THE FIELD SCHOOL

DIRECTOR OF TECHNOLOGY

LOCATION
Washington, D.C.

REMOTE SEMIFINAL ROUND
Week of November 3

START DATE
Flexible; no later than summer 2026

POST DATE
September 3, 2025

ON-SITE FINAL ROUND
Week of November 17

REPORTS TO
Assistant Head of School

PRIORITY DEADLINE
October 5, 2025

DECISION ANNOUNCED
December 8, 2025

SALARY
$150,000–$170,000

FIELD

12M & Ed Tech
RECRUITING

SUMMARY

MISSION

STUDENTS DISCOVER THEIR AUTHENTIC SELVES AND DISTINCTIVE PATHS TO BECOME EMPATHETIC, CREATIVE THINKERS WHO ACT BOLDLY TO SHAPE OUR SHARED FUTURE.

Founded in 1972 and located on an outstanding campus in Washington, D.C., The Field School serves approximately 370 students in grades 6–12. Field provides students with an inquiry-based curriculum encompassing organized "fields" of knowledge taught in an environment that stresses dialogue, analytic thinking, and larger lessons of how young people can grow to become generous, responsible, and self-knowing adults. Field has also just begun its most ambitious capital project to-date, a $20M campus expansion project that includes new athletics facilities, campus meeting spaces and classrooms, and a 15,000-sq. ft. THINK Studio.

Field now seeks a director of technology to oversee all aspects of its technology program. The technology department is led by the director, includes a full-time IT specialist, and is supported by a D.C.-based MSP. The incoming director will lead ongoing improvements to the school's technology infrastructure as the campus expands, streamline systems and workflows, and consider innovative ways to manage institutional data and technologies. The current technology director will retire in 2026 and is flexible with the transition timeline, so Field is open to candidates who can start in early 2026 or closer to the summer. All that said, Field's priority is to have its next director of technology installed no later than the end of June 2026.

CORE VALUES

**CREATIVE +
CONNECTED**

A Field student develops their passions and interests through exploration and discovery. Meaningful, relevant, and interwoven coursework provides Field students opportunities to grapple with their individuality, interdependence, and the common good as both members of our school community and global citizens.

**INQUISITIVE +
INCLUSIVE**

A Field student seeks to discover more about themselves and the world through inquiry and an intentionally crafted and relevant curriculum. By wrestling with complex, real-world issues, graduates are problem-solvers and innovators. They are proud advocates for themselves and others. As a result of striving towards a deeper understanding of each individual, we build a community that is open and welcoming, celebrating differences and our shared values.

**REFLECTIVE +
RESILIENT**

A Field student is asked not just to produce but to thoughtfully consider and reconsider the evidence of their learning. Exemplifying the school motto, Aude Sapere (Dare to be Wise), students embrace their mistakes as growth opportunities and hone the iterative design process—developing into lifelong learners.

DIVERSITY, EQUITY & INCLUSION

THE FIELD SCHOOL IS COMMITTED TO THE IDEA OF A WELCOMING COMMUNITY THAT EMBRACES AND TRULY VALUES DIFFERENT IDENTITIES, LIVED EXPERIENCES, CULTURES, AND PERSPECTIVES.

We believe students learn best when they feel a sense of belonging at their school—when they are seen and valued by their teachers, peers, and school community. We nurture, cultivate, and protect the uniqueness of each member of the community while providing the robust environment that students need to grow and thrive. Engaging the full community ensures that we identify and remove barriers to experiencing true belonging.

DIVERSITY

We believe that a diverse student body enriches our community. Each student's individual background, life experience, and personal story is valued. We fundamentally believe diversity enhances the learning environment.

EQUITY

Prioritizing student needs is a central tenet of a Field education. We ensure that all students have access to the full range of activities and experiences—in and out of our classrooms.

INCLUSION

Working to create a more diverse, equitable, and inclusive Field community is a responsibility we all share. A healthy Field community encompasses all, constantly evolving to reflect different perspectives and experiences to expand the idea of community as a place where all are included.

Explore how students, educators, and community members bring these practices to life.

ON THE HORIZON

THINK BOLD, BE INSPIRED

Think Bold, Be Inspired is the most ambitious campus improvement project in our school's history. This $20M effort is off to a phenomenal start. Construction began earlier this summer and a phased completion of these exciting new spaces is expected starting in September 2025 through December 2026.

