



SANDY SPRING FRIENDS SCHOOL

HEAD OF SCHOOL PROSPECTUS

• Storbeck/Pimentel & Associates • 2019 •

Sandy Spring Friends School provides a welcoming and nurturing learning community with Friends testimonies and Meeting for Worship central to its life and vitality. A challenging academic curriculum, enriched arts program, inclusive athletics, and service opportunities promote intellectual excellence and strength of character. A dedicated and passionate faculty values the unique gifts of every student and encourages them to express their whole selves.

Recognizing the inherent worth of each person, the School strives to develop individual talents and foster caring and effective citizens of the world.

Overview

INTRODUCTION

Sandy Spring Friends School (SSFS) is a progressive, coeducational, college preparatory Quaker school for students from age 3 through 12th grade, with an optional boarding program in the Middle and Upper Schools. The SSFS community is guided by the Quaker testimonies of Simplicity, Peace, Integrity, Community, Equality, and Stewardship (known collectively as SPICES). Founded in 1961, SSFS offers an advanced curriculum, experiential learning, character education rooted in universal Quaker principles, and a diverse and international student body that reflects today's global community. SSFS sits on a pastoral 140-acre campus in the heart of Montgomery County, Maryland, equidistant from Washington, D.C., Baltimore, and Annapolis. SSFS is under the care of the Sandy Spring Monthly Meeting and the Baltimore Yearly Meeting.

The School's motto, "Let Your Lives Speak," expresses the institution's philosophy of educating all aspects of a person so that their life—in all of its facets—can reveal the unique strengths within. It also refers to the ways in which an individual's actions—in particular, service to the greater community—can give voice to that individual's values and convictions.

Sandy Spring Friends School's culture—rooted in the idea that collaboration engenders achievement—can be traced to the institution's Quaker heritage and abiding belief in Quaker values. SSFS teachers strive to identify and cultivate each child's intellectual, extracurricular, and social passions, recognizing "the Light within." In doing so, the SSFS community helps shape students whose actions speak volumes and whose lives become exemplars—not only among their peers and families today but also in their personal, educational, and professional communities in college and beyond.

SSFS DISTINCTIONS

Inquiry-based Approach

SSFS takes an inquiry-based approach to teaching and learning, challenging students to strive for academic excellence and to realize their highest potential.

Experience-based Learning

SSFS believes that learning is significantly enriched by experience-based projects and programs. They help develop capable, responsible, and globally aware students who can apply their learning in useful, practical, and meaningful ways.

Teachers as Life Mentors

Because SSFS teachers see each student as a unique individual, they strive to cultivate each student's inner Light and talents. The resulting dynamic of frequent communication and trust facilitates confidence and growth, as well as an optimistic outlook, a lifelong love of learning, and the desire to accomplish positive change in the world.

Campus as an Outdoor Laboratory

SSFS prepares students to create a sustainable future on one of the largest and most beautiful campuses in the region. The School's 140-acre campus, near urban centers, features an old-growth forest and stream, making it a

natural environment for study and contemplation, and enabling access to a wealth of resources. This includes six miles of cross-country trails, a pond/swimming hole used seasonally by students and summer campers, an aerial adventure park, and even a portion of the historic Underground Railroad running through it.

Our Community: A Catalyst for Growth

SSFS holds the idea of community in the highest regard. It's an intentional commitment. The school believes in a diverse, collaborative, nonhierarchical community, strengthened by all-school and all-division meetings, an active Parents Association, an engaged alumni body, and an emphasis on affirming and empowering the individual and examining all points of view.

