

Roland Park Country School

Assistant Head of School for Academics and Programs
Roland Park Country School—Baltimore, MD
July 2023

The School

Roland Park Country School, a college preparatory school for girls, is dedicated to the intellectual and moral development of its students. We cultivate creativity, independence of thought, tenacity of purpose, self-discipline and emotional, physical and spiritual well-being. We maintain a cooperative, resilient spirit within an atmosphere of mutual trust and respect. In a diverse, inclusive and joyful community, Roland Park Country School strives to instill in its students a lifelong love of learning, as well as the responsibility to look within and beyond themselves to contribute to and serve as stewards and leaders of their communities.

Diversity and Inclusion

You Belong. At Roland Park Country School, we strive for equity and understanding in all we do. We cultivate a safe and healthy environment where we welcome and appreciate each student, employee, family, graduate and guest. As a joyful, diverse community, we celebrate differences for the value and strength they bring to RPCS.

Our Commitment to Anti-Racism

We dedicate ourselves to the work of addressing our own personal and institutional biases, practices, policies and procedures. We affirm our commitment to identifying, addressing and eradicating racism and oppressive acts within our community.



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The Search Group

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School History

Sisters Katherine and Adelaide Howard established Roland Park Country School in 1894 as a neighborhood school for girls in Baltimore. In 1901, sponsored by the Roland Park Company, the School officially became known as Roland Park Country School. Roland Park Country School is a very special place, marked by a resilient spirit that has been the School's hallmark since its inception over 100 years ago.

This spirit has traveled with the School from the original campus on Keswick Road to Roland Avenue to University Parkway to the current 21-acre Dohme Estate at Chestnutwood.

The first girls' school in Maryland to be awarded a Cum Laude chapter in 1963, RPCS has long been known as an academically rigorous institution with a strong and varied curriculum. Grounded by its mission, steadied by its remarkable past and sustained by an ardent Board and a devoted School community, RPCS embraces the challenge of preparing young women for the ever-changing world that awaits them.

In 2016, Caroline Blatti joined the RPCS community as the school's seventh Head of School. One highlight of her tenure is the completion of an almost 20 million dollar campaign, *This Is Our Moment*. This campaign is centered around 4 key pillars: **Building an Inclusive Community, Leadership and Entrepreneurship, Wellness and STEAM/STEM**. The success of this campaign has enabled RPCS to fund 15 new programs, 16 new endowments, and numerous updated spaces to support the faculty and students engaged in these initiatives in inclusion, leadership and entrepreneurship, wellness and STEAM/STEM. This campaign allows for continued growth of innovative programs centered around the 4 key pillars, as well as enhanced spaces to support, recruit and retain talented faculty. With a new strategic planning process to launch a new plan in summer/fall of 2023, there is much excitement on the horizon at RPCS.



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Our Core Values

Build each other up. We want our peers to succeed. We are each other's most reliable collaborators and loudest cheerleaders. We know that we're stronger when we work together.

Lead for the greater good. By encouraging girls to understand and celebrate their strengths and by creating an environment where girls empower each other, they are more likely to step into leadership roles, not just for personal gain, but for the greater good.

Seek and embrace diversity. We know that diversity results in better educational outcomes, and it leads to equity and makes our community stronger. As an institution educating tomorrow's leaders, pursuing diversity is our responsibility.

Live healthy and be well. We want our students to live healthy, balanced lives, and that starts with an academic program that demands of them reasonably: they are deeply challenged and engaged in their education because they are allowed to be children and teenagers.

Take your seat at the table. What the world needs is for girls to lead the way, authentically and frequently. We bring the best of our girls' attributes – which are limitless in a single sex environment – to the table to inform better decision-making.



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Baltimore/DMV Area

Baltimore, Maryland is located just 40 miles northeast of Washington, D.C., and about 35 miles north of Annapolis, MD. It is a city with a small-town feel due to the cuisine, diverse population, many neighborhoods and various things to do.

There are many characteristics that set Baltimore apart from other cities in the United States - the first Washington Monument, Under Armour Headquarters, the National Aquarium, various museums, numerous sporting teams, shopping/dining districts, and so much more. Baltimore is a very popular tourist destination, and is a short commute to other tourist attractions (Washington D.C. and Annapolis). Baltimore is made up of almost 250 different neighborhoods, which allows for everyone to find something for them. Due to its quaint size, Baltimore is a very accessible city, which makes it very livable.

The city attracts a wide range of people, from doctors and nurses, to entrepreneurs, retail workers, lawyers and managers, among many others. Baltimore is a great fit for families and individuals looking for an active lifestyle, vibrant food cuisine and many things to do. Baltimore is very pedestrian friendly and can be easily accessed via walking or biking. Besides being known for its various tourist attractions, Baltimore is also known for its major sports teams including the Ravens (NFL) and the Orioles (MLB).

