

HEAD OF SCHOOL SEARCH

MARY INSTITUTE AND SAINT LOUIS COUNTRY DAY SCHOOL

Saint Louis, Missouri

micds.org

Start Date: July 2026

MICDS

MARY INSTITUTE AND SAINT LOUIS COUNTRY DAY SCHOOL



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

More than ever our nation needs responsible men and women who can meet the challenges of this world with confidence and embrace all its people with compassion. The next generation must include those who think critically and resolve to stand for what is good and right. Our School cherishes academic rigor, encourages and praises meaningful individual achievement, and fosters virtue. Our independent education prepares young people for higher learning and for lives of purpose and service.

At a Glance



Total enrollment
1,250



Feeder schools
118



Total faculty
165



Student-teacher ratio
9:1



Students of color
43%



Financial aid awarded
\$6.7M



Faculty with advanced degrees
76%



Campus size
100 acres

Zip codes represented: 75+
Faculty of color: 16%
Average faculty tenure at MICDS: 11 years
Students receiving aid: 27%
Endowment: \$168M

Annual operating budget: \$44M
Debt obligations: \$0
State championships: 76
Clubs and organizations: 100+



Overview

MICDS (Mary Institute and Saint Louis Country Day School) is a nationally-recognized, coeducational, independent day school serving 1250 students. MICDS is the only junior kindergarten through twelfth grade independent school in St. Louis, Missouri and is located on a beautiful 100-acre campus. The School offers a dynamic, student-centered education that provides a breadth of opportunities and supports its students to become compassionate, engaged, confident, and thoughtful leaders and problem solvers.

Created in 1992 through the merger of two esteemed institutions, Mary Institute (established in 1859), a girls' school, and Saint Louis Country Day School (founded in 1917), a boys' school, MICDS carries forward a long and distinguished legacy of academic excellence, character development, and whole-child education. The school's commitment to nurturing confident, ethical, and successful graduates is not simply aspirational; it is central to the daily experience of every student. "MICDS helped me develop critical thinking skills as well exposed me to diverse communities and many opportunities to explore," commented a recent graduate. "Students can wear different hats throughout their time at MICDS—they can be anything they want to be and are supported," said a faculty member. With rigorous academics, vibrant arts and athletics programs, and a focus on global citizenship, MICDS delivers a transformative educational journey that is rooted in tradition and designed for the future. Noted a parent, "While kids who go to MICDS are smart, talented, and bright, I most appreciate that they develop the ability to go through the world and face problems with confidence and curiosity."

The school is now poised to enter an exciting new chapter. Following a period of thoughtful planning and community engagement, MICDS is preparing to implement a dynamic [strategic plan](#) that will enhance every aspect of school life. This includes providing opportunity, building character, and inspiring lives of purpose and service. As it embarks on this ambitious path forward, MICDS seeks an experienced, forward-thinking, innovative, collaborative, and student-focused Head of School to begin in July 2026. The next Head will join a vibrant and engaged community, supportive Board, and excellent senior leadership team that are united by purpose, energized by possibility, and deeply invested in shaping the next era of excellence for one of the country's premier independent schools.



Opportunities and Challenges

The next Head of School at MICDS will step into a position of strength with exciting opportunities that will shape the future of the school. These include:

- **Strategic Leadership:** In close partnership with the Board of Trustees, a talented senior leadership team, and excellent and committed faculty and staff, the new Head will continue the implementation of a thoughtfully-crafted [strategic plan](#) designed to advance every dimension of school life, including teaching and learning, community engagement, and operational excellence.
- **Visible and Visionary Leadership:** The Head will be a prominent and accessible presence on campus, celebrating MICDS's rich history and cherished traditions while ensuring the school remains innovative, relevant, and forward-looking in all aspects of its program and operations.
- **Mission-Driven Education:** At MICDS, the mission to grow confident, independent, ethical, and successful adults is not aspirational; it is foundational. The new Head must embrace and model this mission in both words and action.
- **Faculty Excellence:** Described by students and families as dedicated, caring, hard-working, constantly-learning, and collaborative, the faculty at MICDS is among the school's greatest strengths. The next Head will be expected to maintain an unwavering commitment to attracting, developing, and retaining exceptional educators who are deeply invested in student growth and well-being.
- **Unified School Identity:** The Head will work to strengthen cohesion and continuity across all three divisions of the school: Lower, Middle, and Upper. This will ensure that families and faculty fully appreciate the value of the MICDS experience from JK through grade 12.
- **Campus Care and Development:** MICDS's beautiful and expansive campus—described by one community member as “100 acres of amazingsness”—is a tremendous resource to the community and necessitates intentional care. The next Head will arrive just as the Beasley Lower School is projected to open its doors, on the heels of construction of a new tennis complex and improved athletic fields, and as the community continues to consider priorities of the Campus Master Plan.
- **Board Partnership:** The school benefits from a committed and forward-thinking Board of Trustees that looks forward to continuing its close and collaborative working relationship with the Head of School.



Qualities and Personal Attributes

The most compelling candidates will offer the following qualifications and qualities:

Professional Qualifications

- A deep and personal alignment with the [MICDS's mission](#) and its commitment to an inclusive, student-centered educational experience grounded in tradition and purpose.
- Demonstrated experience in recruiting, mentoring, nurturing, and supporting a talented and diverse professional community in an environment that values engagement and excellence.
- A record of visionary leadership supported by a pragmatic ability to implement strategic goals and manage change while honoring cherished traditions across a multifaceted organization.
- Proven capability to manage the operational and financial complexities of a large and vibrant school community.
- Experience leading, empowering, and supporting teams and colleagues.
- Experience engaging and inspiring community members, prospective students and their families, and donors.

Leadership Style and Personal Qualities

- A collaborative and community-minded approach that seeks input and honors multiple perspectives, while also showing decisiveness and clarity when needed.
- A warm, visible, and authentic presence that is student-centered, kind, and compassionate, with the confidence to set and uphold standards that serve the best interests of the school.
- An exceptional communicator and keen listener who is articulate and compelling in writing, speaking, and personal interaction, and able to foster trust and shared purpose.
- A visible and joyful presence in school life, energized by daily interactions with students, parents, faculty, staff, and alumni.
- A natural connector who will invest in community between and among constituencies, divisions, and stakeholders on and off campus and develop systems and structures to sustain these relationships.
- A steady hand and calm demeanor in moments of urgency or crisis, capable of thoughtful, courageous, and empathetic leadership and decision making.

The next Head of School at MICDS will find a thriving and supportive community, a legacy of excellence, and the opportunity to shape one of the nation's leading independent schools for the future.

Learn More

Click on the links below to learn more about MICDS.

[School Website](#)

[School History](#)

[Strategic Plan](#)

[School Profile](#)

[Beasley \(Lower School\) Renovation](#)

[College Matriculation](#)

[MICDS Traditions \(with videos!\)](#)

[About Saint Louis, Missouri](#)

Anticipated Search Calendar

As soon as possible
July 31, 2025
August 18, 2025
August 21-24
Early-Mid September

Expression of interest
Applications Due
Search Update
First Round Interviews (in-person)
Finalists' Visits

To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates are encouraged to submit the following materials as separate PDF documents as soon as possible:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- Two recent writing samples you authored—you may include speeches, blog posts, articles, or letters to community;
- 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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