FAST FACTS

622

Students in preschool (age 3)-12th Grade

150

Faculty & Staff members

8:1

Student-to-Faculty Ratio

59%

Students Identify as Students of Color

23%

Employees Identify as Faculty & Staff of Color

12+

Religious Affiliations Represented

7%

Students Identify as Quaker

13

Average Class Size

1/3

Students Receive Financial Aid

113

Students in Boarding Program

17

Countries Represented in the Boarding Program

140+

Acre pastoral campus in Montgomery County

SSFS is equidistant from Washington, DC, Baltimore, and Annapolis

Class of 2017

ACT mean score of 26.6, SAT mean score of 1290; 100% of students accepted to college; 85% applied Early or Priority; 77% admitted to one of three top choices

2018-2019 Tuition

Tuition for 2018-2019 ranges from \$16,425 for Preschool (age 3) program to \$33,250 for Grades 9-12 day students and \$61,250 for 7-Day boarding

Arts Opportunities At SSFS

Arts opportunities include musical production, play production, instrumental music, chorus, handbells, modern dance, theatre, 2D and 3D art, woodworking, digital media arts, Community Play, weaving, photography, stagecraft.

COMMUNITY

Building strong connections among all members of the SSFS community is conducive to both intellectual and social growth, enabling students to have an active voice and influence. This culture is guided by the School's abiding commitment to Quaker values and a sense of belonging to this community remains with alumni throughout their lives.

The Quaker "SPICES"—simplicity, peace, integrity, community, equality, and stewardship of the environment—underlie the conduct of each member of the SSFS community. Arising from and accompanying these fundamental values are habits of reflection and inquiry, a commitment to peaceful resolution of conflict, and an acceptance of people of all faiths. SSFS students see the life of the spirit as motivation to do good in the world, to seek and act on the Truth, and to "let their lives speak" by nurturing their best and truest selves.

Meeting for Worship

[Meeting for Worship](#) is integral to the spiritual practice of the Religious Society of Friends and is at the core of Sandy Spring Friends School. This form of worship is based primarily on silence. It is a rich and living silence which connects each member of the community to each other and to their Guide by leading participants to a deeper, more centered inner place. All present share equally in the service. Participants in a Meeting wait in silent anticipation, seeking the truth by listening for the "still small voice of God." Meetings can be spent entirely in silent reflection, or students or adults may share a message. At the meetings' conclusion, neighbors turn and shake hands.

Once or twice a week, each division holds a Meeting for Worship in which everyone comes together for silent reflection. In Lower School, students learn to appreciate the role of silent worship and reflection through in-class practice of settling into silence, as well as a 25-minute Meeting for Worship in the Meeting House. Teachers guide the students to think about the month's queries and reflect on thoughts that are shared during Meeting for Worship. Middle School students look forward to Meeting for Worship as a time to collect their nerves before a big test, a time to turn off the self-conscious noise of the early adolescent brain, a time to be grateful for the progress they have made and reflect on their lives with a growing awareness of their place in the larger community. In Upper School, students attend Meeting for Worship twice each week, settling into silence and occasionally standing to share their thoughts. During commencement ceremonies in each division, students reflect upon their experience at the School as they look toward their futures.

Students

Sandy Spring Friends School educates over 600 students, with 154 students in Lower School (preschool to grade 5), 147 students in Middle School (grades 6-8) and 319 students in Upper School (grades 9-12).

In addition to a day-school program for all students, Sandy Spring Friends School offers students in grades 9-12 the option to live at the School in both 5-day and 7-day boarding programs. This option is attractive to both domestic and international families and provides students the additional learning experiences that come with greater independence. SSFS currently boards 113 students from the U.S. and 17 other countries including China, Croatia, Ghana, Lebanon, and Russia, who live in either SSFS's 60-person dorm or with SSFS community members. SSFS recently leased a new property located just off campus that will be able to house another eight to fourteen students. In addition to the Upper School boarding program, SSFS is also piloting a program with five Middle School students (four international, one domestic) currently living with host families.

Sandy Spring Friends School's balanced education touches the whole person. Students grow at their own pace, supported by faculty who truly know them. And because SSFS students grow socially, emotionally, and spiritually as they progress academically, they become adept at working with others to achieve their goals. And with their sense of social responsibility, those goals often include making the world a better place. SSFS alumni "[let their lives speak](#)" as they continue their education at top colleges and universities and find success in their chosen fields, including politics and government, the arts, science, medicine, and business.

