



Search for the Director of Academy Technology Services Milton Academy Milton, Massachusetts

THE SEARCH

Milton Academy, a highly selective, independent co-educational boarding and day school located on a 130-acre campus just south of Boston, seeks nominations and applications for a strategic and collaborative leader to serve as its new Director of Academy Technology Services (Director of ATS). Reporting to the Chief Financial and Operating Officer, the Director of ATS is Milton's senior technology leader, serving as a member of the Extended Leadership Team and overseeing a team of approximately 14. The Director of ATS will join Milton at a time of great energy and excitement as the institution builds upon its strong reputation and embarks upon a bold new vision that intentionally leverages technology to amplify its educational mission.

The Director of ATS is responsible for the strategic direction, management, and operations of Milton's technological organization that serves the School's complex academic and residential community. Areas of oversight for the Director of ATS include IT services, infrastructure, cybersecurity, enterprise systems and platforms, technology procurement, vendor relationships, and technology planning. Collaborating closely with leaders across academic and administrative functions, the Director of ATS will ensure technological decisions and investments strategically align with institutional priorities and campus needs.

Milton's technological environment benefits from strong foundational infrastructure, reliable connectivity, and a dedicated team. A recently launched external website and an upcoming Workday implementation represent just two examples of how the School has recently made significant investments in technology. The incoming Director of ATS will build upon these efforts by designing and driving a clear strategy for Academy Technology Services that modernizes technology, harnesses technology for teaching and learning, builds strong business practices, policies, and protocols, and prioritizes cybersecurity. The Director of ATS will provide critical leadership to efforts related to system integrations, data governance, and knowledge management. The culture at Milton is deeply relational and places a high value on

transparent communication and proactive collaboration. To be successful, the Director of ATS must be a strong relationship builder able to excite and influence others regarding the possibilities of a cohesive and forward-looking technology operation.

Milton Academy has retained Isaacson, Miller, a national search firm, to assist in this important search. All inquiries, applications, and nominations for this opportunity should be directed in confidence to the school or search firm as indicated at the end of this document.

MILTON ACADEMY

Dynamic, complex, and buzzing with intellectual excitement, Milton Academy encourages its K–12 students to explore their passions, discover new interests, and take risks in a supportive, academically rigorous environment. “Dare to be true,” the independent school’s treasured motto, is alive on Milton’s vibrant campus—located just south of Boston—where diverse and talented students from across the U.S. and around the world are nurtured in the development of their identities and encouraged to be themselves.

One of very few schools in the U.S. to offer a K–12 academic experience that includes a boarding and day program in its upper grades, Milton strives to engage students in ambitious preparation for college and for life in an environment that stimulates intellectual and personal growth. Evolving and enduring, the school maintains the academic standards throughout its three divisions that have earned Milton its national and global acclaim, while continually adapting teaching and learning practices to ready students for the modern world. In the Lower School, students master the foundations of education and learn through play. In the Middle School, they grow in independence and responsibility. In the Upper School, a vibrant mix of international and domestic students—enrolled in highly selective boarding and day programs—become young adults who learn with zeal and advocate for their communities. Milton students at all levels are met with age-appropriate challenges from teachers who take a holistic approach to their development. The school encourages students to approach problems and projects with curiosity and creativity.

Milton faculty and staff participate with enthusiasm in the life of the school as advisors, coaches, directors, and dorm parents. Milton’s mission statement describes the school’s celebration of inclusion, community-building, and individual expression and development:

“Milton Academy cultivates in its students a passion for learning and a respect for others. Embracing diversity and the pursuit of excellence, we create a community in which individuals develop competence, confidence and character. Our active learning environment, in and out of the classroom, develops creative and critical thinkers, unafraid to express their ideas, prepared to seek meaningful lifetime success and to live by our motto, ‘Dare to be true.’”