RPCS is located in the neighborhood of Roland Park, which is located in the northern area of Baltimore. Roland Park is an extremely family friendly neighborhood, built in 1890. It is known for its village feel, among its diverse food cuisine and upscale boutiques. The homes are mostly grand late-Victorian style, which provides a beautiful landscape. Stony Run is an easily accessible trail near Roland Park, where people can walk, run, hike or bike. Roland Park provides the perfect spot for people in Baltimore looking for a small-town feel, easy access to amenities and various schooling options.



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The Position

Roland Park Country School is seeking an innovative, strategic and purposeful leader for the position of Assistant Head of School for Academics and Programs. Uniting a focus on teaching and learning with a passion for advancing the mission and vision of RPCS, candidates should be oriented towards the continual evolution of the School. Integrating ideas, collaborating across departments and uniting vision with implementation are just some of the many ways in which an individual in this role will successfully partner with the RPCS community. Reporting directly to the Head of School and serving on the School's Leadership Team, the Assistant Head of School for Academics and Programs will serve a critical role in strategic thinking and implementation for all academic endeavors for the School. This dynamic, organized and forward-thinking individual will oversee the All-School Teaching and Learning Team. The All-School Teams model is a new organizational system that will enable a diverse range of faculty and administrators across all divisions to serve together and engage in opportunities for interdisciplinarity and vertical alignment.



Responsibilities

The Assistant Head of School for Academics and Programs reports directly to the Head of School. With regards to institutional priorities, the person in this role will be responsible for the following:

- Overseeing key strategic decisions regarding the PS – 12 curricula growth and alignment.
- Working closely with the Head of School to define strategic goals and initiatives that continue to advance the mission and vision of the School.
- Working with department heads and academic division heads to articulate and reflect upon the scope and sequence of their curricula, considering the school philosophy and current best practices.
- Overseeing key strategic decisions regarding faculty professional development plans by division and the entire school.
- Overseeing the professional development employee planning committee.



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- Partnering with the DEI Office at RPCS to incorporate a wide range of professional development opportunities that also reflect DEI priorities from our Stronger Together action plan.
- Working collaboratively with tri-school assistant heads of school to explore all strategic tri-school partnerships.
- Supporting academic division heads on faculty staffing and teaching loads.
- Managing the All School Calendar as it relates to the relationship to the academic priorities for students at RPCS.
- Overseeing the Crane, Linde and Healy endowed lecture series and committee planning.
- Managing Summer Grants and Summer Sabbaticals.
- Overseeing the accreditation process and any future AIMS self-study work, etc.
- Chairing the Steering Committee of the AIMS Self Study.
- Serving an integral role in the strategic planning process.
- Serving as the academic liaison to the Board of Trustees.
- Serving on a team with two other Assistant Heads of School (Finance and Administration and Advancement) and the Head of School, who meet regularly on all aspects of school life.
- Serving on the Upper, Middle and Lower School Admissions Committees.



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With respect to specific programs at RPCS, The Assistant Head of School for Academics and Programs is responsible for:

- Leading and guiding the All-School Teaching and Learning Team.
- Partnering with three academic division heads to ensure that the strategic priorities for each division are achieved.
- Working with academic division heads on the growth and evolution of the faculty evaluation process and professional development planning year over year.
- Ensuring the hiring and retention of strong, diverse teacher leaders.
- Working with division heads and the Assistant Head of School for Finance and Administration to align staffing and budget with an eye to equitable workloads and equity in pay.
- Partnering with the Assistant Head of School for Finance and Administration on initiatives that connect programs with opportunities for strategic financial decisions.
- Overseeing the Director of K – 12 Libraries and programming.
- Overseeing the Director of K – 12 Learning Support and programming.
- Creating and continuing community partnerships with organizations such as Lillie May Carroll Jackson Charter School (LMCJS).
- Working closely with the Director of Enrollment Management, the Assistant Head of School for Finance and Administration and the Upper School Head to create a vision for global learning and global student exchange programs.
- Partnering with division heads and steering committees—where applicable—which include directors and/or program coordinators and key stakeholders on the growth of Signature Programs.



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- Coordinating All-School academic events, including All-School Convocations, All-School Walk and other events that may occur.
- Serving on the All-School Leadership Team.
- Taking on other tasks, as needed, to facilitate the smooth operation of the School.
- In charge of the School when the Head of School is off campus.

Equal Opportunity Employment Statement

RPCS is an equal opportunity employer. The School is committed to equal employment opportunities in all employment practices and decisions including but not limited to: recruitment, hiring, promotion, training, compensation, and disciplinary action. RPCS does not discriminate on the basis of race, color, religion or creed, familial status, pregnancy, childbirth, a medical condition resulting from pregnancy or childbirth, national origin, ancestry, age, sex, physical or mental disability, marital status, veteran status, sexual orientation, gender identity, genetic information, or any other characteristic protected under applicable federal, state, or local law (“Protected Categories”).

To Apply

Please send resume/CV, letter of intent, list of five references with contact information (references will not be contacted until the candidate is notified), and statement of philosophy of education and leadership John Faubert (jpf@carneysandoe.com) and Namita Bhattacharya (namita@carneysandoe.com). **Please do not contact the school directly.**



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