Faculty/Staff

Sandy Spring Friends School's 150 faculty and staff members all share one thing: an intense commitment to their students. Faculty see and hear their students, and encourage them to create lives that speak with quiet and certain confidence. Alumni often share that their strongest and most meaningful connection to the school years after graduation is the relationships they formed with faculty mentors.

SSFS educators are subject-matter experts with a continuing thirst for learning. They are progressive; they are kind; they are patient and encouraging; they promote experiential and outdoor learning; they utilize the nearby cities as cultural resources and valuable urban centers; they educate the entire student; they take an active interest in their students, finding meaning and Truth in their lives; they participate in an active decision-making process that involves consensus-building; they respect everyone in a diverse and international setting; and they promote the universal values that form the social fabric of our school. They look for the Light within each child, and respond to their students' styles in ways that support and elicit their best efforts.

Education is their passion, and they embrace an environment in which professional development is encouraged. They promote an outstanding academic atmosphere and a safe space in which students, faculty, and parents operate as partners to cultivate academic understanding, social responsibility, and personal growth for all.

Parents Association

The SSFS Parents Association (PA) is a bustling, thriving community of over 900 parents who are all involved in creating an engaging and nourishing environment for learning and contributing to the world. At the core of the PA is partnership: partnership among families, between families and faculty, and between home and school. Upon enrollment of their student, all parents and guardians are automatically members of the SSFS PA. The Parents Association works closely with the Administration to create opportunities for people to gather, to celebrate and support one another, to exchange and develop ideas, and to serve the community at large.

Throughout the school year, parents and guardians plan and are involved with an amazing array of events including Friends Day, Community Day, Friendsfest, and the annual spring auction. In addition, through various committees the PA brings speakers and entertainers to campus.

Campus/Location

Sandy Spring Friends School's 140-acre campus serves as a living laboratory for the entire school community. With 140 acres, the serenity of Sandy Spring Friends School is amplified by the nearby bustle of multiple urban centers. Pastoral, light-filled, and functional, the forested SSFS campus includes academic and administrative buildings, the historic Meeting House, student housing, faculty residences, a state of the art performing arts center, an athletics

center (including a fitness center and climbing wall), sports fields, a swimming pond, and an aerial adventure park.

For SSFS students, this is an ideal setting for intellectual contemplation, athletic training, diverse extracurricular pursuits, outdoor exploration, urban excursion and personal growth. The campus remains very active during the summer months, as well, between campus rentals and a robust summer camp program that makes frequent use of our gym, dining hall, Adventure Park, campus pond, and other facilities.

Extraordinary campus facilities include:

Adventure Park

Largest aerial park in North America; safe climbing and zip line course with 13 trails of varying difficulty levels

Art Barn

Air-conditioned facility dedicated to visual art, including a pottery studio and kiln

Athletics Center

Includes a 9,000-square-foot gymnasium, fitness center, & 40-foot climbing wall; there is a second gymnasium in Yarnall Hall

Campground

Multiple sites for camping including fire pits, picnic tables, and night-hiking trails

Community Farm

A community-run educational and [working farm](#) that supplies the school's food services with fresh, organically-grown seasonal produce and provides members of the SSFS community with opportunities for hands on experience in sustainable food production.

Library

Worth Memorial Library in Yarnall Hall

Historic Meeting House

Site of Meetings for Worship for our community members

Outdoor Amphitheater

Central outdoor gathering place

Performing Arts Center

State-of-the-art facility; exhibits in lobby, 384 seats in theater

Pond, Stream, and Trails

Spring-fed swimming hole with sandy beach; stream used for water testing; 5K loop trail for hiking and running

Solar Array

Two on-campus solar arrays that offset up to 60% of the School's energy consumption

ACADEMIC PROGRAMS

Sandy Spring Friends School is an academically rigorous Preschool (age 3) through grade 12 school offering a college preparatory program that emphasizes deep understanding throughout the curriculum while encouraging collaboration, instilling confidence, fostering practical experience, and cultivating respect for others. Sandy Spring Friends School prepares students for life and further education.

