

UPPER SCHOOL DIRECTOR SEARCH

THE BRYN MAWR SCHOOL

Baltimore, Maryland
brynmawrschool.org

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

The Bryn Mawr School inspires a passion for intellectual curiosity, emphasizes the delights and demands of learning, and nurtures the full potential of our young women in mind, body, and spirit. To prepare our students for lifelong learning and leadership, we are deeply committed to academic excellence, ethical decision-making, and the dignity of all people. A Bryn Mawr education is grounded in the expectation that young women will be resilient in the face of complexity, ambiguity, and change; will become responsible and confident participants in the world; and will lead considered and consequential lives.

At a Glance



Established
1885



Upper School enrollment
352



Financial aid awarded
\$6.8M



Student-teacher ratio
6.5:1



Students of color
50%



Total Faculty
162



Faculty with advanced degrees
45%



Campus size
26-acres

Enrollment: 809
Faculty of color: 19%
Students receiving aid: 50%
Endowment: \$42.9M

Annual operating budget: \$24.9M
Nationally ranked scholars in Class of 2023: 25
Varsity teams: 15



Overview

Located in Baltimore, Maryland, The Bryn Mawr School is a private all-girls PK-12 day school with a coed preschool for ages 2 months through 5 years. Bryn Mawr provides students with exceptional educational opportunities on a beautiful 26-acre campus within the city limits. Inquisitive girls, excellent teaching, strong student-teacher relationships, and a clear mission sustain this vibrant school community where girls are eager to learn and ready to lead.

Steeped in a tradition of excellence in academic preparation, the arts, physical development, strong values and a powerful sense of community, the Upper School is a stimulating setting for ninth- through twelfth-grade girls and teachers. Focusing on how girls learn and thrive in a contemporary setting, the Upper School provides an exceedingly strong foundation for Bryn Mawr students, who are bright, curious, bold, and creative.

Bryn Mawr is currently seeking an outstanding educator to lead this distinctive division of one of the leading girls' schools in the country. The Upper School Director is charged with the comprehensive responsibility of all curricular and non-curricular activities involving students and faculty in the division to create a dynamic and supportive learning environment. The position requires careful fostering of the divisional culture to ensure it is in alignment with the school's mission and new strategic plan. The Upper School Director's ability to create relationships with students, teachers, and parents, while leading by example and promoting a shared vision of a community of learners is essential. The Upper School Director functions as the chief communicator of the division's programs, expectations, and behavioral guidelines, while serving as the flagbearer of wellness, joyful learning, empathetic problem solving and strategic thinking.

The Upper School Director reports to the Head of School and the Associate Head of School. He/she is a member of the Directors Council, the Division Directors, and the Program Group, as well as any additional assignments from the Head of School or the Associate Head of School.



Opportunities and Challenges

Bryn Mawr's Upper School has been led capably by the current Upper School Director, who is moving on at year's end to take on a Head of School role in Philadelphia. She is leaving behind a division which seeks to create and support a student experience in which well-being and excellence co-exist. The school implemented a new schedule in the past few years in order to best maximize the partnership in its [Tri-School Coordination](#) Program with Gilman School and Roland Park Country School. As a result, there are opportunities to do more with the afternoon portion of Bryn Mawr's school schedule in order to further enhance the school's experiential and interdisciplinary course offerings.

Further, Bryn Mawr has taken some initial steps towards a campus improvement plan, which should impact its upper school campus in the years ahead. It seems likely that the school's new Upper School Director would play a crucial role in both the visioning and the planning for such a project.

Finally, the school and division feel they can continue to build community and culture in the post-COVID landscape. Bryn Mawr's students, faculty, and staff are eager to continue to lean into the high performing nature of the school, all while prioritizing student support, health and wellness, and equity and inclusion.



Qualifications and Personal Attributes

Bryn Mawr seeks a new Upper School Director who can:

- Inspire and collaborate with faculty, students, and the broader school community around a common vision;
- Combine prior experience in school leadership with a desire to continue to grow, learn, and evolve as a leader;
- Bring experience as a classroom instructor into his/her thinking on how to best help students;
- Communicate clearly and transparently, both in writing and orally;
- Listen well and work with other school leaders to align the Upper School's growth and direction to the other divisions;
- Help the school deepen the equity and inclusion practices of the Upper School and in the school community;
- Recruit, retain and support a highly capable and diverse faculty;
- Develop programs and affect school culture around student and faculty wellness, teaching students how to be leaders who balance achievement with wellbeing.

Learn More

Click on the links below to learn more about The Bryn Mawr School.

[School Website](#)

[Diversity and Inclusion](#)

[School History](#)

[Virtual Campus Tour](#)

[Strategic Plan](#)

[About Baltimore, Maryland](#)



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 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:

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