

PRINCIPAL SEARCH

SERVIAM GIRLS ACADEMY

Wilmington, Delaware

serviamgirlsacademy.org

Start Date: July 2023



**Carney
Sandoe**
& ASSOCIATES

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
42 (2022-23)
historical average 60



Total Faculty
7



Student-teacher ratio
10:1 (2022-23)
historical average: 15:1



Students of color
100%



Financial aid awarded
\$1,305,800



Faculty with advanced degrees
57%

Faculty of color: 47%
Students receiving aid: 100%

Endowment: \$69,126
Annual operating budget: \$1,329,800



Overview

Serviam Girls Academy, founded in 2008, is part of a 45-year tradition of providing a high-quality middle school education to adolescents with great potential but with limited resources. Part of a 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 the students, the Graduate Support Program was designed to lay the foundation for students to attend and graduate from college preparatory high schools and then colleges. The program also facilitates access to a network of peers and adults that provide them support as they strive to lead successful lives.

The Principal is the educational leader of the school, directly responsible to the President for managing all school operations. S/he manages daily school activities, coordinates curricula, and oversees teachers and staff to provide a safe and productive learning environment for students. This position demands strong communication and managerial skills in order to maintain a close working relationship with the President, the faculty, staff, and students, as well as parents and the community at large.



Opportunities and Challenges

The community seeks an experienced educational leader who will be a warm and caring mentor for the faculty and students. The Principal will be aligned with the mission and values of school, as they work to empower young women and equip them with the tools and resources to be successful in high school, college, and beyond. The small size of the school allows for the Principal to create strong relationships with students and their families, establishing the intimate learning community that Serviam provides.

Specific Opportunities and Challenges include:

- Recruit, retain, and supervise a highly qualified faculty and staff;
- Inspire excellence in teaching and learning through the pursuit of quality professional development for faculty and staff;
- Understand the unique situations of Serviam students in order to best support students and their families;
- Evaluate the current landscape of the school to identify what is working and then provide leadership around instruction and intervention where needed;
- Maintain and build upon partnerships with local independent schools and charter schools to ensure that Serviam graduates are prepared for success after Serviam;
- Implement best practices in instructional technology;
- Maintain and build relationships with feeder schools and other organizations to source students and ensure full enrollment.



Qualifications and Personal Attributes

Reporting directly to the President, the Principal serves as a member of the Senior Leadership Team and assists in the oversight of various departments at Serviam. The next Principal will be passionately dedicated to the development of the whole student (spirit, mind and body). Hardworking, trusting, and patient, the Principal will draw on his or her past experiences to inspire both teachers and students alike. The need for s/he to work diligently to maintain the strong sense of community will be of paramount importance to the faculty, staff, and students.

Specific Qualities and Characteristics of the next Principal include:

- An approachable and able collaborator, who actively listens, is open to feedback, and knows how to instill a sense of teamwork with enthusiasm;
- A servant leader who is decisive around a shared vision and who can lead by example;
- A humble and effective communicator with all constituents and in a variety of environments;
- A person of high integrity;
- A visible presence on campus and a proven sensitivity and ability to relate to persons from different ethnic, religious, and socio-economic backgrounds;
- A commitment to the mission of the school and an ability to partner with the President to instill excellence and best practices;
- A willingness to embrace the school's commitment to diversity, equity, inclusion, and belonging.

Though not required, the most competitive applicants will have many of the following professional experiences and qualities:

- Master's Degree in School Administration from an accredited College or University;
- 3-5+ years experience in educational administration or school leadership;
- Training and experience supporting social and emotional growth and challenges faced by adolescent women;
- A background in teaching at the middle school level;
- Experience with curriculum development and implementation at the middle school level;
- Knowledge of Middle States Accreditation process.

Learn More

Click on the links below to learn more about Serviam Girls Academy.

[School Website](#)

[School History](#)

[Diversity, Equity, and Inclusion](#)

[High School Matriculation](#)

[About Wilmington, Delaware](#)



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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