We are embarking on a project that will elevate our classroom and campus experience to meet the needs of our students—today and into the future. This community effort will:

- Foster innovative teaching and learning through state-of-the-art classrooms and expanded curriculum.

- Provide enhanced athletic facilities.

- Revitalize and create art spaces: Ceramics Studio, Music and Film Production Studio, Digital Arts Studio, and a Visual Arts Gallery.

- Create additional community spaces that strengthen the overall student and family experience.

We invite you to **watch this video** featuring Lori Strauss, the Head of School, as she introduces the exciting new features coming to The Field School.

THINK Studio

The 15,000-square-foot THINK Studio will be a transformative learning space, designed to nurture creativity, design thinking, and leadership, empowering students to shape their future. This dynamic environment will offer the space, technology, and tools for authentic learning that mirrors real-world scenarios.

ACADEMICS

THE FIELD MIDDLE SCHOOL CURRICULUM

Field's Middle School program is built on the belief in our students' inherent sense of wonder and curiosity and is grounded in our understanding of the joys, struggles, needs, and emerging talents of young people during this crucial stage of their development.

All middle school students take core classes, including English, math, science, history, language, visual and performing arts, PE, and meet in their advisory on a daily basis. Middle school students earn an activity credit by participating in at least one interscholastic sport or intensive extracurricular activity.

THE FIELD UPPER SCHOOL CURRICULUM

Field's Upper School promotes intellectual curiosity and discovery, depth of learning, and building connections in a strong community. Purposefully guided through active exploration and inquiry by our faculty, students thoughtfully seek and solve problems and reflect on their learning.
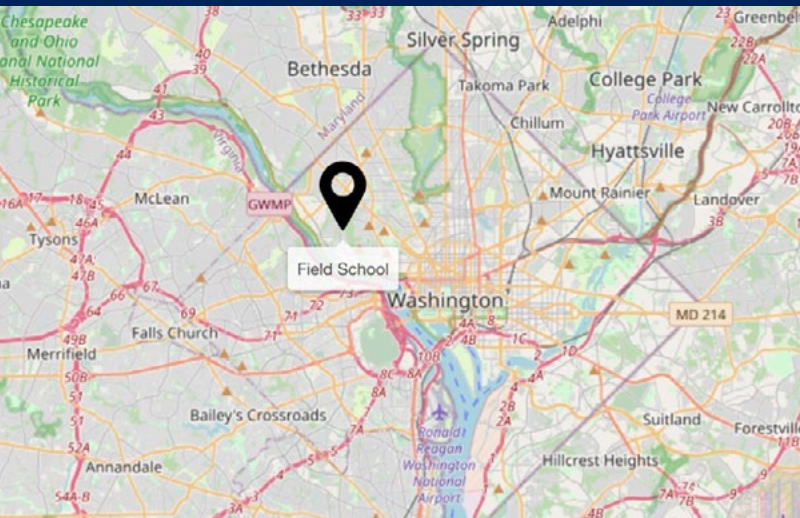
Field students thrive when engaged in authentic learning experiences, both independent and collaborative, developing a sense of agency for their learning and the ability to confidently take action, bringing their ideas into reality. Faculty encourage students to take intellectual risks, embrace mistakes, and grapple with complex problems that don't have easy solutions. Students experience all this as members of an inclusive and welcoming community that celebrates individuals with a shared sense of purpose.

INTERSESSION

Intersession provides students with unique opportunities to engage in hands-on experiences, explore diverse interests beyond the traditional classroom setting, and develop critical skills through a number of different projects.

LIVING IN WASHINGTON, D.C.

THE FIELD SCHOOL IS...

4 miles to National Mall and Memorial Parks

12 miles to Great Falls Park

5 miles to The National Theatre

10 miles to Old Town Alexandria

The District of Columbia and the DMV metro area (D.C., Maryland, and Virginia) provide vibrant city life with an abundance of relaxed suburban settings and outdoor adventure. Around every corner, you will find history, diversity, and culture. Living and working in D.C. is an invigorating experience, particularly for seasoned professionals looking to find new challenges and opportunities. The city's neighborhoods are remarkably varied—from the peaceful, almost suburban areas like the Foxhall neighborhood of The Field School, to the historic charm of Capitol Hill, or the funky and bohemian Adams Morgan. DMV residents enjoy countless opportunities to participate in outdoor activities, visit museums, dive into the culturally diverse food scene, explore historical sites and neighborhoods, and attend concerts, theater performances, and sporting events. The DMV is also close to many major cities, beaches, rivers, and mountain getaways.

