

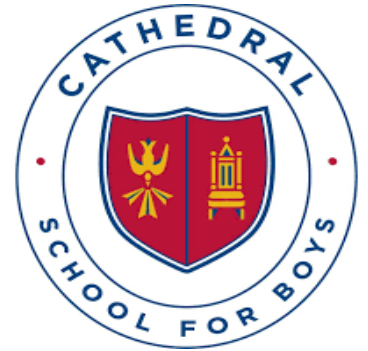
HEAD OF SCHOOL SEARCH

CATHEDRAL SCHOOL FOR BOYS

San Francisco, California

cathedralschool.net

Start Date: July 2027



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Cathedral School for Boys cultivates exemplary young men who are scholars and leaders of strong moral character. Our approach is guided by a commitment to intellectual inquiry and rigor and our Episcopal values of community, integrity, and service to others.

At a Glance



Established
1957



Total enrollment
263



Total faculty
58



Student-faculty ratio
7:1



Students of color
57%



Financial aid awarded
\$2.2 million



Faculty with advanced degrees
60%



Campus size
63,000 sq ft

Zip codes represented: 36
Faculty of color: 31%
Students receiving aid: 24%

Endowment: \$26 million
Annual operating budget: \$16.5 million



Overview

Nestled in the heart of San Francisco's beautiful Nob Hill neighborhood, adjacent to the iconic Grace Cathedral, Cathedral School for Boys is a premier independent K-8 institution where approximately 265 boys discover the transformational power of rigorous education rooted in the Episcopal tradition. Founded in 1957, Cathedral School for Boys has built its distinguished reputation on an educational program designed specifically for boys' developmental needs. The school remains steadfastly committed to developing scholars, leaders, and young men of character who are self-aware, confident, and eager to make a difference in the world. The school's comprehensive approach integrates rigorous academics with arts, athletics, service-learning, and a world-renowned choral tradition, all of which build both intellect and integrity. This commitment attracts families seeking a values-based environment where their sons can thrive academically, socially, and spiritually.

Cathedral School for Boys seeks an exceptional leader to serve as its next Head of School: a visionary administrator with proven independent school experience who will advance the school's academic program, invigorate its community presence, and guide strategic growth while preserving the intimate relational environment that defines CSB. The ideal candidate understands boys' developmental needs, embraces the school's Episcopal identity, and demonstrates authentic engagement with a diverse group of students, families, and faculty. This is an extraordinary opportunity to lead a mission-driven institution, working collaboratively with dedicated trustees, talented faculty, and engaged and loyal families to ensure Cathedral School for Boys continues its tradition of excellence.

Opportunities and Challenges

The next Head of School will join Cathedral School for Boys as the school pursues ambitious strategic goals. The school's mission of raising boys of character resonates deeply in today's society, and the community is energized about the work ahead. These opportunities and challenges will shape the leader's early years:

- The academic program has strong momentum. The Head of School will work with faculty to continue to develop curricular coherence and alignment across grade levels, further strengthening core foundations in reading, writing, and public speaking, while also expanding STEM programming and experiential learning. Implementation of curriculum and assessment practices that intentionally deliver excellence across all dimensions of boys' learning will remain essential.
- The school is poised for strategic growth while preserving the intimate and warmhearted community that defines CSB. Opportunities include implementing an enrollment strategy designed to reduce class sizes and enhance the student experience, renovating dining and performance spaces, and improving athletic facilities and play spaces. These initiatives will require thoughtful collaboration with Grace Cathedral.
- Faculty recruitment and retention in San Francisco's expensive market present an ongoing opportunity. The next leader will support competitive compensation, invest in professional development, and fortify the conditions that help talented teachers thrive and remain at CSB.
- The next Head of School will bolster internal and external communications to continue articulating the school's distinctive approach to boys' education. Opportunities include exploring partnerships with peer schools and expanding programs of outreach and service that connect students with the broader community.
- Student leadership development represents a significant opportunity for growth. The next leader will expand programs that prepare boys with practical skills rooted in service, communication, and collaboration, creating meaningful capstone experiences and service-learning partnerships across grade levels.
- Cathedral School for Boys celebrates a broad and inclusive Episcopal identity that is central to its mission, not peripheral to it. The next leader will articulate this values-based foundation to external audiences while maintaining the welcoming, inclusive environment that families of all faiths appreciate.
- The next Head of School will build community consensus through clear vision and transparent decision-making. Visible presence at school events, in chapels, and engagement with boys across all grade levels will further strengthen trust, foster collaboration, and build the commitment needed to accomplish ambitious goals.



Qualifications and Personal Attributes

The Head of School will bring proven experience as an educational leader who has served in senior administrative roles with significant responsibility. Competitive candidates will demonstrate success in strategic planning, financial management, faculty development, and the daily operations of a school serving young boys.

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

Professional Qualifications

- Exceptional communication skills: the ability to inspire and motivate the school community, conveying strategy clearly to internal audiences and articulating the school's mission persuasively to external constituencies
- Leadership experience in independent schools, with deep understanding of lower school development and the academic and social-emotional needs of boys in grades K-8
- Track record in curriculum development and pedagogical know-how, with the ability to support and evaluate programs that align across grade levels and divisions
- Experience recruiting, retaining, and supporting a diverse, mission-aligned faculty in competitive markets, with skill in creating professional environments where teachers flourish and commitment to competitive compensation practices
- Financial acumen and fundraising capability, including experience managing capital projects and facility improvements, and the ability to balance institutional growth with accessibility for families navigating tuition pressures
- Demonstrated ability to navigate complex organizational relationships, including working effectively with boards and multiple stakeholder groups to create collaborative solutions
- Strategic vision with proven ability to manage multiple initiatives simultaneously while maintaining focus on core mission and values



Leadership Style and Personal Qualities

- Genuine enthusiasm for boys' education and the capacity to contextualize its virtues in a modern, progressive city
- Commitment to CSB's Episcopal identity and values-based education, with the ability to welcome and honor families of all faith traditions
- Interpersonal warmth and authenticity: someone who sees the good in people, listens deeply, and builds trust through presence and accessibility with students, families, and faculty
- Child-centered approach that balances academic rigor with character development and maintains focus on what boys at different developmental stages need
- Appreciation for tradition and the specific elements that define CSB's identity, with the choral program as a cornerstone, alongside chapel life, and the school's relationship with Grace Cathedral
- Visionary thinking combined with practical implementation skills: the ability to inspire with compelling ideas while ensuring disciplined execution
- Humility and collaborative spirit, with willingness to work closely with expert administrative partners and learn from the community's wisdom
- Authentic connection with all families in the community, approaching every relationship with the same genuine care, respect, and attention regardless of background or circumstances

Learn More

Click on the links below to learn more about Cathedral School for Boys.

[School Website](#)

[High School Matriculation](#)



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;

Selected candidates may be asked to provide:

- 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)
- Writing samples specific to this search

Consultants must receive applications by January 1, 2026.

Michael Robinson

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The base salary range is \$500,000 to \$600,000 commensurate with qualifications and experience. The School further supports the head with a lovely home near the school and a generous benefits package.