Described as a community that “ignites curiosity,” at SSFS, knowing why students learn, and how students learn, are just as important as what students learn. The educational program is grounded in a deep respect for individual

students and intellectual rigor. The School's teachers help students internalize a cyclical learning process called "QRA"—Question, Reflection, Action—which ensures that they think critically, integrate new knowledge, and apply what they learn. SSFS helps students develop their individual sense of purpose as they become caring citizens of the world.

Faculty agree that the school is at its best when students connect across divisions, coming together to play and work together. Signature extracurricular events including [Community Day](#), the [Community Play](#), and Our People, Our Planet (a day dedicated to a dual focus of environmental literacy and greater understanding of the unique social, global, and cultural composition of all SSFS community members) are built into the structure of the year, providing rich opportunities to participate in school-wide experiences.

Lower School

Preschool

Research shows that play is a powerful tool for learning. That's why at Sandy Spring Friends School, play-based learning is woven into the preschool curriculum through fun hands-on activities. Whether outdoors on the natural playground or in the classroom, the SSFS Preschool offers numerous opportunities for play throughout the day. Play is the child's emotional, physical, cognitive, and social work. As SSFS preschoolers play, they develop motor skills while exercising and build social skills while playing and exploring with friends. Cognitively, play allows for the development of language and for creative thinking that promotes problem-solving.

Through this play-based learning model, SSFS teachers emphasize academic, social, and emotional growth that prepares students for Kindergarten and beyond. The preschool program is committed to helping each child feel a sense of belonging in the classroom as they foster a passion for lifelong learning, develop compassion for others, and learn to Let Their Lives Speak. Additionally, SSFS teachers are trained in a curriculum called [Faith & Play™](#), which is an approach to introducing the history of Quakerism and teaching the Quaker values inherent in the school's educational philosophy.

Kindergarten Through Grade Five

As students move into Kindergarten and beyond, the focus is on each child's growth academically, physically, socially, and spiritually. Holding firm in the belief that there are unique gifts within each child, faculty emphasize individual strengths and talents and nurture a sense of self-worth and confidence to take risks. [A talented and supportive faculty](#) help each student develop a mastery of basic skills and concepts with open-ended problem solving, expansive thinking, and creative writing. Students learn to shape questions about concepts and ideas, reflect upon their learning, and put their learning into action – developing independence and self-advocacy skills in the process. SSFS Lower School students begin using their voice with an active student government program for the 4th and 5th grades, called [SPARK](#). See the full Lower School curriculum [on the SSFS website](#).

Middle School

The robust and vibrant [Middle School](#) educational program promotes open and honest communication between all community members, exposes and educates students about diverse cultures, and encourages students to take

academic risks in an atmosphere of support and safety. [Dedicated faculty](#) and small class sizes ensure that teachers truly know and appreciate the strengths of each child and offer the support needed to develop their individual sense of purpose as they become caring citizens of the world. Recognizing that experience shapes character, students are provided opportunities for leadership, artistic expression, athletic competition, meaningful community service, and extended field trips. Students have the opportunity for leadership as representatives on [FLAME](#), the student government body, as well as clerks on various school-wide or local committees. [The Middle School program](#) is not just a preparation for the years to follow, but is itself a whole and purposeful experience.

Upper School

The Sandy Spring Upper School develops confident, responsible, thoughtful citizens who understand the wider world and seek to make a difference in it. SSFS supplies graduates with the intellectual and interpersonal skills that help them thrive in a rapidly changing, increasingly global community. Led by an [extraordinary faculty](#), the SSFS Upper School is a dynamic, interactive community committed to expanding students' academic, artistic, athletic, social, and spiritual education.

The [Upper School curriculum](#) features English, History, Mathematics, Science, Global Languages, the Arts, Physical Education and Sports.

