

The Impacts of Labor Market Changes on Independent Schools: Old Systems Meet New Realities

Who: Heads of School, Human Resources, and Business Managers

Presenter: Greg Martin

When: Tuesday, March 9th from 10:00 a.m. to 11:00 a.m.

Where: Virtual on Zoom

Session Description:

With the youngest Baby Boomers set to reach retirement age by 2029 and Gen Y and Gen Z becoming the dominant age groups in the labor market, schools are seeing disruptions across all areas of operations, from staffing to enrollment to programming to fundraising. This session will focus on how economic shifts have led to significant changes in the labor market and how these changes are impacting independent schools in all areas of school life. How can schools adapt to these changing conditions in ways that are both feasible and allow schools to remain true to their individual missions? How can these labor market changes be leveraged to create new opportunities schoolwide? How can this new labor force be utilized to meet new realities?

About Greg Martin



Greg Martin is Mission & Data's Senior Organizational Effectiveness Strategist, where his work with clients spans accountability and action planning, faculty workload and compensation, organizational effectiveness, and strategic planning. His primary focus is guiding leadership teams in progress accountability and action planning — the critical bridge between establishing strategic priorities and successful implementation. This work most naturally follows a holistic strategic planning process and is similarly applicable to accreditation recommendations and strategic financial planning. Greg's 30-year career in independent schools has been varied and deep. He has worked at both day and boarding schools in roles as a classroom teacher, department chair, dorm head, coach, and upper school dean. In addition to Vermont Academy, Greg has worked at The Perkiomen School, Porter-Gaud School, The Gunnery, Rumsey Hall School, and The Woodhall School. Outside of individual schools, Greg has served as an accreditation self-study chair and an accreditation committee chair. He developed and implemented a course for graduate students in the Independent School Leadership program at Mount Holyoke College, where he was a lecturer. Greg is a prolific author and conference speaker. His publications include "Hiring Practice: Developing a Year-Round Model"



in the NAIS Independent Ideas Blog and “Admission and the Importance of a Multi-Talented Faculty” for the Enrollment Management Association (now E3n). He was also the author of “Looking at New Staffing Models in Independent Schools” and “The Financial Future of Independent Schools” in The Trustee’s Letter. Greg has presented widely as a solo speaker as well as with members of Mission & Data’s team, including as part of the AISNE Governance Series and TABS Annual Conference. Greg earned his EdD in Education Policy and Leadership from Drexel University, an MA in European History from Western Connecticut State College, and a BA in Political Science from Wheaton College. He is an alumnus of The Peddie School.

Free for those schools who purchased a speaker series subscription
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