

# PRESIDENT SEARCH

## SERVIAM GIRLS ACADEMY

Wilmington, Delaware

[serviamgirlsacademy.org](http://serviamgirlsacademy.org)

Start Date: July 2024



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# 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  
45 (2023-24)  
historical average 60



Total faculty and Staff  
22



Student-teacher ratio  
8:1 (2022-23)  
historical average: 12:1



Student Demographic  
75% African-American,  
20% Hispanic/Latina,  
5% Other Ethnicities



Financial aid awarded  
\$1,305,800



Faculty with advanced degrees  
57%

Faculty of color: 36%

100% Tuition Free

Endowment: \$69,126

Annual operating budget: \$1,498,175



## Overview

Serviam Girls Academy, founded in 2008, provides a tuition-free, high quality education to adolescent girls with great potential but limited resources. Part of the 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 starts working with the students while at Serviam so they can attend the high school of their choice. Following graduation, the Graduate Support Program supports alumnae as they move through high school and beyond, making sure they have the resources they need to achieve their educational, career, and personal goals.

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 be critical to shaping the future of this amazing school.



## Opportunities and Challenges

The next President of Serviam Girls Academy will be a faith-filled, transformative leader, possessing a deep understanding of the school's vital role in educating young women within the Wilmington area. This individual will collaborate closely with the Principal to steer the institution towards a prosperous future.

### **Key opportunities and challenges awaiting the new President include:**

- Forging a robust partnership with the Principal to cultivate a unified leadership team committed to the school's community and values;
- Enhancing the school's heritage by continuing to champion the mission and vision set forth by the founders, stimulating others with its significance to the Wilmington area;
- Amplifying the financial foundation of the school through proactive engagement with professional networks, broadening the donor base, and pursuing innovative corporate alliances;
- Driving the school's progress into its 14th year with a strategic and inventive approach, aiming to adeptly address the changing needs of the student body;
- Leveraging relationships with alumni, harnessing these powerful narratives to promote Serviam Girls Academy's legacy and impact, thereby attracting prospective students, their guardians, and benefactors within the community.
- Demonstrating acumen in financial oversight by interpreting and analyzing fiscal data to make informed decisions that safeguard the school's financial health and support its long-term strategic objectives.

With a strategic mindset and an unwavering commitment to the school's mission, the incoming President will play a pivotal role in shaping the next chapter of success for Serviam Girls Academy.



## 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:

- A person of faith who is aligned with the mission of Serviam Girls Academy;
- 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;
- An ability to interpret and analyze financial data;
- 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;
- An ability to interpret and analyze financial data;
- Understands the hands-on leadership that is needed to run a small 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.**

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