



THE
BRYN MAWR
SCHOOL

HEAD OF SCHOOL

Start Date: July 2027

The Bryn Mawr School

Baltimore, Maryland | brynmawrschool.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

The Bryn Mawr School inspires a passion for intellectual curiosity, emphasizes the delights and demands of learning, and nurtures the full potential of our young women in mind, body, and spirit. To prepare our students for lifelong learning and leadership, we are deeply committed to academic excellence, ethical decision-making, and the dignity of all people. A Bryn Mawr education is grounded in the expectation that young women will be resilient in the face of complexity, ambiguity, and change; will become responsible and confident participants in the world; and will lead considered and consequential lives.

At a Glance



1885
established



859 (N-12)
total enrollment



47%
students of color



147
total faculty



17 years
average faculty tenure



7:1
student-faculty ratio



OVERVIEW

Located in Baltimore, Maryland, The Bryn Mawr School is a vibrant PK–12 independent day school for girls, with a coeducational Little School (ages 2 months through 5 years), serving approximately 830 students on a beautiful 26-acre campus within the city limits. Long recognized as one of the nation’s leading institutions for girls’ education, Bryn Mawr has a distinctive and carefully cultivated balance where academic excellence and joy coexist, high expectations are matched by deep support, and tradition informs thoughtful evolution. Inquisitive students, encouraged to develop “bold voices,” are guided by talented and dedicated educators towards the “considered and consequential lives” noted in the mission statement. Across all divisions, the school’s “whole-girl, whole-day” philosophy is evident in a program that integrates academic depth, a rich arts, athletic, and co-curricular experience, and an emphasis on student well-being and belonging.

The academic program reflects both continuity and evolution, anchored by a defining throughline: the intentional cultivation of student voice across all divisions. This focus encourages ethical reflection, creative problem-solving, and public expression at every stage, exemplified by the signature Voice & Vision program in the Middle School. This intentional trajectory culminates in the Upper School with a deeply cherished tradition: a Convocation speech delivered by every graduating senior.

Bryn Mawr is equally defined by its strong and cohesive community. Faculty and staff are deeply invested in their craft and in one another, creating a culture of intellectual curiosity, collaboration, and ambition on behalf of the students. Students describe a community where relationships with teachers are central and where leadership opportunities are abundant. The students lead many organizations, begin and run new clubs together, and delight in the school’s many traditions across the year, including the beloved 122-year-old “Gym Drill,” featuring culturally diverse dances from all grades and Founders Day, when the school gathers to celebrate its enduring mission and honor the faculty who help carry it forward. Taken together, these traditions create a pervasive feeling of belonging within this diverse community of girls. Parents, too, have a deep sense of connection to one another and cultivate programming that keeps them connected across their students’ journeys. Bryn Mawr prides itself on its diverse and welcoming community, and maintaining momentum in its commitment to equity and inclusion is a top priority.



The school's recent history reflects notable institutional strength. Enrollment has grown to its highest level since 2008 in one of the most competitive independent school markets in the country, co-curricular and athletic programs have expanded with distinction, and the leadership team is experienced and highly capable. Bryn Mawr collaborates in the "Tri-School" partnership with neighborhood partners Roland Park Country School and Gilman School; Upper School students may take classes across all three campuses, expanding the school's academic and social possibilities. Additionally, Bryn Mawr recently launched its "fifth division" with [Bryn Mawr Online](#), extending its academic and enrollment reach nationally and opening new avenues for programmatic and financial sustainability.

Bryn Mawr's next Head of School will inherit a school with strong momentum, a deeply committed community, an excellent leadership team, and a clear sense of purpose. The incoming Head of School will build on the highly successful decade-long tenure of current Head Sue Sadler and will be called upon to honor and advance this special institution and to articulate and lead a compelling vision for the future. Key priorities include building on Bryn Mawr's strong academic identity; thoughtfully integrating emerging technologies such as AI in a way that matches the Bryn Mawr ethos; strengthening faculty recruitment and retention, particularly for educators from underrepresented backgrounds; and ensuring long-term financial sustainability through effective stewardship and fundraising. Just as importantly, the next Head will need to be a visible, relational, and mission-driven leader—one who shows up fully for the community, builds trust across constituencies, communicates with clarity and authenticity, knows students and families well, and inspires confidence in the school's direction.



