



ST. MARK'S SCHOOL

HEAD OF SCHOOL POSITION STATEMENT



St. Mark's School educates young people for lives of leadership and service. Founded in 1865 as an intentionally small residential community, the school challenges its students to develop their particular analytic and creative capabilities by both inspiring their academic and spiritual curiosity and kindling their passion for discovery. We value cooperation over self-interest, and we encourage all members of our community to explore their place in the larger world beyond our campus.

The Opportunity

The next Head of St. Mark's School will lead an institution deeply committed to academic excellence; to a vibrant, healthy, and inclusive adult and student community; and to a culture that inspires all to do and be their best. Founded in 1865 as an intentionally small residential community grounded in the Episcopal tradition, the St. Mark's School identity is to be "intentionally small," to "think big," and to consider how best to offer an academic and co-curricular program that meets the ambitious mission of the school. With a passion for residential education, a strategic and visionary mindset, and a spirit of collaboration, the Head of School will lead the school in the articulation of a clear and compelling strategic plan. This is an opportunity to chart a course for St. Mark's next decade, one that honors its essential traditions while bringing the School into a new era of commitment to excellence in education, experiential learning, global programs, an intentionally welcoming community, and all the elements that make a St. Mark's education distinctive.

The next Head of School will be a highly engaged leader of the community and be fully immersed in the life of the School. A caring educator and accessible leader, the next Head of School will create and sustain an environment where all students, faculty, staff, and families feel a strong sense of belonging. The next Head of School will energetically engage with the members of the community and actively cultivate a culture that fosters community and inclusion, nurtures intellectual curiosity, values compassion and kindness, and honors that faculty are the lifeblood of every strong school.

In addition to the strength of the School's academic program and community, the next Head will assume leadership of an institution that is strong on every metric, including high demand for enrollment, a balance sheet including an approximately \$150 million endowment, a recently completed \$112 million capital campaign, and a beautiful campus with a new, recently finished residence hall.

The Head of School is appointed by the St. Mark's Board of Trustees and is responsible for all aspects of the School operations, including academic programming, operational and financial health, and external relations and fundraising. In partnership with the Board, the Head of School is responsible for setting the School's strategic priorities and achieving the School's mission. The next Head of School will be an exceptional listener who strives to build trust among all stakeholders, to bring clarity in decision-making and communication, and to champion the continued excellence of the school by fostering an environment where all stakeholders are valued and can thrive and grow.

Candidate Profile

IDEAL EXPERIENCE

Educational Leadership

Accomplished and passionate educational leader with experience educating, motivating, and inspiring diverse, passionate students and recruiting and supporting a dedicated faculty and staff. Appreciation and respect for St. Mark's Episcopal values and the unique demands of a boarding school.

Strategic Planning

Experienced at partnering with a board and other critical constituents to develop a bold strategic plan; setting and communicating clear priorities; executing them; measuring and assessing impact; and revising course where necessary.

Commitment to Diversity, Equity, and Inclusion

Demonstrated record of achieving measurable progress with diversity, equity, and inclusion initiatives that are central to the School's culture, practices, and strategies.

Skilled Communicator

A compelling, effective communicator who can connect with a broad range of audiences. A strong listener, an inspiring and persuasive speaker, and an excellent writer.

Financial and Operational Leadership

Understanding of the financial, organizational, and operational underpinnings of an independent school; familiarity with the levers to secure a fiscally sustainable institution, including the critical capability to be an effective fundraiser.

Partnering with Board of Trustees

Ability to effectively and transparently collaborate with the Board of Trustees.

Academic Credentials

Strong academic credentials; relevant advanced degree required.



Fast Facts:

87 Faculty Members

**14 Faculty Members
with terminal degree**

\$6M Financial Aid Budget

30% Students receive Financial Aid

\$72,930 Boarding Tuition



Student-led Affinity Groups:

- AAS (Asian-American students)
- ASEA (Association of Southeast and East Asians)
- BLU (Black Lives Union)
- Brilliant (Students with Learning Challenges)
- CFG (Christian Fellowship Group)
- GSA (Gender and Sexuality Alliance)
- J-Team (Jewish students)
- Los Leones (Latinx students)
- MENAS (Middle Eastern & North African students)
- NAA (Native American Alliance)
- #OpenlySecular (secular students)
- SASS (South Asian Students Society)
- SMARC (St. Mark's Against Racism Coalition)
- Southborough Society (female students)
- SWIRL (bi- or multi-racial students)
- WSAR (White Students Against Racism)

To learn more about Community & Equity, please visit www.stmarksschool.org/equity

CRITICAL LEADERSHIP CAPABILITIES

Educational Leader

In a boarding school with an enduring commitment to academic excellence, experiential learning, and a desire to help students find meaning and purpose, the next Head will:

