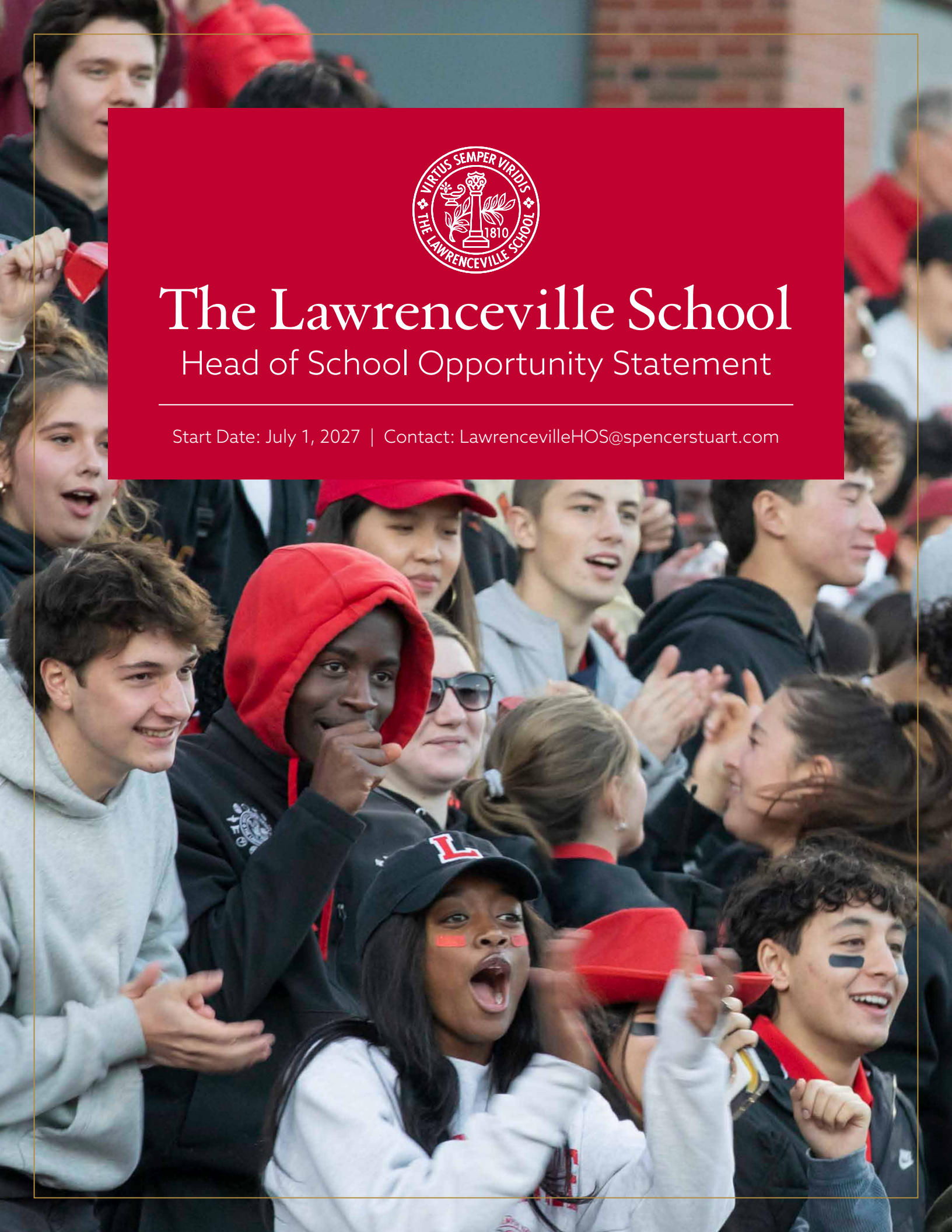


The Lawrenceville School

Head of School Opportunity Statement

Start Date: July 1, 2027 | Contact: LawrencevilleHOS@spencerstuart.com





The Opportunity

As the intellectual and executive leader of The Lawrenceville School, the next Head of School will provide inspiring leadership to one of the world's most distinguished independent boarding schools as it enters its next chapter. With an exceptional faculty and staff, talented and diverse students, a world-class campus, a deeply loyal alumni body, an engaged Board of Trustees, and a strong financial foundation, the next Head will have the rare opportunity to lead a great school community from a position of strength and to shape its future with intention. The next Head will honor Lawrenceville's more than 215 years of history and traditions while providing clear strategic direction for the future, ensuring the School's continued leadership at a moment of rapid change in teaching, learning, and the student experience, as well as profound shifts in the broader social, technological, economic, and geopolitical landscape.