Other Upper School curriculum highlights include:

- A rich transitional experience for [ninth grade students](#), linking the middle school years with the more intensive demands of the upper school program.
- A [College Counseling](#) department committed to ensuring that every student and family receives the necessary support required to design and implement a successful plan for college.
- [Community service](#) opportunities, which help SSFS students learn to be contributing members of both their community and the world.
- Participation in [Intersession and Signature Trips](#), which provide meaningful, longer, and memorable experiences that are correlated to various aspects of the curriculum and build community.
- Robust opportunities for leadership, whether by serving as a member of [Student Government](#), [managing a club](#), serving as a [Writing Center tutor](#), and more.
- [English Language Support](#) through ESOL courses to help international students and non-native English speakers integrate into the SSFS community.
- [Support services](#) to students, faculty, and families to assist students in acquiring the academic, social, and emotional skills needed for success.

ATHLETICS & PHYSICAL EDUCATION

The SSFS Athletics and Physical Education program provides a balance to the academic and spiritual life on campus and helps promote a sense of community.

Starting with physical skill building in a noncompetitive atmosphere in Lower School and moving toward developing positive health and conditioning habits in Middle School, students mature in an environment that teaches self-discipline and good sportsmanship. By Middle and Upper School, SSFS students are ready to participate in 12 interscholastic sports:

- baseball
- basketball
- cross country
- golf
- hockey
- lacrosse
- soccer
- softball
- tennis
- track & field, and
- volleyball

SSFS teams compete in the PVAC (Potomac Valley Athletic Conference).

In addition to varsity sports, there are a wide variety of recreational options including a winter intramural option known as [Morley Games](#)—a unique, nontraditional set of team sports created at SSFS during the 60s and 70s. Every student has the opportunity to realize their athletic potential.

GOVERNANCE

The Head of School reports to the 24-member [Board of Trustees](#), the governing body of Sandy Spring Friends School. In doing its work, the Board is guided by the [Quaker testimonies](#) of service, simplicity, equality, integrity, stewardship of the environment, and the peaceful resolution of conflict. The Board also endeavors to follow best practices and seeks guidance from the Friends Council on Education, the National Association of Independent School, the Association of Independent Maryland Schools, and the Association of Independent Schools of the Greater Washington Area.

The Board has developed statements on sustainability, [anti-discrimination](#) and [diversity](#) to help guide its own work, as well as the work of the broader School community, in promoting a welcoming and nurturing learning environment at SSFS.

As required in the Board's By-Laws, a majority of the Board must be members of the Religious

Society of Friends. Sandy Spring Friends School is under the care of two Meetings: [Sandy Spring Monthly Meeting](#) and [Baltimore Yearly Meeting](#). Eight board members are appointed by the Sandy Spring Monthly Meeting, and four members are appointed by the Baltimore Yearly Meeting. The Board of Trustees appoints the remaining at large members. Board members are appointed for terms of three years and may be reappointed for one additional term. The Board is organized with several officers including a Clerk, Assistant Clerk, Recording Clerk, and Treasurer. The Board organizes itself into several committees which assist in conducting its work.

FISCAL AFFAIRS

In 2018-19, the operating budget of Sandy Spring Friends School was approximately \$21 million and total assets were valued at \$48 million. SSFS has built a strong pipeline of alternative non-tuition revenue sources, including on-campus rentals, revenue from the Adventure Park located on the School's land, and, most notably, robust summer programming, which earns over \$1 million in net proceeds annually. The current endowment is approximately \$2 million and managed by an outside firm with the guidance of the Board's investment committee. In recent years, successful fundraising and prudent fiscal management has resulted in updated facilities and a campus with limited deferred maintenance. Specifically, the "Light the Way" capital campaign—focused principally on funding construction of the new Upper School Building—has been successful as it heads into the public phase of the campaign.

The Next Head of School

THE ROLE

Reporting to the Board of Trustees, the Head of School is the community leader of Sandy Spring Friends School, charged with stewarding its human, intellectual, and financial capital with integrity, energy and humility.