- Lead the community in dynamic, iterative conversations about student-centered learning as the community explores the evolution of the School's programs.
- Honor the traditions that bond the community while examining current pedagogical practices and challenging the community to think boldly about teaching and learning; invite and engage in debate on achieving educational excellence and best methods while supporting quality of life for faculty and staff; and commit to reflection, continuous improvement, and innovation.
- Explore ways to strengthen St. Mark's Experiential Learning, the school's global focus, and the athletic and arts programs. Encourage and support collaboration and innovation across the educational curriculum and total student experience.
- Build a culture that recognizes and honors St. Mark's exceptional faculty and staff, invests in their well-being and professional development, partners with them to increase retention, and holds all students, faculty, and staff accountable to St. Mark's high standards.
- Inculcate a culture of intentionality on key areas of focus, especially social and emotional learning.
- Ensure that the School's culture, services, and practices support an environment that prioritizes physical and emotional health, safety, and well-being.

Inspiring Community Builder

Given the deep commitment to a kind and caring culture and community and the school's Episcopal foundation, the next Head of School will be a gifted community builder with the ability to:

- **Be an inspiring and transparent** leader who welcomes debate, values diverse perspectives, listens, and then makes decisions always in the best interest of the students and the School.
- **Be visible**, accessible, and an active participant in the life of the students, faculty, and staff. The next Head of School will find joy in everyday conversations and in attending School events.
- **Invest** in the spiritual life of the School by embracing the many diverse faith traditions in its community, building on the impactful Chapel program, and supporting individuals' spiritual and emotional growths.
- **Advance** and deepen the School's commitment to community, equity, and inclusion across its students, faculty, and staff in all aspects of the School's intellectual, spiritual, and community life.
- **Promote** trust and partnership across the School's community, recognizing that every conversation is an opportunity to build a culture of understanding and mutual respect.



Experiential Learning:

Experiential education is a teaching and learning philosophy where students engage in academically rigorous, complex problems and face real-life challenges both on and off campus.

Examples:

St. Mark's Saturdays

Lion Term

Service Learning and Community Engagement

To learn more about Experiential Learning, please visit www.stmarksschool.org/experiential



Global Citizenship:

St. Mark's students have traveled to 24 countries with the Global Citizenship Program.

Students and faculty explore what it means to put their ideas out into the world. Providing immersive experiences on campus, locally, nationally, and across the globe, these programs help students understand and appreciate cultural differences, develop individual capabilities, and gain hands-on experience in a wide range of fields.

To learn more about our Global program, please visit www.stmarksschool.org/global

Organizational Leadership

St. Mark's is a well-resourced and governed institution with a culture of continued improvement and evolution. The next Head of School will:

- Be a strategic, effective steward of the School's assets and demonstrate strong business acumen.
- Set priorities that reflect the School's values, aspirations, and resources; and then communicate plans clearly.
- Work cooperatively with the Board, faculty, staff, and other constituents to set and execute a strategic plan.
- Attract, develop, and inspire a talented and diverse faculty, staff, and administrative team while instilling and modeling a culture of teamwork, mutual respect, and continued learning.
- Create an environment where all feel empowered, supported, and accountable.
- Develop strong relationships with the school's Board of Trustees and partner closely with them on major institutional issues.
- Foster a culture of engagement and financial support from alumni and parents.
- Create and deepen strong, lasting bonds with alumni and parents, seeking creative ways to reconnect with all graduates and reintroduce them to the school.

OTHER PERSONAL CHARACTERISTICS

St. Mark's seeks a leader who demonstrates:

- A broadly engaged intellect.
- Leadership with humility, unquestioned integrity, sound judgment, and a strong internal compass.
- A warm, engaging, and genuine interest in the lives of each student, faculty member, and staff employee.
- An evident understanding and embrace of the broad range of religious traditions at the school.
- Exceptional verbal and written communication skills that are thoughtful, inspiring, and authentic.
- The confidence to listen carefully, make decisions, and share credit.
- A sense of humor.

SEARCH PROCESS

St. Mark's School is an equal opportunity employer, and will not discriminate, or tolerate discrimination, against any employee or applicant in any manner prohibited by law.

The St. Mark's School Search Committee is being assisted by Spencer Stuart in the search process. The committee welcomes comments, questions, nominations, or expressions of interest.

Please send expressions of interest with any supporting materials to the following confidential email address: stmarkshos@spencerstuart.com

Visit our website to learn more: www.stmarksschool.org/head-of-school-search



Nondiscriminatory Policy:

St. Mark's School admits students of any race, color, religion, sexual orientation, and national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the School. It does not discriminate on the basis of race, color, religion, sexual orientation, and national and ethnic origin in the administration of its educational policies, admissions policies, financial aid programs, and athletic or other School-administered programs.



About the School

St. Mark's is an independent, co-educational boarding and day school for students from 9th through 12th grade on 210 acres in the picturesque suburb of Southborough, Massachusetts, 25 miles from the cultural and social center of Boston. St. Mark's is a school with an inclusive educational pedagogy and has been providing transformative experiences for students since its founding in 1865.