The Board of Trustees and school community seek a leader who will honor, sustain, and enhance Lawrenceville's distinctive core—House, Harkness, and Heart—while providing an inspiring strategic vision, organizational discipline, and academic distinction for the decades ahead. The Head will have a deep understanding and reverence for the pedagogy that has stood the test of time while appropriately driving innovation to ensure that Lawrenceville graduates are prepared to thrive in the ever-evolving world. With credibility as an educator, the next Head will recognize and honor the profound impact of the faculty-student relationship in an intentional residential community where teaching and mentoring takes place in every interaction.

As the chief executive, the Head is the academic, administrative, and external leader of the School and is responsible for the strategic direction, academic program, operational and financial health, and external relations. In partnership with the Board of Trustees, the Head sets the School's strategic priorities, aligning ambitions with resources, and achieving the School's mission. Understanding the critical importance of building trust with all stakeholders and communicating with clarity and consistency, the next Head will bring a consultative, rigorous, data-driven approach to decision-making and willingness to make difficult decisions. The next Head will embrace the opportunity to be the spokesperson for the School, engaging broadly with parents and alumni, raising the School's profile in all conversations, and ensuring the School has the resources needed to thrive.

Candidate Profile

IDEAL EXPERIENCE

Lawrenceville's next Head will possess high intellect and integrity, as well as expansive leadership skills. This individual will bring a strong commitment to academic excellence, executive leadership experience to steward the School's assets, a commitment to nurturing a sense of community, the ability to communicate with passion and clarity, and the courage to take on challenging conversations and make difficult decisions. In addition, the Head will bring the joy, empathy, curiosity, and energy required to lead a school that serves dynamic and intelligent students, a talented and dedicated faculty and staff, and devoted alumni.

As such, the Search Committee seeks an individual with the following characteristics:

- **Academic Leadership**

Accomplished independent school leader with experience motivating and inspiring dedicated faculty and staff, setting high standards, and focusing on excellence in all areas of a vibrant academic community. Energized by developing collaborative, trusting relationships with the faculty, staff, and students, and fostering the critical thinking skills for which the School is known.

- **Student-Centric Leadership and Community Building**

Bring a deep love for working with students and inspiring them in their endeavors, and strive to ensure all feel a strong sense of belonging. Demonstrate fluency in the dynamics of a global residential community and a commitment to ensuring Lawrenceville's Harkness classrooms and House system are homes for students from all nations and cultural backgrounds. Experience working in, or being part of, a residential community is highly desirable.

- **Strategic Planning**

Provide vision, strategic leadership, insight, long-horizon thinking, and energy to understand the evolving independent school ecosystem and to advance the School towards its highest aspirations and goals with community endorsement and buy-in.

- **Financial and Operational Leadership**

Steward the financial and physical assets wisely, making decisions always in the best interest of the institution. Manage a talented team, and demonstrate an ability to delegate, to empower, and to maintain high performance standards. Have experience setting priorities, taking calculated risks, and making prudent decisions.

- **Philanthropy**

Attract philanthropic support for the School's ambitions. Forge the relationships and have the storytelling skills needed to inspire donors, parents, and alumni.

- **Partnering with Board of Trustees**

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

- **Academic Credentials**

Strong academic credentials; advanced degree required.



CRITICAL LEADERSHIP CAPABILITIES

Educational Visionary

In a school where intellectual enthusiasm and innovative thinking have framed the academic program, the next Head will:

- Lead the community through thoughtful strategic planning that aligns programmatic ambition, academic philosophy, and efficient and effective resource allocation. Ability to lead change and embed a culture of self-improvement and continue to hold the community to high standards.
- Guide Lawrenceville's response to emerging issues—including AI, shifting global demographics and geopolitical realities affecting international student mobility, and changing student needs and parental expectations—with clarity, ethics, and educational purpose. Bring the community along in this journey while continuing to develop students into the critical thinkers for which Lawrenceville is known.
- Focus on developing students who inspire the best in each to seek the best for all, and have the interpersonal skills, analytical capacity, curiosity, adaptability, values, and love of learning that will help them continue to adapt and thrive as the world around them evolves.
- Bring genuine fluency in what is coming next, drawing on thinkers and ideas from both within and beyond the world of secondary school and higher education, by modeling intellectual curiosity as a leadership practice.
- Articulate a compelling and credible "true north" for Lawrenceville's future, clarifying its value proposition in a highly competitive and evolving educational landscape, further leveraging its size, location, and distinctive core of House, Harkness, and Heart.
- Support continued excellence in teaching and learning, ensuring that programs are challenging and engaging, and effectively managing the balance of rigor and student wellbeing.
- Ensure that the academic program continues to be relevant and robust. Create an environment that supports dynamic discussions of curriculum, pedagogy, and technology.
- Encourage debate and experimentation to support a school culture where bold questions can be asked and explored. Inspire teachers to take risks and innovate.