Guided by SSFS's Quaker values, the Head of School will lead the effort to inspire students, staff, and faculty toward rich, purposeful, and life-changing learning. Managing an operating budget of approximately \$21 million, the Head of School will lead a team of the following direct reports:

- Assistant Head of School
- Chief Financial Officer
- Chief Operations Officer

- Director of Communications
- Director of Boarding and International Admissions/Director of Auxiliary Programs/ Director of Residential Life (Interim)
- Director of Advancement
- Director of Enrollment Management
- Executive Assistant to the Head of School
- Director of Athletics
- Head of Lower School
- Head of Middle School
- Head of Upper School

Each member of the administration heads a division or department whose staff are notable for their dedication to Sandy Spring Friends' goals and values and to maintaining the School's supportive and enriching environment for all students.

CHALLENGES & OPPORTUNITIES

Sandy Spring Friends School has been the beneficiary of steady-handed leadership provided by [Tom Gibian](#), who will conclude a successful decade-long tenure as Head of School in June, 2020. Under his leadership, SSFS has expanded its preschool program to include three-year-olds, increased overall enrollment by seven percent, and celebrated the institution's commitment to sustainability with the campus Community Farm and solar arrays. A new building housing the Upper School is currently being constructed, following the International Green Construction Code, and expected to be open and "net zero ready" in 2020.

The next Head of School will arrive at a time of great momentum and optimism. The School has benefitted significantly from a decade of consistent success in fundraising and enrollment, from significant capital investments, from disciplined fiscal management, and from a devoted and hardworking group of faculty and staff strongly committed to Quaker principles and practices. SSFS is well-positioned to build upon its recent successes and seeks a Head of School who will embrace the following opportunities and challenges:

Lead the School's next strategic planning process

Working together with Sandy Spring Friends School's Board and the school-wide community, the next Head of School will provide strong and collaborative leadership in guiding the School to develop a new strategic plan. Having experienced a period of enrollment growth in the Upper School, from 265 students in 2010 to 319 students in 2019 (and steady enrollment in the Lower and Middle Schools during this same time period), SSFS is now in a position to plan for the continued stewardship of its human and financial resources and reconfirm its sense of institutional self. The next Head of School will solicit the collective wisdom of all community members in a

transparent and inclusive process with the goal of refining the long-term direction of and promoting sustainability across the School in ways that are consistent with its mission and values.

Strengthen the School's already distinguished academic program

Sandy Spring Friends School has produced generations of alumni whose lives speak and have been transformed by the foundational education they received. The next Head must continue to support a dynamic, strong, and engaging curriculum that is inquiry- and experience-based and leverages the resources available through the School's proximity to Washington, D.C, Baltimore, and Annapolis as well as the School's own bucolic campus and its surrounding resources. Maintaining an excellent academic program will include recruiting, supporting, and retaining outstanding and diverse faculty and staff, continuing to support innovative professional development opportunities, deep investment in social/emotional learning, creating opportunities for cross-divisional mentorship, and a commitment to the School's hallmark of intentional and powerful connections between faculty and students centered in Quaker principles.

Further establish strong continuity from division to division, and promote collaboration across the divisions

Sandy Spring Friends School benefits from its Lower, Middle, and Upper Schools sharing one dynamic campus. The next Head of School will have the opportunity to support faculty in creating new and energizing opportunities for cooperation and collaboration among the School's own students, faculty, and staff across divisions in order to take advantage of the strength of the SSFS community and deepen the sense of pride in shared accomplishments within the School. The next Head will also have the opportunity to enhance the continuity of the student experience moving through the School's three divisions.

Strengthen and steward the School's financial resources

Sandy Spring Friends School is in the late stages of a \$12 million capital campaign, funding the construction of a new Upper School building. Carrying a great deal of momentum forward, the next Head of School will further enhance the financial standing of the School by continuing to engage alumni, friends, foundations, and other key supporters in order to grow the School's endowment, fund new capital projects and other priorities resulting from implementing the emerging strategic plan, amortize current debt, and diversify its resource base toward ensuring the long-term sustainability of the School. The next Head will also oversee, at the highest level, the School's enrollment management strategy, ensuring a strong admissions pipeline in Lower School to balance strong enrollment in Upper School.

