

HEAD OF SCHOOL SEARCH

SAINT ANDREW'S DAY SCHOOL

Edgewater, Maryland

school.standrewsum.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

A ministry of Saint Andrew’s United Methodist Church, Saint Andrew’s United Methodist Day School seeks to create an educational community that promotes the growth of mind, body, and spirit. A challenging interdisciplinary curriculum, enriched by the visual and performing arts, encourages each student to realize his or her own potential. A community rich in ethnic, economic, and educational diversity teaches students the inherent dignity and worth of all human beings. A commitment to environmental sustainability inspires students to become active, responsible stewards of the natural world. A strong religious education program creates good citizens whose commitment to service manifests a deep respect for themselves and for others.

Diversity Statement

Saint Andrew’s United Methodist Day School is committed to welcoming, respecting, and celebrating the individuality of all community members. Diversity at Saint Andrew’s is defined as differences in race, ethnic background, religious beliefs, gender, gender identity, sexual orientation, family composition, economic status, political beliefs, learning styles, and physical abilities. As a school that was founded in the United Methodist tradition, we joyfully share the principles and practices of the Christian faith. We also encourage each student to thoughtfully explore the beauty and power of his or her own faith tradition. We believe that our commitment to diversity should be reflected in the composition of our community, the content and structure of our academic curriculum, the thoughtfulness of our daily practices, and the inclusivity of our school culture. We believe that our school will achieve true excellence by preparing our students to thrive in an increasingly pluralistic society.

At a Glance



Established
1987



Total enrollment
202



Annual operating budget
\$3.7M



Campus size
20 acres



Students of color
5%



Total faculty
30



Faculty with advanced degrees
33%



Student-teacher ratio
8:1



Overview

Saint Andrew's Day School, an independent Preschool through 8th-grade school in the United Methodist tradition, seeks a strategic, compassionate, and visionary Head of School to lead the community into its next chapter of growth and renewal. Located in Edgewater, Maryland—just minutes from Annapolis and the Chesapeake Bay—Saint Andrew's offers a unique opportunity for a mission-aligned leader to guide a values-based, academically ambitious, and deeply rooted community school toward a thriving future.

Founded nearly 40 years ago, Saint Andrew's is committed to nurturing the whole child—intellectually, spiritually, socially, and emotionally—through an inclusive and affirming learning environment. Grounded in Christian values and informed by the theology of grace, Saint Andrew's is a school where children are truly known, where kindness and curiosity are cultivated, and where every student is encouraged to grow into the best version of themselves. Saint Andrew's is a place where goats, gardens, and global studies coexist; where outdoor education is as essential as reading and math; and where faith and academic rigor inform each other. A “hidden gem” in the region, Saint Andrew's blends joyful learning with academic excellence in a supportive, family-like environment.

Opportunities and Challenges

Saint Andrew's stands at an exciting inflection point as it prepares to celebrate its 40th anniversary in 2027. Enrollment is growing, academic programs are strong, and faculty remain deeply dedicated. The school's next leader will have the opportunity to make a meaningful impact both within Saint Andrew's and throughout the local Edgewater/ Annapolis community. The School desires an inspiring, joyful Head who will foster inclusivity and continue to strengthen a community that was stretched and stressed by the pandemic. They will bring strategic leadership and business acumen to ensure long-term sustainability, while continuing to foster a joyful learning community rooted in academic excellence. Saint Andrew's Day School is ready for a community leader who is excited about the school's next chapter.

School–Church Relationship and Governance

The most significant and complex dynamic at Saint Andrew's is its relationship with Saint Andrew's United Methodist Church. With revised bylaws, a supportive new pastor, and a collaborative spirit, the foundation is in place to strengthen this partnership. The next Head of School must bring diplomatic skill, clarity, and trust-building to navigate shared governance, negotiate financial responsibilities equitably, and ensure that the missions of church and school remain aligned.



Financial Sustainability and Advancement

Operating on a lean budget, the school faces pressure on teacher compensation, program growth, and facilities investment. There is an immediate opportunity to professionalize advancement, expand the culture of philanthropy, and execute a clear fundraising roadmap. The next Head will also oversee strengthening marketing and enrollment strategies, and position the school for long-term financial sustainability.

Programmatic Innovation and Retention

With strong academics and a nurturing environment, Saint Andrew's is well-positioned to enhance its programmatic identity. The next Head must address concerns around middle school retention by elevating the student experience, expanding extracurriculars and athletics, and more effectively marketing the outcomes of graduates. Opportunities also exist to codify signature programs (such as outdoor learning, global studies, and individualized learning services) and to develop initiatives that are sustainable beyond a single faculty member.

Faculty Support, Retention, and Culture

The faculty is dedicated and collaborative, yet staff retention remains a challenge due to larger forces affecting many independent schools. The next Head should be a visible champion for teachers, invest in professional development, particularly in support of neurodiverse learners, and ensure that faculty voices are valued in decision-making. Building a culture where meetings and structures support collaboration and growth will be key to sustaining faculty excellence.

Identity, Community, and Leadership Presence

As it approaches its 40th anniversary, Saint Andrew's is eager to clarify and unify its identity in a competitive Annapolis market. The next Head should be an outward-facing leader who can strengthen enrollment by articulating the value of a PK–8 journey, connect deeply with families, and embody inclusivity while honoring the school's Christian foundation. Clear communication, community-building, and strategic vision will ensure the school thrives in its next chapter.



Qualifications and Personal Attributes

The Head of School will bring an impressive record as an educator and school leader who has previously served in senior administrative roles of considerable responsibility. Competitive candidates will have classroom experience and deep familiarity with strategic planning, change management, program development, management of complex processes, and the day-to-day operations of a PK-8 school.

The most competitive candidates will offer most or all of the following qualifications and qualities:

Professional Qualifications

- A deep and personal alignment with Saint Andrew's mission and its commitment to an inclusive, student-centered educational experience that promotes the growth of mind, body, and spirit
- Experience as an academic leader and deep knowledge of current best practices and innovation in curriculum and pedagogy
- Strong interpersonal skills and the ability to communicate with inspiration and clarity to both internal and external audiences
- The ability to articulate vision and strategy, the tactical skills to deftly manage the systems and processes necessary to implement strategy, and the organizational fluency to manage multiple streams of information and respond to situations as they emerge
- Experience with recruiting, hiring, supporting, retaining, and leading talented, mission-aligned faculty and senior leadership
- Personal and professional commitment to diversity, equity, inclusion, and the requisite skillfulness to support student and faculty growth in this area and to facilitate critical conversations

Leadership Style and Personal Qualities

- A spirit of curiosity that fuels the pursuit of evolving best practices and current research on curriculum and pedagogy; a commitment to continuous learning
- 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.
- The courage, confidence, and humility to advocate for new ideas, invite disagreement, and welcome feedback, engaging in challenging conversations with grace
- A visible and joyful presence in school life, energized by daily interactions with students, parents, faculty, and staff
- The ability to navigate complexity, in part through effective prioritization, delegation, and management of systems
- Exceptional organizational skills and attention to detail

Learn More

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

[School Website](#)

[Green School](#)

[Character Education](#)

[About Edgewater, Maryland](#)



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:

Burke Zalosh

Consultant

burke.zalosh@carneysandoe.com

Jamie Estes

Consultant

jamie.estes@carneysandoe.com

The full-time equivalent salary range for this position is \$135k-\$165k as well as competitive benefits, incentive and performance based compensation. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.