Inspiring Community Builder

Given the deep commitment to culture and community across campus, the next Head will be a gifted community builder with the ability to:

- Champion Lawrenceville's key pillars of House, Harkness, and Heart as foundational to student learning, residential life, and belonging, while also ensuring they remain relevant and compelling points of difference.
- Sustain a student-centered, intellectually rigorous, and challenging but supportive educational culture that balances academic rigor and wellbeing.
- Be a visible, engaged presence on campus, building rapport, trust, and authentic relationships with all members of the community, reflecting the all-in, 24/7 nature of a boarding school.
- Continue to advance Lawrenceville's commitment to building a strong and inclusive community.
- Exude authentic compassion, empathy, and kindness in all dealings with both the internal and extended Lawrenceville community while maintaining the courage to make difficult decisions with deliberateness.
- Represent Lawrenceville with credibility, warmth, passion, and confidence to alumni, families, peer institutions, and external constituencies.



Strategic Organizational Leadership

Recognizing the complexity of leading an institution with significant financial, physical, and human resources, the next Head will:

- Provide strong executive leadership to a large and complex organization, ensuring clarity of roles, decision-making authority, and accountability that aligns with Lawrenceville's high standards of performance and achievement.
- Serve as a disciplined and transparent steward of Lawrenceville's strong financial position, communicating financial realities clearly and accessibly, strategically planning and investing in resources that align with priorities and long-term sustainability.
- Recruit and nurture a talented, diverse leadership team, faculty, and staff. Foster a culture of professional excellence and a willingness to change and innovate.
- Cultivate a culture of philanthropic support from alumni and parents, and communicate the mission and goals of Lawrenceville in an inspiring way that encourages loyalty and giving.
- Partner effectively with members of the Board of Trustees, sustaining a collegial, high-functioning governance culture and working closely together on major institutional issues while ensuring the School stays grounded in its mission.
- Promote an organizational structure that supports the academic mission and operational needs of Lawrenceville, including teacher development and a robust evaluation system that supports continued improvement and excellence.

About the Search

The Lawrenceville School search committee is being assisted by Spencer Stuart in this search process. The committee welcomes comments, questions, nominations, or expressions of interest.

To contact the committee, please send an email with any supporting materials to the email address LawrencevilleHOS@spencerstuart.com. All submissions will be treated confidentially.

Compensation

The estimated annual base salary range for this position is \$650,000-\$950,000 based on skills, experience, abilities, and organizational needs. In addition to the annual salary, Lawrenceville offers a generous and comprehensive benefits package.



About Lawrenceville

Since 1810, The Lawrenceville School has been a beacon for independent thinking and learning. The School provides a unique and immersive experience for students in grades 9-12 from around the globe, who enrich the community by bringing unique perspectives, beliefs, and experiences. Lawrenceville students benefit from access to a world-class faculty, whose approach to problem-solving and personal growth is centered on critical thinking and doing.

Lawrenceville community members are all-in: they live with intensity, striving and challenging each other to be their best selves every day. Governed by a strong moral compass and high purpose, Lawrentians believe the most impactful learning comes from honest dialogue, debate, and hard work together. Failure is an essential part of the experience, inspiring growth and improvement. Faculty skillfully challenge and support students to stretch their abilities and to grow as scholars and citizens.

Lawrenceville students learn how to think. The Harkness approach of discussion-based learning and grappling with complex ideas extends well beyond the classroom. The deep and lasting connections that are formed around the Harkness table — in pursuit of rigorous intellectual inquiry and in support of understanding and dissecting diverse perspectives — cultivate students who are uniquely positioned to confront the challenges of our time and to do so with integrity and high purpose.