NATIONAL MALL AND MEMORIAL PARKS

GREAT FALLS PARK

ADAMS MORGAN

KEY STATS

1972
FOUNDING YEAR

370
6TH–12TH GRADE STUDENTS

39%
STUDENTS IDENTIFY AS A PERSON OF COLOR

8:1
STUDENT TO TEACHER RATIO

36%
FACULTY IDENTIFY AS A PERSON OF COLOR

14
AVERAGE YEARS OF FACULTY TEACHING EXPERIENCE

71%
TEACHING FACULTY HOLD ADVANCED DEGREES

21%
FAMILIES RECEIVING FINANCIAL AID

100+
CO-CURRICULAR ACTIVITIES

WWW.FIELDSCHOOL.ORG

TECH AT A GLANCE

HARDWARE

- Students: BYOD (Apple encouraged)
- Faculty: MacBook Air
- Epson projectors / TVs, and Newline interactive displays
- Apple TV

NETWORK & COMMUNICATIONS

- Ubiquiti UniFi, 77 APs
- 2 on-prem Windows servers
- 1 Gbps fiber main with 500 Mbps backup
- 86 VOIP 3CX phones

DATA / SYSTEMS

- G-Suite / Google Workspace for Education
- Office 365 (Business Office)
- Ravenna, Clarity (Admissions, Financial Aid)
- Blackbaud (SIS, LMS, Advancement)
- Sage, bill.com, Paychex (Accounting/HR)
- Magnus Health
- School Pass
- PaperCut
- KnowBe4
- BrightArrow

AN INSIDE LOOK: TECHNOLOGY SYSTEMS IN MOTION

Technology at Field is more than just tools and infrastructure. Departments across campus understand that data, systems, and structures must align with the school's mission, and Field continues to consider how to best leverage tools that work for them. The director of technology will play a key role in shaping the way that data and systems help scaffold Field's learning environment across campus.

THE ADMISSIONS AND ENROLLMENT ECOSYSTEM

Field's admissions, billing, and enrollment data flows across several systems, each chosen intentionally to best serve specific needs. Currently, Ravenna is the entry point for admissions, Blackbaud manages billing and academic records, and Clarity is being adopted for future use in enrollment contracts and financial processing. The incoming director of technology will partner with the admissions team to improve system coherence, enhance workflow design, and solve pain points where tools don't fully integrate. The director will support existing infrastructures while recommending improvements or innovative solutions for using data more effectively with a team of collaborative and tech-savvy colleagues.

JASON HERSOM
Director of Upper School Admission

KATE BRESLIN
Director of Middle School Admission

GIL GALLAGHER
Middle School Division Head

PAGE STITES
Upper School Division Head

MOVING TO STANDARDS-BASED ASSESSMENT

Field is implementing a schoolwide transition to standards-based assessment, with faculty-created rubrics designed to measure student mastery across units and disciplines. The academic team has focused on pedagogy and teacher readiness, while technical implementation, which is currently stitched together through Blackbaud, Google Sheets, and custom scripts, needs a more stable and scalable foundation. The middle school and upper school division heads have been co-collaborators on developing the assessment methodology and algorithm, and the director of technology will play a vital support and thought-partner role in this process, ensuring data systems are well-structured, user-friendly, and capable of tracking assessment progress over time.

INCOMING HIRE
Student Information Systems Specialist

A new Student Information Systems Specialist, with a depth of expertise in Blackbaud, will be joining Field this fall. Reporting to the division heads, the specialist will support system administration and data management.

A NEW REPORTING STRUCTURE

While the director of technology has historically reported to the CFO, the incoming director will report to the assistant head of school who also oversees institutional research. This new reporting structure reflects Field's commitment to aligning technology with all departments across campus while maintaining a hands-on focus on the school's core systems and infrastructure. By partnering directly with a key member of the senior leadership team, the director will be well-positioned to support each department's evolving needs and ensure that technology runs smoothly and effectively.