In classrooms and labs, on stages and playing fields, as teammates and as leaders, Milton students stand out because of their desire to grow, achieve, and make a difference. The community values empathy,

courage, and connection as students and adults engage with one another and in the world beyond campus. Graduates carry Milton's spirit of excellence with them, becoming leaders and innovators in science, business, medicine, art, government, social justice, entertainment, academia, and technology.

Schools and Academics

Milton's unique structure is composed of Lower, Middle, and Upper Schools, creating a strong sense of continuity and community, allowing students to be known, inspired, and supported at every step of their educational journey. Half of Upper School students live on campus as part of a dynamic boarding community that adds richness and global perspectives to daily life at Milton.

Milton's academic and extracurricular offerings are unusually deep for a secondary school. The school offers more than 200 courses in the Upper School and offers 30 interscholastic sports teams, numerous student clubs and organizations, and a range of opportunities in robotics, art, music, math, theater, and dance.

Milton students learn from a deeply committed, experienced, and academically distinguished faculty. Seventy-five percent of faculty in the Upper School have postgraduate degrees, and about eighty percent of the Upper School faculty live on campus. Faculty are engaged in all aspects of life at the school.

Lower School

In Milton's Lower School, students from Kindergarten through Grade 5 learn in an environment where curiosity is celebrated, relationships matter, and every student is encouraged to grow with confidence. Research in elementary education informs every pedagogical decision. In addition to the research-based core curriculum, cocurricular classes in art, music, science, and woodworking spark students' creative interests and connect their academic work through exciting, interdisciplinary projects.

Middle School

Milton's Middle School, which encompasses Grades 6 through 8, balances an inspiring academic program with extensive cocurricular offerings. Guided by expert faculty who are passionate about working with this age-group, students are supported and challenged in equal measure as they develop the skills, habits and confidence needed for future success. Beyond the classroom, students have countless opportunities to pursue their interests through the arts, athletics, clubs, leadership activities, and community engagement. As members of Milton's vibrant K–12 campus, they also enjoy access to resources that enrich their learning.

Upper School

The Upper School at Milton is a joyful, academically challenging, and dynamic place where students can dare to express themselves and explore new and beloved passions. The unique 50:50 boarding and day

community combines the diverse global perspectives of boarding students from dozens of countries and states with a strong sense of place and purpose in Boston.

Learning at Milton is active, hands-on, and real. With an average of 14 students per class, every voice matters and is heard. Students and faculty prioritize dialogue over lecture, collaboration over competition, and ideas over information.

The Upper School offers more than 200 courses across all disciplines. After developing a shared curricular foundation in Class IV (Grade 9), students build their own academic paths, from delving into advanced calculus, to exploring literature through a social justice lens, to designing groundbreaking scientific experiments. Milton combines the rigor of a deep liberal arts education with the freedom to specialize.

Equity and Inclusion, and Diversity

At Milton Academy, students, families, and educators share a commitment to make Milton a place where everyone experiences true belonging, ownership, and purpose. Milton is committed to recruiting, supporting, and retaining a diverse faculty and staff, knowing that students thrive when guided by educators who bring a wide range of lived experiences and perspectives to the classroom and community.

One of Milton Academy's distinctive strengths is the diversity of its student body. Milton enrolls over 1,042 students across the three divisions. The Upper School admits day and boarding students in equal numbers. Fifty-five percent are students of color and 16 percent of students are international students. The resulting community is vibrant and inclusive, able to draw on the best features of both a day and boarding school to enhance learning.

Admissions, Tuition and Financial Aid

Admission standards are extremely selective. For the 2026-27 academic year, Milton admitted 12 percent of applicants school wide. It has an average class size of 14 students and a 5:1 student-to-faculty ratio.

For the 2026–2027 academic year, tuition, room and board in the Upper School is currently \$79,900 for boarding students and \$69,900 for day students. Tuition for kindergarten and grades 1–3 is \$50,500; grades 4 and 5 is \$54,500; and grades 6–8 is \$68,500. Milton has a financial aid budget of \$19.5 million and provides financial aid to 35 percent of its students. The average grant is 75 percent of tuition.