\$7.3M

Financial aid awarded



46%

students receiving aid



\$56M

endowment



\$37.9M

annual operating budget



26 acres

campus size

OPPORTUNITIES AND CHALLENGES

- Leveraging the momentum of the current strategic plan, capital campaign (set to conclude by June 30, 2027), and new construction (Upper School building slated to open in fall 2027) to further solidify and augment Bryn Mawr’s powerful sense of community and extraordinary academic program;
- Retaining and recruiting an excellent, diverse, and mission-aligned faculty, staff, and senior administrative team and supporting them in order to make full use of their talents;
- Embracing the City of Baltimore and its many resources, fully leveraging the resources of the Tri-Schools and exploring opportunities for purposeful learning and engagement beyond the school gates;
- Honoring the school’s rich tradition and history while welcoming programmatic evolution that will fully prepare students to lead with resilience in the face of complexity, ambiguity, and change, as called for in Bryn Mawr’s mission statement;
- Partnering with the Advancement office in the furtherance of a culture of philanthropy, cementing the school’s financial sustainability and enabling Bryn Mawr to boldly deliver its mission for generations to come; and
- Shepherding a devoted employee base, intellectually curious student body, passionate parent body, and extensive alumnae network.



QUALIFICATIONS & PERSONAL ATTRIBUTES

The Bryn Mawr School seeks in its next Head of School an inspiring leader who embraces the school's mission and culture and who will engage fully in the daily life of Bryn Mawr's joyful and dynamic community. The most compelling candidates will offer most or all of the following qualifications and qualities:



Professional Qualifications

- Successful history of navigating the demands of a complex educational organization and deep understanding of and appreciation for The Bryn Mawr School's commitment to educating young women across the full developmental spectrum, from Little School through 12th grade;
- Exceptional interpersonal skills and warmth and the ability to communicate with inspiration and clarity across a wide range of audiences;
- Experience recruiting, hiring, supporting, and retaining talented, broadly diverse, and mission-aligned faculty;
- The ability to articulate vision and strategy and the tactical skills necessary to manage the systems and processes necessary to implement strategy;
- A level of financial acumen that allows for informed decisions and active participation in fiscal matters;
- Personal and professional commitment to equity and inclusion and the required aptitude to further the school's commitment to equity, inclusion, and belonging;
- Depth of experience in curriculum and instruction, school operations, and board relations and experience and enthusiasm for fundraising and stewardship; and
- Experience working in partnership with a highly engaged parent community.



Leadership Style and Personal Qualities

- A strategic thinker who understands the interplay of internal and external systems, constituents, and priorities;
- A history of thoughtful, data-informed innovation and a sensitive approach to change;
- The confidence and humility to advocate for new ideas, invite alternative perspectives, and welcome feedback, engaging in challenging conversations with grace and upholding the highest standards of integrity;
- A commitment to continuous learning and the ability to keep pace with an intelligent and deeply committed adult and student community;
- Excitement to embrace the City of Baltimore professionally and personally; and
- Eagerness to engage actively and joyfully with students, parents, employees, and alumnae and willingness to prioritize visibility amidst the demands of a busy professional schedule.

LEARN MORE

- [School Website](#)
- [School History](#)
- [Strategic Plan](#)
- [Student Life and Traditions](#)
- [Community and Belonging](#)
- [About Baltimore, Maryland](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates are encouraged to apply early in the summer by submitting 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 prompts 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

ROBERT D. VITALO

Vice President, Search and Consulting Services

robert.vitalo@carneysandoe.com

ALLISON GAINES PELL

Senior Consultant

allison.gainespell@carneysandoe.com

The full-time salary range for this position is \$400-\$450K. Compensation includes a Head of School house adjacent to campus. 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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