Lawrenceville faculty are deeply committed to helping students discover and develop their intellectual passions, to think critically and creatively about the world around them, and to develop solutions to the challenges and opportunities before them. Faculty and students have deep relationships that are forged in myriad environments — inspiring discussion around our Harkness tables, driving creativity in our makerspaces and studios, and creating vital community connections in our Houses and on our athletic fields. Nearly 90 percent of our teachers hold advanced degrees, and many make direct contributions to their disciplines as published scholars, scientific researchers, and leading innovators in education.

Through House and Harkness, Lawrenceville challenges a diverse community of promising young people to lead lives of learning, integrity and high purpose. Our mission is to inspire the best in each to seek the best for all.



820

students from 39 states
and 34 countries



375

full-time employees



70%

boarding students



30%

day students



53%

students of color



\$800M

endowment



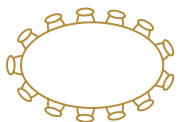
32%

of students receive \$15.1M
in need-based financial aid



House

The **House system** structures residential life around small, intentionally designed communities that foster belonging, mentorship, and character development for both boarding and day students.



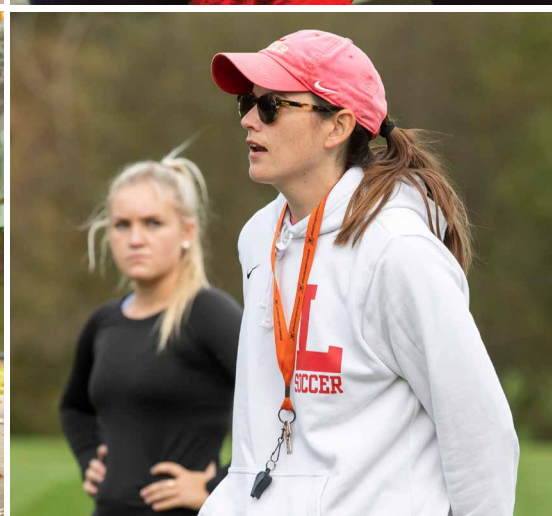
Harkness

The **Harkness method**, Lawrenceville's discussion-based pedagogy, develops critical thinking, intellectual confidence, and respectful dialogue by placing students at the center of learning.



Heart

A **culture of Heart** is reflected in deep relationships between students and adults, a commitment to student wellbeing, and an ethos that balances rigor with care.



ACADEMICS

Lawrenceville fosters intellectual curiosity, critical thinking, and deep listening through its signature Harkness pedagogy. Harkness is a student-centered teaching and learning method where participants discuss ideas in an encouraging, open-minded environment with teacher facilitation.

Lawrenceville’s academic departments work in close concert to facilitate the development of a meaningful depth and breadth of knowledge that forms the foundation for lifelong learning. Beyond the classroom, the School’s signature [Harkness Travel program](#), intensive [Research Institutes](#), and [outdoor classroom](#) all provide experiential opportunities for students to expand their view of their world and of themselves.

[Click here to learn more about Academics.](#)



109

full-time teaching faculty



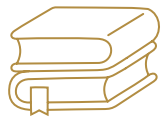
90%

of faculty have
advanced degrees



7:1

student-teacher ratio



245

elective courses

STUDENT LIFE

Every learning experience at Lawrenceville is a deliberate and consistent effort to create a sense of belonging for each student. Along with this foundation of inclusion comes the expectation that each student will be fully involved and engaged. Students teach each other through shared experiences, varying perspectives, and mutual accountability. As students see that learning happens in all environments and applies to every part of life, they develop a foundation for strong citizenship.

House is central to student life at Lawrenceville, and builds inclusive, intentional communities. It is the essence of who we are as Lawrentians; students wear their House colors and raise their House flag with pride. With 18 Houses across four distinct neighborhoods that foster student growth and development, Lawrenceville offers a progressive House experience that begins with ninth grade (Second Form) in The Bowl, broadens to tenth and eleventh grade (Third and Fourth Form) on the Circle and Crescent, and concludes with twelfth grade (Fifth Form), where students reconnect as a class in their culminating year.

[Click here to learn more about Student Life.](#)



200+

years of close-knit
community



700

acre campus



18

residential houses



4

distinct neighborhoods

CO-CURRICULARS

The School's required co-curricular program provides a structured environment to cultivate student passions. From Big Red Athletics to performing arts to farming, students are encouraged to try new things and meet new people to discover what they value and what they can achieve. Lawrenceville's 700-acre campus, including a ropes course, working farm, and makerspace, as well as state-of-the-art athletic and fitness facilities, offers myriad opportunities for students to explore their interests.