Strategic Vision

In May 2026, the Board of Trustees endorsed a new community-driven strategic vision for Milton's future: one that embraces the school's distinctive structure, community, and location to prepare students to lead amid the world's most pressing challenges. The strategy is defined by three mutually reinforcing priorities:

1. Solidifying Milton's reputation as a hub for bold ideas through new interdisciplinary, topic-based academic centers;

2. Cultivating a vibrant, joyful, and inclusive community in a K–12, 24/7 setting; and
3. Capitalizing on Milton's proximity to the innovation and thought leadership of Greater Boston, an advantage no other boarding school can claim.

The new Director of ATS will be charged with advancing a technology strategy to support and unlock these priorities across teaching, learning, and operations.

Financial Strength

Due to a track record of balanced budgets, effective operations, excellent market demand and strong fundraising, Milton Academy's financial position is strong. At fiscal year-end 2025, total net assets stood at \$560 million. Milton's endowment, which was valued at \$436 million as of June 30, 2025, has a 4.4 percent spending rate, providing almost \$17 million in annual operating funds in support of faculty, financial aid, and facilities, and more. In fiscal year 2025, Milton's gross operating expenses were \$103 million. To preserve and strengthen Milton's solid financial position into the future, the Head of School, Leadership Team, and the Board of Trustees are engaged in strategic conversation around financial sustainability, setting a roadmap for financial planning and decision-making. To this end, Milton recently changed its Board structure to have a supercommittee specifically focused on financial sustainability.

Leadership

Head of School Alixe Callen '88

A lifelong educator committed to the pursuit of excellence and innovation in teaching, Dr. Alixe Callen has served as Head of School at Milton Academy since 2023.

Alixé, a Milton graduate from the Class of 1988, has extensive teaching and leadership experience in both independent and public schools. Since arriving at Milton, Alixe has spearheaded the process to develop the school's next strategic plan, which will focus on preparing students for the opportunities and challenges of a rapidly evolving world. Prior to Milton, Alixe was Head of School at St. George's School in Middletown, Rhode Island, Upper School Director at Lakeside School in Seattle, Principal of Acton-Boxborough Regional High School, and Assistant Principal of Needham High School.

Alixé received her bachelor's degree in American Civilization from Brown University, a master of arts in teaching degree from Brown, a master's degree in administration, planning, and social policy from Harvard University, and her doctorate from Harvard, where she was elected to the *Harvard Educational Review*.

Board of Trustees

Milton Academy is governed by an experienced and dedicated Board of Trustees, with 31 active members today. Trustees bring a wealth of expertise and insight to their fiduciary and policy responsibilities as well

as personal enthusiasm about the transformative educational opportunity Milton offers. The full Board meets three times a year and Trustees work through an active structure of standing and ad hoc committees that meet regularly.

Location: Milton, MA

Milton, Massachusetts, is a picturesque suburb located just seven miles south of downtown Boston. The town is known for its rich history, vibrant commercial hubs boasting many dining and retail options, and easy accessibility to the city, including public transit via the MBTA Red Line. Milton also has more protected open space than any town within 20 miles of the city, providing the community with ample opportunities to enjoy nature. At Milton's southern border lies the much-loved and sprawling Blue Hills Reservation, featuring thousands of acres of hiking and panoramic views of the Boston skyline.

Since its founding in 1798, Milton Academy has enjoyed a close, collaborative relationship with the Town of Milton. That partnership began with the donation of a building to house the Town's first public school in 1866, and it continues today through shared resources, local engagement, and financial support.

ROLE OF THE DIRECTOR OF ACADEMY TECHNOLOGY SERVICES

The Director of Academy Technology Services leads a team of information technology professionals to provide responsive and exemplary technology support for teaching, learning, and school administration. The Director of ATS is a key leader in the collaborative analysis, design, and support of Milton Academy's technology strategy and in the allocation of related financial and staff resources.

