 campers a summer.
- Taught classes in guitar, bass, and drums.

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## **RELATED EXPERIENCE/TRAININGS**

- ***Reducing Anxiety in the Classroom***: professional development with Jessica Minahan, author of *The Behavior Code* -2022
- ***Diversity, Belonging, Inclusion & Equity***: three sessions of professional development with DEEP led by Dr. Darnisa Amante-Jackson - 2022
- ***Social Emotional Learning***: workshop with Harkins Consulting - 2021
- ***Service Learning***: three day training in KIDS ( Kids Involved Doing Service Learning) model -2021
- ***Hope & Healing Through Active Anti-Racism***: 3 workshop sessions with Matthew Rodriguez of The Equity Imperative - 2021, 2022
- ***No Such Thing As a Bad Kid! Using a Positive, Trauma-informed, Strength-Based Approach in Your School***: 4 hour workshop led by Charlie Applestein, M.S.W. - 2020
- ***Education Now***: webinar with Harvard Graduate School of Education- 2020
- ***Microschools Conference*** - NEASC, ISANNE and Microschools Consortium -2018, 2020
- ***Essentials for Non-Business Administrators***: course by NBOA - 2019
- ***Head of School Retreat***: three day series of workshops by AISNE - 2019
- ***Living Curriculum***: workshop with Project Zero - Harvard University -2018
- ***Teaching Executive Function Skills***: workshop with Cognitive Connections - 2018
- ***Mental Health Issues in School Environments***: workshop with Minding Your Mind - 2018
- ***Collaborative and Proactive Solutions***: workshop with Dr. Ross Greene - 2018
- ***Undoing Racism***: 20 hour workshop with People’s Institute for Survival and Beyond - 2017
- Member of Dutchess Community College ***Early Childhood Advisory Committee*** - 2017
- ***Mid-Hudson Valley Leadership Day***: Early Childhood Educators - 2017
- ***What Does it Take to Transform Our Schools?***: workshop led by Chip Wood - 2016
- ***How to Talk so Kids Will Listen***: 10 session workshop led by Joanna Faber - 2016
- Bi-monthly meetings with ***Hudson Valley Heads of Independent Schools*** - 2016 to 2018
- ***Progressive Education Network*** national conference - 2015
- ***Listening For Peace***: 10 session workshop led by Sequoia Stadler- 2014
- A facilitator of ***Working Playground Master Classes*** workshops: bringing artists such as Q-Tip, Rosie Perez, David Cross and Mariska Hargitay to teach in public school classes - 2006, 2007

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## **REFERENCES**

- Excellent references available upon request