THE NEXT DIRECTOR OF TECHNOLOGY WILL…

- Report to the assistant head of school
- Supervise one full-time technology professional—the IT specialist
- Oversee the partnership with Concentus—the MSP that provides 8x5 support for the network stack, as well as T&M consulting and project-specific upgrades

JULIA GAYLORD

Assistant Head of School

MEET JULIA GAYLORD, ASSISTANT HEAD OF SCHOOL

Julia has been a member of the Field community since 2007, and has served as the assistant head of school since 2020. During her time at Field, Julia has worn many hats. Her tenure began as a middle school English and history teacher, and multi-sport coach, before becoming the director of strategic initiatives. Julia earned her bachelor's degree in English from Duke University and a master's in Educational Leadership and Administration from Johns Hopkins University.

BACKGROUND & NARRATIVE

Founded in 1972, The Field School serves approximately 370 students in grades 6–12. Since its founding, Field has been a haven for innovation in education and centers its curriculum around providing meaningful challenges through experiential and inquiry-based learning. Field distinguishes itself among other top-tier D.C. schools through its approach to teaching, learning, and assessment which embraces a broad range of student interests, experiences, and outcomes.

In recent years, enrollment has grown and attrition has remained low, which provides a stable foundation for continued innovation and strategic growth for the school. Field's culture is one of steady, thoughtful innovation, and faculty and staff are curious and open to leveraging technology in service of the school's mission. As Field looks toward the future, there is a growing importance of technology as a strategic asset beyond just infrastructure. The next director of technology will be a key player in that work, focusing on strengthening the systems, tools, and infrastructure that support learning and operations across campus.

The current director of technology has been at Field since 2022, and will be retiring once the new director is onboarded. The director oversees all aspects of technology at Field, with a particular focus on maintaining and improving the school's core IT infrastructure including the network and access points—which requires quite a bit of hands-on support. While an IT specialist reports to the director and takes the lead on daily help desk and A/V support, the director remains deeply involved when it comes to troubleshooting, upgrades, and long-term planning for systems performance. The department is also supported by Concentus, the MSP, that provides network support, T&M consulting, and project-specific upgrades. The incoming director will manage this partnership with an eye towards forthcoming infrastructure upgrades and the school's evolving needs.

Overall, the team has been able to keep technology running smoothly with no major issues in the past few years. That said, the school does have some aging infrastructure that will necessitate some upcoming improvements, especially to the network and A/V systems. Field has also just begun construction on a significant $36M campus improvement project which includes the buildout of a 15,000-sq. ft. THINK Studio, new athletics facilities, and additional campus gathering spaces. With these new facilities taking shape in the coming years, the incoming director of technology will take the lead on ensuring seamless and reliable implementation of new hardware and network infrastructure across campus.

Aside from hands-on IT support, the incoming director should be ready to serve as a thought partner to other administrators and staff around systems and data management processes. Field uses a number of information systems and workflows to manage data—from Google Sheets to CRMs used by individual departments. Faculty have a high

mindset with the ability to see and develop the school's overall systems strategy will be essential.

A successful director will be able to lead with pointed curiosity, identify opportunities for better system design, and partner with the tech-savvy administrative team at Field to improve cross-system coherence. They should also possess an understanding and appreciation of the intersection of best practice and research in education that guides their approach to technology usage and integration across a growing campus, along with the flexibility and eagerness to inspire change through building solid relationships with members of the Field community.

The director of technology will report directly to the assistant head of school, and will join an open-minded and collegial community of faculty, staff, and students. The director may begin in early 2026 or as late as July 1, 2026 if additional transition time is needed.

degree of autonomy to adopt tools and platforms that best support their needs, and the mindset around technology at Field isn't constrained by the limitations of individual systems. Instead, the approach is: "How can we make this system work for us?"

Key examples of this innovative mindset include how the admissions office is improving the coordination of enrollment and financial aid data, and the recent shift to standards-based assessment which will require thoughtful ways to automate and track student data. Additionally, Field

has just established an institutional research team led by the assistant head of school. This team will ensure that cross-departmental data is leveraged for future strategic planning and program improvement efforts.