Reporting to the Chief Financial and Operating Officer and overseeing a staff of approximately 14, the Director of ATS manages a \$3.3 million technology budget and coordinates technology for all academic and administrative functions at Milton, including the school's databases, desktop computers, application software, servers, campus-wide network, telecommunications, website, and residential technology and audiovisual services. The Director of ATS will coordinate with principals and deans on the academic program, partner closely with an incoming Chief Learning Officer on academic technology, and work with the Head of School and the Leadership Team to coordinate administrative applications.

Essential functions and responsibilities for the new Director of ATS include:

Strategy and Planning

- Develop and continue to enhance a clear information technology mission and vision for the School, considering both academic and administrative needs.
- Provide overall leadership for planning, budgeting, designing, implementing, and maintaining efficient and effective information technology services in support of Milton's mission.

- Define and drive a holistic technology strategy and roadmap for the ATS in collaboration with key stakeholders and in partnership with the CFOO. Identify emergent information technology opportunities to support institutional vision and goals.
- Establish computing policies, standards, best practices, and security measures that ensure a secure, effective, and consistent IT infrastructure.
- Along with other administrators, identify and promote efforts to enhance the effective, efficient and self-sufficient use of technology by faculty, staff and students.
- Serve on Academy planning and policy-making committees and as a member of the Extended Leadership Team.

Operations

- Provide a strong and supportive base of end-user support for all administrative, faculty and student technology users.
- Ensure 24/7 access to critical services and data.
- Ensure the integrity, security, and timeliness of data stored in Milton's databases.
- Direct the design, development, and maintenance of systems (both hardware and software) and programs to meet the educational and management information needs of the School.
- Document and ensure "best practices" in data and network security and compliance with all relevant federal and state regulations.
- Review and amend as necessary the School's information technology policies and practices including compliance with software and other license agreements.
- Develop and manage an annual budget that supports operational needs, planned projects, and capital expenditures.
- Manage and ensure cost-effective purchasing practices. Develop bid specifications and RFPs for hardware and software purchases.
- Evaluate, select, manage, and review performance of external consultants and third-party service providers.

Operations

- Lead and manage all aspects of the employment life cycle. Manage and conduct annual performance reviews. Develop and manage performance plans.
- Maintain an appropriate organizational structure and technology staff skill set. Support staff development activities that permit information technology staff to keep pace with emerging technologies and rapidly changing trends and best practices.
- Instill in the group a dedication to customer service.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DIRECTOR OF ACADEMY TECHNOLOGY SERVICES

The new Director of ATS will work to address the following opportunities and challenges:

Develop and Execute a Comprehensive Technology Strategy and Roadmap

The Director of ATS will play a lead role in helping Milton develop a coherent, School-wide technology strategy anchored in Milton's academic mission and calibrated to the diverse needs of students, families, faculty, and staff. The Director of ATS will evaluate the current environment, engage stakeholders across the School, and develop a clear technology roadmap that aligns resources and priorities with Milton's strategic vision. Operating as a strategic partner, the Director of ATS will develop relationships rooted in trust, transparency, and mutual respect with leaders across operational and academic areas. Possessing strong change management and communication skills, the Director of ATS will translate technological capacity into clear choices, align investments with long-term impact, properly sequence priorities, and connect systems and data to move Milton into an integrated and future-ready institution.

Simplify the Technology Ecosystem and Strengthen Governance

In recent years, Milton has made (and continues to make) significant investments in academic and business systems. The Director of ATS will be tasked with creating a systems strategy that improves integration, reduces duplication, streamlines user experience, and enables a coordinated approach to managing institutional data. The Director of ATS will strengthen data governance and establish clear data ownership practices to enable high-quality, secure, and trusted data that supports effective operations and strategic decision-making.

