

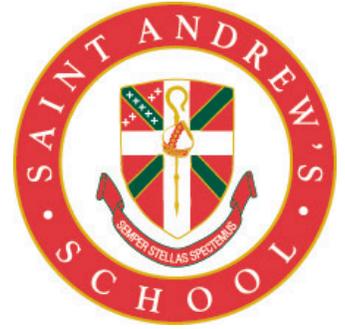
UPPER SCHOOL HEAD SEARCH

SAINT ANDREW'S SCHOOL

Boca Raton, Florida

saintandrews.net

Start Date: July 2023



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

We provide educational excellence in an inclusive community, fostering lifelong learning and nurturing each individual in mind, body, and spirit in the Episcopal tradition.

Vision

To inspire lives of honor, purpose, and possibility.

At a Glance



Established
1961



Upper School Enrollment
640
(100 boarding-90 international)



Total Faculty
87
(Upper School)



Student-teacher ratio
8:1



Students of color
29%
(Upper School)



Financial aid awarded
\$4+M



Faculty with advanced degrees
76%



Campus size
81 acres

Total enrollment: 1,330

Countries represented: 40+

Students receiving aid: 23%
(Upper School)

Endowment: \$26M

Annual operating budget: \$48M

Athletic state championships: 50+

PORTRAIT OF A SCOT

The Portrait of a Scot uniquely describes the Saint Andrew's experience.
It defines and articulates the traits of our students.

A SCOT IS...

Committed To Excellence

A knowledgeable and empowered lifelong learner with an independent spirit
who pursues passions with confidence and curiosity

Well-Balanced

A growth-minded individual who fosters supportive relationships and models
a commitment to physical and mental well-being

Innovative

A creative, collaborative, and technologically skilled problem-solver who has
the courage to take intellectual risks

Spiritually Aware

An honorable person who embraces their own beliefs, values diversity, and
is respectful, compassionate, and inclusive of others

Engaged

An inspired citizen of the world who leads positive change and serves
others within the school community and beyond



Overview

Saint Andrew's School is a nationally recognized PreK-12, day and boarding, college preparatory school situated on an expansive and well-resourced 81-acre campus in Boca Raton, Florida. For over sixty years, the school has offered a rigorous, private school curriculum that fosters creative thinking, opportunities to achieve balance, and experiences to build strong character. As South Florida's most well-established and only non-profit day/boarding school, Saint Andrew's is flourishing with a record enrollment of over 1300 students, a thriving residential program of 100 boarders representing 40 countries of multiple faiths and cultures, cutting-edge facilities, and esteemed memberships in the International Baccalaureate and Round Square, the worldwide association of international schools.

The Episcopal School Foundation chartered Saint Andrew's School in 1961. Many in the community came forward to support the project, joining together to secure the land and funds necessary to build the school. Founded by people of Scottish heritage, Saint Andrew's School was named for the patron saint of Scotland, Saint Andrew. The school's mission was to provide a rigorous academic education to 122 Upper School boys. While the school has seen tremendous growth over the years and is now co-ed, the driving force remains the same: educating the whole child while instilling a dedication to lifelong learning. Today the school remains grounded in its Episcopal mission, supported by the school's honor code and the pervasive spirit of pride in the school that one immediately senses from all members of this vibrant learning community that is both competitive – and collaborative.

Today, with the ongoing commitment of families and friends, Saint Andrew's School continues to deliver outstanding programs to all students and was recently named as one of the top twenty boarding schools in the world. It is a family-oriented school with a forward-thinking, global outlook offering a compelling Upper School curriculum that includes both IB and AP courses. Saint Andrew's focuses on rigorous college-preparatory education and affords a learning environment that challenges unique talents, encourages creative endeavors and supports a wide range of honors and advanced placement courses. Saint Andrew's School expands upon the classic New England preparatory and boarding school traditions with a unique perspective in Southeast Florida, creating a cosmopolitan, global school.



The school is characterized by a balanced life of high goals, hard work, healthy relationships, generosity of spirit, and a sense of play. “Honor Above All” is recognized as the core value of the school, embodied in an Honor System that upholds the moral and ethical foundation of the school’s mission. Given funds support scholarships, academic chairs, professional development, academic programming, and various other needs. In the last twenty years the school has invested tens of millions into its campus, programs, people, and new facilities that include science, performing arts, preschool, athletics, chapel, and more recently, the Cohen Family Center for Entrepreneurial Studies and the Kessler Digital Media Institute (with radio station, tv studio, shark tank and maker spaces) – with more plans in development. The school also produces its own TEDx each year, curating content from all divisions into this cornerstone event.

Graduating seniors are well prepared to attend the top colleges and universities of their choice, achieving as scholars, artists, and student-athletes. Alumni/ae report that they are extremely well-prepared for college, including the most competitive in the nation. Parents, faculty, and students concur that Saint Andrew’s strong sense of community and shared values set it apart from area schools and give it a cohesiveness and spirit not found at other schools. In addition, the residential program (100 students, 60% international), the AP and the IB programs, and the school’s blend of rigorous academics, broad co-curricular offerings, strong athletics (70 teams) and deep commitment to the arts (900 students participating) add additional complexity.

