PRESIDENT SEARCH

SERVIAM GIRLS ACADEMY
Wilmington, Delaware
serviamgirlsacademy.org
Start Date: July 2023
Mission Statement
Cultivating the potential of young women through a challenging, holistic education rooted in the Ursuline tradition.

Vision
Empowering young women, changing the world.

At a Glance

- Established: 2008
- Enrollment: 42 (2022-23) historical average 60
- Total Faculty: 7
- Student-teacher ratio: 10:1 (2022-23) historical average: 15:1
- Students of color: 100%
- Financial aid awarded: $1,305,800
- Faculty with advanced degrees: 57%
- Faculty of color: 47%
- Students receiving aid: 100%
- Endowment: $69,126
- Annual operating budget: $1,329,800
Overview

Serviam Girls Academy, founded in 2008, is part of a 45-year tradition of providing a high-quality middle school education to adolescent girls with great potential but with limited resources. Part of a Nativity Miguel network, and steeped in the Ursuline tradition, Serviam was founded on the premise that the community would invest in an education that allows every child the opportunity to reach her full potential. Serviam’s mission is to provide quality education to 60 underserved middle school girls in grades 5-8. Small classes (12-18 students) are intentionally designed to foster a strong, nurturing community and allow for individualized attention. The work to support these young women does not end in 8th grade. To ensure the long-term success of its students, the Graduate Support Program at Serviam was designed to lay the foundation for students to attend and graduate from college preparatory high schools and then colleges. The program also facilitates access to a network of peers and adults that provide them support as they strive to lead successful lives.

The next President should be a charismatic, mission-oriented leader who will joyfully engage with all constituents. The President should seek to understand the Wilmington community and the need to sustain a strong sense of school and community. The future of SGA is promising; the vision and the strategic decisions that the next President will supply will be critical to shaping the future of this amazing school.
Opportunities and Challenges

The next President of Serviam Girls Academy will be a dynamic leader who understands the impactful work that the school does to educate adolescent girls in the Wilmington community. S/he will partner with the Principal to lead the school. The President will approach her/his work with a strategic vision that will ensure continued growth and success of the School.

Specific opportunities and challenges for the President include:

• Work in partnership with the new Principal (also to be appointed for July 2023) to form a team that will lead the school community;
• Build on the legacy of the founders and continue to inspire others with the mission and vision of the school and its important place in Wilmington;
• Expand upon the financial support base for the school by engaging with professional groups, interacting with additional donor groups, and seeking to identify opportunities for corporate partnerships;
• Continue to grow the school, now its 14th year, with a lens of innovation and a desire to ensure the school continues to meet the evolving needs of its students;
• Partner with alumnae and use these connections to tell the story of Serviam Girls Academy to prospective students and their families as well as financial donors in the community.
Qualifications and Personal Attributes

Serviam Girls Academy operates in the President/Principal Leadership Model. The President leads the school and focuses primarily on external relationships and fiscal matters and the Principal is responsible for the daily operation of the school. The President and Principal will operate in lockstep, aligned in their shared vision for the school and their commitment to its success.

Specific Qualities and Characteristics for the President include:

- Possesses strong communication skills and is highly relational in her/his approach to this important work, particularly with current and potential Board members;
- Has an understanding of (or willingness to learn about) the educational and political landscape of Delaware;
- Is able to see the big picture while also being attentive to detail;
- Has strong financial acumen, and a proven understanding of, and ability to create and meet a budget;
- Is a confident, competent, and transparent leader;
- Possesses a commitment to academic excellence;
- Embraces diversity, social justice, and inclusion;
- Demonstrates cultural competence;
- Is a strong fundraiser/friend-raiser who is relatable, approachable, and will serve as a public champion for the school;
- Holds a Master’s degree in a relevant field.
Learn More

Click on the links below to learn more about Serviam Girls Academy.

School Website  High School Matriculation
School History  About Wilmington, Delaware
Diversity, Equity, and Inclusion

To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

• A cover letter expressing their interest in this particular position;
• A current résumé;
• A completed Candidate Questionnaire (to be provided by the consultants);
• A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate’s permission) to:

Karen Neitzel, Ed.D.
Search Consultant
karen.neitzel@carneysandoe.com

Barbara Daush
Senior Search Consultant and
Catholic Schools Practice Leader
barbara.daush@carneysandoe.com

Jess Roberson
Search Consultant
jess.roberson@carneysandoe.com

The Search Group  Carney, Sandoe & Associates