

UPPER SCHOOL PRINCIPAL SEARCH

MINNEHAHA ACADEMY

Minneapolis, Minnesota
minnehahaacademy.net

Start Date: July 2025



MINNEHAHA
ACADEMY



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Minnehaha Academy provides high-quality education integrating Christian faith and learning.

The Mission Why

The *Why* of Minnehaha's mission is so that students grow in wisdom and stature and in favor with God and others (Luke 2:52).

At a Glance



Established
1913



Upper School enrollment
388



Faculty in the Upper School
46



Student-faculty Ratio
8:1



Students of color
40%



Financial aid awarded
\$9.1M



Faculty with advanced degrees
60%



Campus size
24 acres
across 2 campuses

Enrollment: 856

Total faculty: 97

Faculty of color: 6%

Students receiving aid: 52%

Endowment: \$15.3M

Annual operating budget: \$18.5M

Fine arts performing groups: 30

Athletic Teams: 23



Overview

“The purpose of this institution shall be to furnish young men and women with the essential elements of a liberal education, and to foster the development of character under the personal influence of Christian teachers.” With these words, Minnehaha Academy was incorporated in 1905 from the vision of Rev. Erik August Skogsbergh, who in 1884 believed in the importance and impact of quality education with Christian faith as its center.

Minnehaha Academy is ranked the [#1 Christian High School in Minnesota](#), serving PreK-grade 12 students. Located in the heart of the Twin Cities of Minneapolis and St. Paul, Minnesota, Minnehaha Academy is a top-ranked college prep school. The moment you arrive on campus, you become part of a welcoming community that values Christian faith, high-quality academics, solid relationships, and engaging and transformative curricular and co-curricular opportunities that align with students’ giftedness and interests. Students at the Upper School thrive in a modern, state-of-the-art facility that fosters collaboration, unwavering support, and safety and security that enables students to excel. The joyous community of professional educators is committed to an exceptional academic experience, student success, and cultivating each student’s potential in a distinctly caring Christian environment.

Key features of the Upper School include:

- A school community that is well-balanced with strong Christian faith integration, academics, arts, athletics, and student leadership opportunities.
- A school size that allows for personal connection, ensuring students are deeply known and seen by their teachers.
- An invitational approach to Christian faith is encouraged, with intentional space for students to reflect and ask probing questions.
- A rich community of academics, complemented by a healthy and supportive community, especially among faculty and colleagues, with a strong sense of belonging.

Minnehaha Academy seeks an Upper School Principal starting July 1, 2025. This is an exceptional opportunity to join a leadership team of dedicated education professionals who are unwaveringly committed to student success.



Opportunities and Challenges

Strengthening Community Relationships and Support Systems

- Assess and build vertical alignment in the Upper School
- Further develop systems for teacher evaluation and supervision
- Evaluate grading across upper school departments
- Bring instructional expertise, mentorship, and support to faculty in various stages of their teaching experience

Amplifying a Community and Culture of Joy and a Positive Environment

- Honor and balance the school's core values – Distinctively Christian, Exceptional Academics, Cultivating Potential, and Caring Community – as they are implemented in the Upper School
- Be the chief storyteller of the Upper School
- Collaborate with the learning specialist team to best serve students
- Foster opportunities for creativity and innovation

Expanding Impact and Strengthening Reputation

- Understanding current trends in high school and high school students
- Partner with enrollment management team to elevate recruitment and retention
- Establish visionary leadership for the next chapter and strategic vision of Minnehaha Academy and the Upper School
- Create innovative hiring and retention strategies in the current competitive job market



Qualifications and Personal Attributes

- A strong Christian role model;
- A proven track record as an Upper School leader in an independent school (or similar level of responsibility), preferably K–12;
- Ability to recruit, retain and support excellent upper school faculty;
- A love of Upper School students;
- Desire to enthusiastically engage in all aspects of Upper School life;
- Grounded and fluent in cultural competency, equity, and inclusion work and a track record of building a diverse and inclusive group;
- Exceptional interpersonal and communications skills;
- Ability to manage by appropriately calibrating the pace of change;
- Relational leadership style with a priority on visibility;
- Significant and successful classroom teaching experience and demonstrated success as an effective instructional leader and manager;
- A collaborative spirit combined with a willingness to act decisively;
- Strength in building and maintaining connections and community between colleagues, divisions, parents, and students;
- Open to innovation;
- Experience effectively managing a divisional budget;
- Classroom teaching experience.

Learn More

Click on the links below to learn more about Minnehaha Academy.

[School Website](#)

[Upper School Profile](#)

[Strategic Plan](#)

[About Minneapolis, Minnesota](#)

[Diversity](#)



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 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:

Allison Stiles

Consultant

allison.stiles@carneysandoe.com

Kim Peeples

Senior Consultant

kim.peeples@carneysandoe.com

The full-time equivalent salary range for this position is \$130,000-150,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.