Strengthen Cybersecurity, Privacy, and Institutional Risk Management

Given ever-present threats and emergent data privacy implications from AI, cybersecurity is an institutional priority. The Director of ATS will maintain and strengthen cybersecurity practices, policies, training, response planning, and risk management. The incoming Director of ATS will bring a sophisticated understanding of the evolving threat landscape and build a culture of security awareness across campus. Given that Milton is a residential community, it will be important for the Director of ATS to strike the proper balance between protecting institutional information and minimizing risk while fostering an environment that enables learning, creativity, collaboration, and exploration.

Build Strong Partnerships and Foster a Culture of Service

Milton is a vibrant intellectual campus where students, faculty, and staff are highly engaged and committed to creating an open, authentic, and dynamic community. It will be critical for the Director of ATS to value and become enmeshed within the character that undergirds Milton. The Director of ATS will need to be a highly visible leader who understands that relationship-building is a core responsibility of the role. Given that technology touches nearly every aspect of the School, the Director of ATS should possess

a sense of curiosity for the School's academic, extracurricular, administrative, and operations activities, taking time to ask questions and learn about the wide-ranging needs and goals that exist across campus. Through a genuine approach to partnership building, the Director of ATS will cultivate a collaborative service model that positions ATS as trusted partners and strategic advisors. Through active listening, clear communication, transparency, and responsiveness, the Director will build confidence in the technology function and strengthen connections between technology planning and institutional priorities.

Assess, Develop and Position ATS for Future Success

The incoming Director of ATS will inherit a dedicated team with considerable institutional knowledge and a strong reputation for serving campus. Building upon this foundation, the Director of ATS will sustain the team's sense of shared purpose while ensuring that ATS is best positioned to meet the current and future needs of the School. Upon arrival, the Director of ATS will evaluate the team to determine the most effective organizational structure, staffing levels, resource allocations, and training needed to advance Milton's mission and goals. The Director of ATS will identify opportunities to clarify responsibilities, strengthen accountability, and cultivate a culture characterized by continuous improvement, professional growth, and excellent service. Leading with a growth mindset, the Director of ATS will identify opportunities to improve project management, training, onboarding, documentation, and communication with the goal of transforming this capable technology operation into a strategic and future-oriented organization.

EXPERIENCE

Milton seeks a strategic information technology leader with at least eight years of leadership experience, ideally in an academy environment, with broad knowledge across the full spectrum of technology issues. Significant experience should span information technology strategic planning, integrated administrative computing systems, relational database technologies, network management, academic computing, and instructional technologies. This person will be a collaborative leader with strong team management skills, able to establish and sustain productive working relationships with a range of constituents and the capacity to drive change through collaboration, diplomacy, and influence.

Other Required Experience and Abilities

- A high level of technical, organizational and project management expertise
- Strong oral and written communication skills
- Strong management and leadership abilities
- Ability to be flexible and work collaboratively
- Ability to prioritize multiple projects and tasks in a fast-paced work environment
- Must understand issues of confidentiality
- Success providing an excellent level of service in a customer-focused role
- Skill in grasping and communicating the big picture while remaining conversant with the details

- Leadership in developing consensus in a collaborative environment that values open exchange and debate
- Experience with (or at a minimum, exposure to): Workday, Veracross, Blackbaud Raiser's Edge, Cisco, ColdFusion, Smartboards, Schoology, Google Classroom, and ADP
- Must be receptive to supervision and professional development

COMPENSATION AND LOCATION

The salary range for this role is \$160,000 to \$180,000, commensurate with skills and experience. The position is based on Milton's campus in Milton, MA. The Director of ATS role is fully in-person.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website at this link: <https://www.imsearch.com/open-searches/milton-academy/director-academy-technology-services>

Dan Rodas, Partner
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Milton Academy is an equal opportunity employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of any category protected by federal, state, or local law, including but not limited to race, color, sex, sexual orientation, gender identity, gender expression, religion, disability, age, genetic information, veteran status, ancestry, citizenship or national or ethnic origin.

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