Champion initiatives that promote diversity and inclusive excellence for students, faculty, and staff

Sandy Spring Friends School's student body reflects a truly global community with students from 17 countries joining an already-diverse community of domestic students representing many backgrounds, faiths, and cultures. Using data collected in the recently completed diversity audit, the next Head of School will champion initiatives that foster a commitment to diversity in all its forms, including demonstrated experience of a commitment to inclusive excellence and the recruitment and retention of faculty and staff of color. The successful Head will serve as a model for the community, embracing and valuing new contributions and perspectives while maintaining the School's core values.

Maintain a deep connection with the School's Quaker foundations

Sandy Spring Friends School's approach to leadership and decision-making are rooted in its Quaker heritage. Decisions, of all kinds and at all levels, often involve gathering input from and granting significant roles to individuals across many constituencies. Collaboration, openness, discernment, and a respect for all voices toward finding a "sense of the meeting" are characteristic of these processes, and the focus is on building consensus rather than abiding by majority rule.

Commitment to this participatory and deliberative approach requires deep listening, time, and flexibility of thought.

The ideal Head will strike the right balance between process and action, never compromising the need for broad input or the desire to build consensus, yet fostering new, energetic, and timely ideas on campus and ensuring their successful implementation while communicating clearly throughout. To promote a culture of transparency, the next Head will work closely with senior administrators to establish coherent, consistent decision-making while prioritizing transparency and appropriate feedback to all constituencies. Finally, the Head will maintain a close relationship with Sandy Spring Friends Monthly Meeting and Baltimore Yearly Meeting, under whose care the School remains, to preserve and enhance the embodiment of Quaker values and process at the School.

QUALIFICATIONS & PERSONAL CHARACTERISTICS

To lead Sandy Spring Friends School in these vital areas, the next Head of School should be a strategic and visionary leader with an entrepreneurial spirit who cares deeply about student well-being. The next Head will possess the highest personal and professional integrity and demonstrate a proven ability to work collaboratively. An advanced degree is preferred. In addition, the next Head of School will ideally:

- Value diversity and demonstrate a track record of building institutional strength by creating inclusive, equitable, and welcoming environments for all individuals;
- Have proven experience leading the development and implementation of a strategic vision for a complex organization;
- Understand and appreciate the important role Quaker traditions play at the school and their influence on inclusive, consensus-driven decision making;
- Be courageous and resourceful in seeking solutions to the above challenges and opportunities;
- Enthusiastically build institutional support and engage in fund-raising, developing a culture of philanthropy to help sustain the institution;
- Take pleasure in being accessible to, listening to, and engaging with students, faculty, and staff on campus while balancing the need to work extensively with external constituents;

- Further bolster the reputation and strengths of SSFS, articulating the value of a Quaker education internally and externally;
- Communicate effectively, transparently, and in a timely manner;
- Have a sophisticated understanding of child development and the best pedagogical practices in academics and co-curricular programs;
- Have experience managing finances within a complex organization;
- Lead the School in a consensus-driven and effective manner with humility, optimism, energy, genuine warmth, and a sense of humor; and,
- Partner with the Board of Trustees to ensure the continuation of educational excellence and the long-term sustainability of the School.

The expected start date for this opportunity is July 1, 2020.

Nominations and letters of interest may be sent in confidence to:

Sherry Coleman, Partner
Ethan Dubow, Principal
Matt Marsallo, Senior Associate
Lisa Solinsky, Associate
Storbeck / Pimentel & Associates, LP

SSFSHeadofSchool@storbecksearch.com

For more information, please visit www.ssfs.org.

Sandy Spring Friends School does not discriminate on the basis of race, color, religion, national or ethnic origin, gender, sexual orientation, gender identity or a person's status as a qualified candidate with a disability in administration of its educational program, admission policies, financial aid program, staff hiring, and other school-administered programs.