The school’s new and exciting strategic plan covers the following key initiatives:

- Reinforce the school’s distinctive culture and community of belonging, grounded in the Episcopal tradition and developing students in Mind, Body, and Spirit.
- Provide world-class academic and extracurricular opportunities in a transformative setting.
- Cultivate, inspire, and build an extraordinary community of learners of honor and purpose.
- Provide exceptional opportunities to create a distinctive residential program.
- Increase and expand future financial, philanthropic, and facilities foundation to support the school’s vision and strategic plan.



Location

Incorporated in 1924, Boca Raton turned from a small farming community into a planned community, the vision of [Addison Mizner](#), an architect known for his Mediterranean and Spanish Revival designs. Today the city of just under 100,000 has become the cultural center for southern Palm Beach County while also being known for well-developed beach resorts, country clubs, and five-star shopping and restaurants. The population is by in large affluent and educated. Mild climate, proximity to – but distance from - Miami, and the cultural and recreational opportunities of South Florida life continue to draw residents from all parts of the US. Boca Raton is home to the main campus of Florida Atlantic University as well as several corporate headquarters.

The diverse community brings together a mix of U.S., British, Russian, Japanese, Brazilian and Bahamian cultures. Boca Raton has five miles of ocean frontage and 39 parks covering approximately 1,080 acres. Saint Andrew's School is located in western Boca Raton near both I-95 and the Florida Turnpike, 25 miles south of West Palm Beach, 15 miles north of Fort Lauderdale and 35 miles north of Miami. The major airports of all three cities are easily accessible and all offer international and domestic flights. Saint Andrew's School takes an active role in the formation of community by serving as a trustee member of the Greater Boca Raton Chamber of Commerce.



Position

Saint Andrew's School seeks a dynamic and innovative Upper Head of School to lead a community of 640 Upper School students and 87 faculty, beginning July 2023. Focused on the school's mission, the Saint Andrew's community values dedicated faculty, creative learning by enthusiastic students, and ongoing support and participation from parents, alumni, and friends. The school embodies a strong sense of school pride and warm spirit among its community. The next Upper School Head will find happy, engaged students who consider Saint Andrew's a home away from home, inspiring teachers, well-qualified administrators, and sound leadership from the Board of Trustees. This is an exceptional opportunity to join a family-oriented yet ambitious school with a forward-thinking, global outlook.

Compensation will be very competitive nationally and can include tuition remission and campus housing. All division heads report to Dr. Chris Harth, Assistant Head of School for Academics, and serve on the senior leadership team of the school. S/he will lead the Upper School administrative team that includes the Dean of Students, Grade 9 Dean, Director of College and Academic Guidance, and administrative support.

Opportunities and Challenges

With a new strategic plan, the school's aspirations are high, and its vision is big. The next Upper School Head will join Saint Andrew's during the construction of a new, purpose-built Upper School building, the continued integration of the IB program, the enhancement of both core and signature programs, and the development of pedagogical goals.



Initiatives include:

- Reinforcing the framework, alignment, and assessment that support the AP and IB/DP curricula as well as those in standard and college prep courses;
- Improving organization, systems, policies, communication, and coordination to make the Upper School function optimally and efficiently;
- Move Upper School classroom pedagogy further towards a more student-centered approach;
- Collaborate in the PreK-12 curricular alignment with Middle and Lower School leaders and the Academic Council;
- Lead faculty in thoughtfully adopting, implementing, and acting on the strategic plan’s goals as they relate to the Upper School.

Qualifications and Personal Attributes

- Approachable and accessible: present in the life of the Upper School – from classrooms, to playing fields, to performance spaces;
- Ability to have a finger on the pulse of the Upper School while not micromanaging;
- Significant and successful classroom teaching experience and a track record as an effective instructional leader;
- Empathy for the day-to-day demands of teaching; strong classroom teaching experience
- Genuine affection for and understanding of teenagers;
- Well-versed in and committed to equity and inclusion practices with experience in guiding students, colleagues, and parents in their growth in these spaces;
- Forthright and authentic: able to give adults concrete feedback to support professional development and programmatic excellence;
- Ability to manage difficult conversations with grace and compassion;
- Open to feedback with the ability to be discerning and discreet;
- Humility and integrity;
- Strong communication skills – both verbal and written;
- Calm, clear, and kind.

Learn More

Click on the links below to learn more about Saint Andrew's School.

[School Website](#)

[Equity and Justice](#)

[School History](#)

[Virtual Campus Tour](#)

[Strategic Plan](#)

[College Matriculation](#)



To Apply

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current and comprehensive résumé of no more than four pages;
- 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:

Benjamin L. Bolté

Senior Search Consultant
bbolte@carneysandoe.com

Scott Nelson

Search Consultant
scott.nelson@carneysandoe.com

Jess Roberson

Search Consultant
jess.roberson@carneysandoe.com