The School's diverse and talented student body is composed of 375 boarding and day students from 23 states across the United States and 12 countries around the world. Students benefit from an intellectually and academically rigorous curriculum, a small class size, and a 6:1 student-faculty ratio. The School's curriculum is based on the philosophy to advance three core values: intellect, character, and leadership, while also learning the skills to become curious, well-rounded, and responsible citizens of the world.

This framework isn't limited to the classroom; it extends to a student's life in residential houses, on the athletic fields, and through leadership opportunities and experiential and community engagement. St. Mark's prepares students to pursue lives of consequence by making a meaningful difference in whatever arena they choose to focus their energy and talents in.



375

Students



6:1

Student : faculty ratio



210

Acre campus

St. Mark's remains affiliated with the Episcopal Church and the community embraces students, faculty, and staff from all faith and non-faith traditions, encouraging and supporting them in religious and spiritual diversity. The school's required, twice-weekly interfaith chapel service is a place to build and foster unity. Chapel talks given by members of the VI Form senior class are foundational to the sense of community built through these gatherings. Faculty and administrative staff are encouraged to share dining hall meals with students and attend sporting events, student performances, and other campus-wide events to become fully integrated in the St. Mark's community.

St. Mark's commitment to community and equity is integral to its mission. The School is, of course, committed to addressing the social well-being of all students, but has invested particular resources in health and wellness services for Black, Brown, and Asian students. Additionally, St. Mark's is committed to the continued professional development of its faculty and staff. In furtherance of the commitment to community and equity, the admissions team has established new inclusive practices in the admissions process, one of which is asking applicants to answer open-ended essay questions about their lived experiences.

St. Mark's is a member of the Independent School League (ISL), a highly competitive league made up of schools in Massachusetts, Rhode Island, and the New England Preparatory School Athletic Conference (NEPSAC). All ISL member schools are committed to establishing healthy competition that promotes fair play in a positive, supportive atmosphere. St. Mark's is very proud that its teams have earned numerous ISL and New England Championships and are often the recipient of the ISL Sportsmanship Award, selected by a vote of league coaches and awarded to one deserving school in each sport at the end of each season.





5,679

total individual
donors

37

COUNTRIES
REPRESENTED

\$35,159,743

TOTAL PARENT
DOLLARS

\$112,042,614

TOTAL DOLLARS
RAISED

2,279

TOTAL PARENT
DONORS

St. Mark's recently celebrated the completion of its \$112 million *Lives of Consequence* campaign, the most ambitious fundraising initiative in the School's history. In October 2022, St. Mark's celebrated the opening of Patterson-Sculley House, a \$50 million, state-of-the-art residence hall that was the centerpiece of the campaign, reuniting all boarding students onto the main campus and reimagining founder Joseph Burnett's vision of a "school under one roof" for a new era.

***Lives of Consequence* campaign highlights included:**

- The opening and dedication of the Burgess Center for Innovation in Teaching and Learning, which demonstrates St. Mark's national leadership in innovating pedagogy and has become the physical and intellectual hub of St. Mark's educational life.
- The first annual Global Citizenship Institute sponsored by St. Mark's.
- The opening of the new STEM Center designed to advance best-in-class teaching and learning of science, technology, engineering, and mathematics.
- The launch of a new academic schedule featuring the SM Saturday's program, which incorporates character and wellness education into form-based core classes.
- The launch of Lion Term, a three-week capstone study program cultivating mindfulness, empathy, and self-reflection in students.
- The first Global Diplomas, awarded to St. Mark's graduates on Prize Day.
- St. Mark's selection to participate in the University of Pennsylvania's Independent School Teaching Residency program.

THE MISSION OF ST. MARK'S SCHOOL

St. Mark's School educates young people for lives of leadership and service. Founded in 1865 as an intentionally small residential community, the School challenges its students to develop their particular analytic and creative capabilities by both inspiring their academic and spiritual curiosity and kindling their passion for discovery. We value cooperation over self-interest, and we encourage all members of our community to explore their place in the larger world beyond our campus.

THE SCHOOL'S DIVERSITY STATEMENT

St. Mark's School seeks to reflect the increasingly diverse world in which our students presently live and will live in the future. We intend to provide our students with a superior education in a community of students, parents, faculty, and staff that represents a variety of racial, ethnic, cultural, and religious backgrounds. We strive to ensure respect for all regardless of sex, gender, gender identity, race, religion, sexual orientation, ability, family structure, or economic background.

THE SCHOOLS SUSTAINABILITY STATEMENT

In valuing cooperation over self-interest and recognizing our role as global citizens, St. Mark's School actively fosters environmental stewardship and sustainable development in its education, planning, and practices.



ST. MARK'S SCHOOL

25 Marlboro Road, Southborough, MA 01772

508.786.6000 www.stmarksschool.org

INTENTIONALLY SMALL, THINKING BIG.