While these projects are led and coordinated by administrators outside of the technology department, the incoming director should be eager and willing to provide consultative guidance on workflow efficiencies without heavy-handed bureaucracy. While expertise on each individual system is not essential for the incoming director, a systems-

INTERVIEW WITH THE ASSISTANT HEAD OF SCHOOL

JULIA GAYLORD
Assistant Head of School

We invite you to **watch our interview** with Julia in which she discusses The Field School community, and a few of the exciting upcoming initiatives on campus that will involve the director of technology.

DUTIES

TECHNOLOGY LEADERSHIP

- Oversee the school's technology infrastructure to ensure reliable, effective systems that meet the needs of the Field community.
- Develop and implement a forward-looking technology vision aligned with the school's mission, values, and strategic priorities.
- Collaborate with academic, administrative, and operational leadership to ensure technology supports innovation, efficiency, and the broader goals of Field.
- Lead schoolwide data projects, coordinating with internal teams and external vendors to achieve successful outcomes.
- Establish and maintain technology policies related to responsible use, data privacy, and cybersecurity.

SYSTEMS & DATA MANAGEMENT

- Manage the school's enterprise data environment, ensuring secure and effective use of platforms across departments.
- Identify, recommend, and implement improvements to application systems, including database structures, to enhance reporting, access, and usability.
- Partner with school leaders to ensure that data systems inform decision-making in admissions, advancement, academics, and operations.
- Lead the deployment of hardware and software, including migrations, rollouts, network upgrades, performance monitoring, and asset management.

GENERAL ADMINISTRATION

- Serve as the primary technology project manager for schoolwide and departmental upgrades and transitions.
- Interface with departments to deliver essential data services and maintain effective reporting systems.
- Supervise the IT specialist, and oversee the relationship with the MSP—which currently provides 8x5 support for the network stack, as well as T&M consulting and project-specific upgrades.
- Report to the assistant head of school and perform other duties as assigned.

QUALIFICATIONS & QUALITIES

PROFESSIONAL QUALIFICATIONS

- Bachelor's degree from an accredited college or university
- At least five years of technology leadership experience, preferably in an educational setting or independent school
- Demonstrated proficiency in key areas of technology management, including IT, data systems, and client services

LEADERSHIP & PERSONAL QUALITIES

- Exemplary communication skills, including the ability to effectively convey ideas, inspire confidence, and engage stakeholders with various levels of technology fluency
- A flexible and adaptable approach to building consensus, facilitating critical discussions, and guiding institutions through transitions or new initiatives
- The ability to think strategically while addressing immediate needs, combining vision with attention to detail
- An understanding of inquiry-based learning and/or other nontraditional educational models and deep commitment to Field's mission and educational philosophy
- A sense of humor and genuine appreciation for working with adolescents, fostering positive relationships and creating an engaging and supportive school environment
- An eagerness to participate in the life and activities of an independent school, which will include occasional evening or weekend events

THE NEW DIRECTOR OF TECHNOLOGY IS...

Flexible	Adaptable
Steady	Hands-on
Solutions-Oriented	Systems-Minded
Analytical	Innovative
Collaborative	Curious

How to Apply

12M & Ed Tech Recruiting is acting on behalf of The Field School to identify exceptional technology leaders to fill this extraordinary opportunity. Direct inquiries to:

jobs@EdTechRecruiting.com

Applications submitted by **October 5, 2025** will receive priority review.

All applications must be submitted online:

www.EdTechRecruiting.com/jobs/Field/technology

AN APPLICATION REQUIRES SUBMITTING FOUR PDFS:

1. Cover letter introducing yourself to The Field School search committee

2. CV or resume

3. A reference list of four or more individuals who could speak on your behalf if you were to progress further in this search (include each person's name, current organization, title, phone number, email, and past connection to you; we will not contact anyone on your reference list without obtaining your permission first)

4. A response to the following prompt:

   Please briefly share any early questions that you have about this role or opportunity

The Field School is committed to building a diverse and equitable staff. Field does not discriminate based on a person's race, color, sex, gender, identity or expression, national origin, age, disability, religion, sexual orientation, marital status, homelessness, or any other ground prohibited by federal or District of Columbia law.