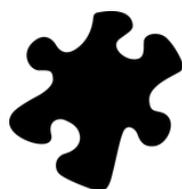




Phillips Academy ANDOVER

HEAD OF SCHOOL
Start Date: July 2027

Phillips Academy Andover
Andover, Massachusetts | Andover.edu



**Carney
Sandoe**
& ASSOCIATES

STATEMENT OF PURPOSE

Phillips Academy's Constitution charges the faculty to teach "youth from every quarter" to aspire equally to knowledge and goodness. This obligation challenges students to develop what is finest in themselves and others, for others and themselves. Phillips Academy is committed to nurturing an intentionally diverse, inclusive community that encourages students and adults to respect, inspire, and learn from one another. Guided by the ideal of non sibi, leading lives "not for self," the Phillips Academy community promotes a balance of intellectual curiosity, engagement, leadership, and service in the pursuit of excellence: academic, civic, and moral.

At a Glance

 **1,160**
total enrollment

 **73%**
boarding students

 **18%**
international students

 **61%**
students of color

 **300+**
courses offered

 **244**
total faculty

 **650**
total employees



OVERVIEW

Founded in 1778, Phillips Academy is an independent, coeducational, boarding and day school community of approximately 1,160 grade 9–12 and postgraduate students, 250 faculty, and 400 staff. The school’s Constitution charges the faculty to teach “youth from every quarter” to aspire equally to knowledge and goodness. Phillips Academy is thus an intentionally diverse, inclusive community that encourages students and adults to respect, inspire, and learn from one another. Andover strives to provide an education that is a profound catalyst for personal and intellectual growth for each student, challenging students to develop what is finest in themselves and others. Guided by the ideal of non sibi, leading lives “not for self,” the Phillips Academy community promotes a balance of intellectual curiosity and rigor, engagement, physical and psychological well-being, leadership, and service in the pursuit of academic, civic, and moral excellence.

Andover’s academic program is built on a liberal arts model encompassing over 300 courses across 11 departments. The breadth of its course catalogue and facilities rival those of many colleges, yet they are quite consciously designed to meet the diverse needs of its adolescent students.

Phillips Academy is a large, complex organization with an annual budget of approximately \$150 million, supported in part by a \$1.5 billion endowment. Admissions at Phillips Academy are need-blind and nearly half of students receive financial aid.





Andover's 600-acre campus — located approximately 20 miles north of Boston — is an integrated live-work-learn community and one of the most distinguished secondary school settings in the nation. Following a plan established by Frederick Law Olmsted, the campus harmoniously integrates a rich, inspiring landscape and Federal, Georgian, and contemporary facilities. The campus includes a full complement of facilities to support its academic, athletic, music, arts, residential, wellness, and administrative needs. Among the most recently added facilities are the Gelb Science Center, the Falls Music Center, the Sykes Wellness Center, and the Snyder and Pan athletic facilities. The campus is also distinguished as the home of the Addison Gallery of American Art, recognized as one of the country's most important collections of American art; the Peabody Institute of Archaeology, a foremost collection of Native American material culture and a leader in NAGPRA repatriation; and the 65-acre Cochran Bird Sanctuary.

Phillips Academy seeks an outstanding educational leader to serve as its next Head of School. With a nearly 250-year history of academic excellence, a global student body, world-class faculty, an exceptional campus and facilities, and one of the strongest endowments of any secondary school in the world, Andover stands poised for an inspiring next chapter. Over the past several years, community members have been engaged in a roadmapping process which will inform much of the work to be done by the Academy's next Head of School. Current areas of focus revolve around governance, academic experience, student support and wellness, and residential facilities enhancements. In the coming years, the Head of School will be expected to lay the groundwork for the next capital campaign, clarify and refine internal systems and structures, and nurture a collaborative and tightly-knit community.



\$28M

financial aid
awarded



47%

students receiving
aid



\$1.5B

endowment



~\$147.2M

annual operating
budget



600 acres

campus size



147 *years and counting*

Andover-Exeter
athletic rivalry

STRATEGIC PRIORITIES

The next Head of School will inherit an institution with extraordinary strengths and resources, as well as strong and sustained support from the board of trustees. Key priorities will include:

- Fostering a joyful community; engaging as a regular and visible presence in the life of the school;
- Setting and measuring best-in-class processes to drive excellence across the Academy;
- Actively participating in fundraising in support of ambitious institutional priorities;
- Stewarding strong financial management;
- Cultivating strong ties between and among all constituencies, including students, faculty, staff, parents, alumni, and trustees;
- Rigorously implementing the key initiatives that are in process through the current strategic planning cycle; and
- Addressing governance, educational excellence, student support and wellness, and residential life improvements.



QUALIFICATIONS AND PERSONAL ATTRIBUTES

Andover seeks in its 17th Head of School a leader with the following qualifications:



Professional Qualifications and Leadership Style

- A proven record of leadership in complex educational settings, preferably including experience in a residential setting;
- A deep commitment to academic excellence and holistic student development;
- A passion for working with adolescents, supporting their wellness, and enabling them to thrive;
- Alignment with the school’s mission and its commitment to educating and supporting “youth from every quarter”;
- Exceptional interpersonal and communication skills;
- Experience supporting and retaining talented faculty and catalyzing strong teams;
- Understanding of and enthusiasm for fundraising and institutional advancement;
- Strong financial, operational, and planning capabilities;
- A strategic thinker and creative problem solver who understands the interplay of internal and external systems, constituents, and priorities;
- A community-builder whose style is collaborative when possible and decisive when necessary; and
- A balanced innovator who appreciates both tradition and purposeful, evolutionary change.



Personal Qualities

- Intellectual curiosity and a commitment to excellence;
- The courage to make challenging choices while upholding and embodying the school’s values;
- Eagerness to engage actively with students, parents, faculty, staff, and alumni; and
- A genuine enjoyment of, and inclination to be present and engaged across, all dimensions of school life.

LEARN MORE

- [School Website](#)

- [School History](#)

- [Vision and Values](#)

- [School Profile](#)

- [About Andover, Massachusetts](#)





TO APPLY

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

- A cover letter expressing interest in this position
- A current résumé

As the process moves forward, selected candidates may be asked to submit:

- Writing samples specific to this search
- 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)

Candidates should submit a résumé and cover letter to:

MARSHA LITTLE

Senior Consultant

marsha.little@carneysandoe.com

TODD BLAND

Senior Consultant

todd.bland@carneysandoe.com

DEVEREAUX MCCLATCHEY

President

dev@carneysandoe.com

The full-time salary range for this position is \$750K-\$950K in addition to other benefits including a school-provided Head of School house and retirement benefits. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.



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