Head of School

Giddens is seeking our next head of school to start on July 1, 2027.

Since 1972, Giddens School has held an unyielding commitment to social justice and equity as a central guide to our work with children. We believe the best learning happens in a diverse, inclusive, and caring school environment. We care deeply about equity and authentically nurturing a diverse community. As a school community, we have the foundation to push ourselves forward and engage justice and equity within and beyond the school walls.

At Giddens School, it's our mission to develop academically and emotionally confident children who will advocate for themselves and others. We prepare them to meet the challenges and seize the opportunities to make a difference in the real world. Our extraordinarily independent school helps students to discover themselves and become who they can be.
Our educators know that developing a moral compass is as powerful as building a strong academic foundation. We educate the whole child by innovatively integrating emotional learning, academics, and social justice perspectives to help students become engaged, connected, and empowered to contribute and participate.

Job Description and Responsibilities

Mission-driven educator:

- An educational leader who can honor Giddens' strengths while continuing to evolve its program in response to the needs of the school and community.
- Experience with school-aged children (Preschool–5th grade) and a strong belief in progressive, equity-centered education.
- Strong alignment with Giddens' progressive, equity-centered approach and its commitment to educating the whole child.
- Ability to lead diverse communities of students and adults in respectful, inclusive ways.

Steady, collaborative leader

- Visible, warm, and approachable, and relationship-oriented, with the ability to build trust across faculty and staff, families, students, and the broader community.
- Committed to Giddens and interested in building toward the school's long-term success.
- Comfortable leading a small organization with a lean administrative team, balancing collaboration with decisive leadership, delegating effectively, and creating clear accountability
- Experienced in a productive Head-Board partnership with a Board of Trustees.

Strong communicator

- Clear, honest, and consistent in communication with teachers, families, and the wider community.
- An active listener who invites perspectives while also providing clarity about decisions, priorities, and direction.
- Enjoys being the public face and chief ambassador of the school and can compellingly articulate what makes a Giddens education distinctive.
- Builds authentic relationships with current and prospective families, alumni, donors, community partners, and the broader Seattle community.

Business acumen

- Working knowledge of independent school or non-profit budgets, finances, and long-term financial planning.
- Experience working in a resource-constrained environment.
- Experience in enrollment, marketing, and fundraising, and a willingness to lead in all three.
- Preferable to translate strategy into execution by setting priorities, aligning people and resources, establishing accountability, and measuring progress.
- Entrepreneurial and resourceful, able to identify opportunities for institutional growth and partnership while remaining grounded in mission and financial realities.

Full-time beginning July 2027
Experience: Prior successful Head, division-head, or non-profit management experience with results in institutional growth or revitalization.
Compensation: The base salary range is $190,000–$220,000. The school offers medical, dental and retirement benefits as part of an overall compensation package.

The school may also consider additional incentive-based compensation as part of the overall package.

The search is led by the Giddens School Head of School Search Committee. All inquiries are confidential. Interested candidates should send the following as a single PDF to headofschoolsearch@giddensschool.org:

- A cover letter to the Search Committee explaining your interest in Giddens School
- A current résumé
- A short statement of your educational leadership philosophy
- Five professional references with phone, email, and a brief note on how you know each one

Priority consideration will be given to applications received by Friday, November 20, 2026. Applications will be accepted until the position is filled.

We welcome an informal, confidential conversation before you apply — over coffee or by phone. Contact headofschoolsearch@giddensschool.org to arrange a meeting time with one of the search co-chairs.

Timeline: Applications are reviewed on a rolling basis beginning October 2026. Initial conversations begin late November 2026. Finalist visits take place in December with a full Board decision early 2027. The new Head begins July 1, 2027.

Equal Opportunity Statement

Giddens School believes that each individual is entitled to equal employment opportunity without regard to race, color, religion, gender, gender identity, national origin, age, disability, genetic information, veteran status, marital status, sexual orientation, the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability, or honorably discharged veteran or military status or any other characteristic protected under federal, state, or local anti-discrimination laws. The school's equal employment opportunity practices extend to recruitment, hiring, selection, compensation, benefits, transfer, promotion, training, discipline, and all other terms, conditions, and privileges of employment.