

ASSISTANT HEAD OF SCHOOL SEARCH

FRIENDS SCHOOL OF BALTIMORE

Baltimore, Maryland
friendsbalt.org

Start Date: July 2026



Friends School
BALTIMORE • 1784



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Friends School of Baltimore is a Quaker school that exists to foster in young people the skills, knowledge, and habits of mind needed to partner with their communities and to be courageous change-makers in the world. We believe education is a journey, a continual seeking after truth that relies on both inward reflection and outward connection with others, especially across lines of difference. At Friends, learning is grounded in relationships and deepened by application to the world beyond our campus. Our School is guided by the testimonies of simplicity, peace, integrity, community, equality, and stewardship, and our core belief that there is that of God in each person, and we understand these testimonies and this belief to be a call to justice. We value diversity, pursue equity, and strive to be an actively inclusive institution that works against systemic oppression, within a campus community where each individual can live out their full identities. We seek in all ways to exemplify the ideals of the Religious Society of Friends.

At a Glance



Established
1784



Enrollment
750



Total faculty
130



Average class size
14



Students of color
43%



Financial aid awarded
\$9,000,000



Faculty with advanced degrees
40%



Campus size
34.5 acres

Faculty of color: 26%

Students receiving aid: 34%

Endowment: \$42,400,000

Annual operating budget: \$25M

Signature Programs: 6



Overview

Simplicity. Peace. Integrity. Community. Equality. Stewardship. These Quaker values and a rich academic program that honors the journey of learning are the hallmarks of Friends School of Baltimore. Serving 750 students in grades PK-12, Friends, Baltimore's first school, graduates empathetic, competent, curious seekers who use their voices and talents in service to others. Friends' community members feel challenged and supported to become their best selves in a welcoming, diverse, inclusive, and respectful environment that encourages growth and sees "that of God" in every person.

Position Summary

Reaching across all grades, disciplines, and programs, the Assistant Head of School, a senior leadership position, cares for the community by ensuring the continued strength of the school's academics, arts, and athletics. This leader maintains programmatic integrity, mentors faculty, supports students' academic well-being and success, and serves as a resource for families.

Building on the school's existing strengths, the Assistant Head of School partners with faculty and the administrative leadership to sustain and enhance curriculum, foster vertical and horizontal alignment, and encourage professional growth in support of engaging, relevant, and intentional student experiences. The ideal candidate will be a team player and consensus builder with a warm, collaborative nature, positive energy, and a sense of humor. They will balance confidence with humility, embrace new ideas, and welcome dialogue and feedback as essential to a thriving school community.



Opportunities and Challenges

Strengthen alignment

Friends seeks an academic leader with the intellectual flexibility to strengthen its program to be even more responsive, applicable, and connected to the world. The Assistant Head of School will be knowledgeable about curricular frameworks and skilled in supervising curriculum integrity, alignment, and articulation across the divisions. Additionally, the Assistant Head of School will assess and prioritize opportunities for collaboration within and across divisions.

Empower teachers to meet students where they are

In light of ever-increasing insights into neurodiversity, the Assistant Head of School will assess needs and advocate for resources and strategies to provide more comprehensive and consistent student support for both students who are ready for a more rigorous program and students who need additional learning supports. Additionally, the Assistant Head will ensure scaffolding for teachers to understand students' challenges and refine curriculum and pedagogy to meet these challenges.

Facilitate Professional Growth and Collaboration

The Assistant Head of School plays a key role in supporting faculty by cultivating strong relationships and honoring the expertise already present within the community. This role has the opportunity to support the growth of faculty by improving and evolving their practices through professional development programs and by creating opportunities for meaningful collaboration, reflection, and shared learning. In partnership with the Head of School and the faculty, the Assistant Head helps sustain a culture where growth is both supported and celebrated, building on the strong foundation that is already in place.

Partner with the Head of School and the Administrative Team

The Assistant Head of School is an important member of the administrative team and works in close collaboration with the Head of School to ensure clarity, alignment, and cohesion in the school's leadership. This partnership is rooted in mutual trust, open communication, and a shared commitment to Friends School's mission. The Assistant Head both supports and complements the Head of School, serving as a thought partner in strategic decision-making and as a visible leader who helps translate vision into daily practice across the community.



Qualifications and Personal Attributes

The ideal candidate(s) will offer most or all of the following qualifications and qualities:

- Deep appreciation for Friends School of Baltimore's mission, history, and values;
- A personal and professional commitment to Quaker education and the requisite skills to support inquiry-based instructional practices that foster deep conversation and reflection as a practice;
- A spirit of curiosity that fuels pursuit of evolving best practices and current research on curriculum and pedagogy;
- The flexibility and collaborative spirit necessary to partner and compromise with other members of the senior administrative team for the smooth functioning of a cohesive multi-division school;
- Personal and professional commitment to diversity, equity, and inclusion and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, pedagogy, and programs;
- Strong interpersonal skills and the ability to communicate orally and in writing with inspiration and clarity to both internal and external audiences;
- A relational leadership style built on approachability, transparency, collaboration and responsiveness;
- A track record of supporting and developing teachers;
- The ability to articulate vision and strategy, the tactical skills necessary 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 recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty;
- The ability to navigate complexity and ambiguity.

Learn More

Click on the links below to learn more about Friends School of Baltimore.

[School Website](#)

[School Profile](#)

[Quaker Education](#)

[Signature Programs](#)

[Strategic Direction](#)

[College Matriculation](#)

[Diversity, Equity, and Inclusion](#)

[About Baltimore, 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:

John Faubert

Senior Consultant

john.faubert@carneysandoe.com

Amanda Gastel

Consultant

amanda.Gastel@carneysandoe.com

The full-time equivalent salary range for this position is \$160,000-\$175,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.