Through interscholastic and intramural competition, lifetime sports and activities, and a comprehensive fitness program, participation in Big Red Athletics builds character, instills team values, and sets a standard for lifelong wellness. The program is equal parts athleticism, intelligence, and passion, and students demonstrate humility and a commitment to teamwork.

[Click here to learn more about Co-curriculars.](#)



73

athletic teams



21

interscholastic sports



140

student-led clubs
and activities



25+

dance, music, and theater
performances annually



STRATEGIC PLAN

Lawrenceville has long been committed to learning and improving. Launched in December 2023, its current strategic plan, [*House, Harkness, Heart: A New Era for Community Wellbeing*](#), is the latest demonstration of this commitment. After bringing to a close its previous strategic plan, [*A Vision for the Future: Lawrenceville 20/20*](#), the School consulted with students, faculty, staff, parents, alumni, and trustees to identify the next stretching aspiration to energize the community. In the process, it became abundantly clear that campus wellbeing, with a particular focus on students, was the right direction.

The vision set forth in the strategic plan is to build an even stronger community to which all members contribute and have the opportunity to grow and thrive physically, emotionally, spiritually, and intellectually. Overall wellbeing is enhanced when students feel safe, supported, and empowered in an environment that promotes kindness, respect, joy, and a measured pace of life.

The plan includes five Key Aspirations:

- Foster an inclusive and supportive campus environment that honors individuality within a context of belonging and community wellbeing.
- Promote a collaborative academic culture that fosters discernment, curiosity, and empathy and provides a foundation for students to lead lives of high purpose.
- Create a more measured academic pace of life for students that facilitates growth inside and outside of the classroom.
- Provide engaging opportunities that enhance the awareness and skills of community members, while building our collective capacity to adopt wellbeing measures in a meaningful way.
- Instill a greater awareness of our immediate surroundings and steward our natural resources in a way that generates hope for a sustainable future and provides the tools to achieve it.

Key outcomes are communicated annually to the community and include:

- New academic schedule to prioritize a sustainable pace of life
- An endowed position for an inaugural Dean of Campus Wellbeing
- Annual measurement of student mental health indicators
- Workshops to help facilitate meaningful campus dialogue on complex topics
- Health frameworks outlining habits and behaviors that sustain student health and engagement
- Climate action report outlining carbon reduction goals

[Click here to learn more about the Strategic Plan.](#)

EMERGE TRANSFORMED CAMPAIGN

Emerge Transformed: The Campaign for Lawrenceville raised \$475.7 million for School programs and priorities, making it the most successful fundraising campaign ever conducted by an independent school. The Campaign, which concluded on June 30, 2023, prioritized Financial Aid, Faculty and Academic Support, Campus and Community, and Financial Sustainability. Campaign priorities reflected the four main pillars of *Lawrenceville 20/20*, the strategic plan adopted by the School administration and Board of Trustees in fall 2016: celebrate and reinforce community; develop head and hands and lead the way with experiential education; promote professional excellence; and strengthen the future by securing the financial sustainability of defining programs like financial aid and faculty support.



\$117.8M
raised for
Financial Aid



\$69.8M
raised for Faculty &
Academic Support



\$211.9M
raised for
endowed funds



\$475.7M
raised from
7,054 donors

OUR CAMPUS AND LOCATION

The Lawrenceville School sits on more than 700 acres in suburban New Jersey and includes a National Historic Landmark designed by renowned landscape architect Frederick Law Olmsted in 1880. Woods, farmland, and a lively Main Street surround Lawrenceville's brick buildings, and Princeton, N.J., is just up the street. It's a quick trip to some of the top historic and cultural destinations in the world, with New York City and Philadelphia opening doors to a wealth of learning experiences beyond the classroom.

[Click here to learn more about our campus.](#)





2500 Main Street, Lawrenceville, New Jersey 08648 | lawrenceville.org

Equal Employment Opportunity Statement: *The Lawrenceville School is a diverse, inclusive community and makes all employment decisions without regard for an individual's race, creed, color, religion, national origin, nationality, sex, pregnancy, affectional or sexual orientation, gender identity or expression, age, veteran status, physical or mental disability (including AIDS and HIV related illness), genetic information, refusal to provide genetic information, refusal to submit to genetic testing, ancestry, familial status, marital status, domestic partnership status, civil union status, atypical cellular or blood trait, military service, application for military service, or any other characteristic protected by applicable law. The Lawrenceville School will also provide reasonable accommodations for qualified individuals in accordance with applicable law.*