



# Buckingham

FRIENDS SCHOOL  
FOUNDED 1794

**HEAD OF SCHOOL**  
Start Date: July 2027

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Buckingham Friends School  
Lahaska, Pennsylvania | [bfs.org](http://bfs.org)



**Carney  
Sandoe**  
& ASSOCIATES

# MISSION STATEMENT

Buckingham Friends School honors the Light within each person, inspires scholarship and spiritual community, and instills the value of caring for others and our world.

## At a Glance



**1794**  
established



**140**  
total enrollment



**14%**  
students of color



**25**  
total faculty



**46%**  
faculty with  
advanced degrees



**6:1**  
student-faculty ratio



# OVERVIEW

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Located in bucolic Bucks County, Pennsylvania, Buckingham Friends School is a deeply rooted and nurturing community where children are truly known, valued, and loved. Founded in 1794, BFS is a co-educational, kindergarten – eighth grade Quaker school which combines vigorous academics, extraordinary warmth, and close relationships between adults and children. The school’s culture of belonging, respect, and kindness is palpable. In addition to exceptional classroom teaching and learning, BFS’ students benefit by being allowed to “be kids longer,” with abundant outdoor time for exploration and play, meaningful grade-level traditions, and opportunities to grow socially and emotionally in a safe and joyful environment.

Under the care of Buckingham Friends Meeting (founded in 1720) in Lahaska, PA, the school sits on 44 wooded acres which are both picturesque and perfectly suited for learning. Central to the campus is the historic meeting house (which dates to 1768) where the entire school gathers once a week for Quaker worship and at other times for communal events. The completion of the campus master facilities plan has reimagined twelve other academic, arts, and community spaces without using tuition or operating funds. A state-of-the-art science building which opens into the woods; an arts center featuring a theater, music and art studios, and a wood shop; and a new gymnasium compliment renovated classrooms, outdoor play spaces, fields, trails, and a new bus canopy. BFS’s Joint Environmental Mission (JEM) program, an international exchange and service-learning initiative for upper school students emphasizing environmental sustainability, global citizenship, and cultural exchange with partner schools in Costa Rica, France, India, Australia, Kenya, and others is one of the school’s distinctive programs. Dedicated educators teaching in such inspiring facilities deliver educational programming that fosters experiential learning, interdisciplinary thinking, and the cultivation of curiosity, and independence.





BFS is defined by its Quaker identity. Community members identify how Quaker values permeate the life of the school through community, reflection, social responsibility, equity, environmental stewardship, and respect for others. Importantly, many describe the school as “delightfully Quaker” without being heavy-handed, noting that the values are lived authentically in daily interactions, teaching practices, Meeting for Worship, and the broader culture of care.

After a decade of stellar leadership, Head of School Paul Lindenmaier will retire having led and completed the \$17 million Light the Way Forward capital campaign; developed and implemented strategic and master facilities plans; worked with the board to raise salaries 56% in seven years to make them competitive with neighboring public school districts; and cultivated a strategically oriented board of trustees. The head of school-board of trustees’ partnership is characterized by the same support and care found throughout the entire school community. Buckingham Friends’ next head of school will benefit by this strong board relationship, talented schoolhouse colleagues, and supportive families and alumni to lead the school with promise and hope into the future.

# LEADERSHIP OPPORTUNITIES AND CHALLENGES

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Building upon the highly successful tenure of Paul Lindenmaier and the school's recent accomplishments, the next head of school will lead Buckingham Friends School into its third century with clarity about its Quaker values and unwavering commitment to honoring children's intellectual and human development. In addition to the responsibilities associated with the daily operation of the school, the opportunities for the next head of school will include:

## **Strategic Refinement and Programmatic Growth**

The next Head of School will lead Buckingham Friends School through an exciting period of thoughtful growth and strategic refinement. The community seeks a leader who can balance progressive educational practices with strong academic expectations, ensuring that students are both deeply supported and appropriately challenged. The next Head will have the opportunity to build on the school's strong foundation while guiding continued growth in academics, student support, and overall program quality.

## **Clarifying and Strengthening the Academic Identity of BFS**

The next Head will guide ongoing conversations around curriculum, instructional practice, and support for diverse learners. There is a shared desire to continue strengthening collaboration among faculty, align expectations across divisions and programs, and continue developing a student-centered educational experience grounded in Quaker values and current best practices. The community also seeks greater clarity and consistency in articulating the distinctive value and identity of a Buckingham Friends School education.



## Enrollment Management and Financial Sustainability

Enrollment growth, affordability, and long-term financial sustainability remain important priorities for the school's future. The next Head will partner closely with the Board and leadership team to support enrollment management, advancement, and long-range strategic planning. The community values compelling storytelling, strategic marketing, and strong fundraising leadership that clearly communicates the mission, strengths, and enduring value of Buckingham Friends School to current and prospective families.

## Navigating Technology Thoughtfully

As the educational landscape continues to evolve, the community seeks a thoughtful and balanced leader who can help students navigate a rapidly changing world. Parents, faculty, and trustees are eager to approach issues such as technology, artificial intelligence, and screen time with intentionality and care while preserving the creativity, connection, curiosity, and joyful learning experiences that define both childhood and the BFS experience.

## Balancing Trust with Organizational Clarity

The next Head will have the opportunity to evaluate leadership structures, staffing models, and operational systems in ways that strengthen organizational clarity and effectiveness while honoring the school's collaborative culture. Faculty and administrators deeply value the school's atmosphere of trust, autonomy, and collegiality while also expressing a desire for clear expectations, accountability, and consistent systems of support.

## Authentic and Relational Leadership

Above all, Buckingham Friends School seeks a leader who will embrace and nurture the spirit of this "right-size" school community — someone who leads with warmth, humility, empathy, and integrity; values relationships as deeply as results; and understands the profound responsibility and joy of leading a mission-centered Quaker school.



**\$672,000**

financial aid awarded



**40%**

students receiving aid



**\$6.8M**

endowment



**\$4.3M**

annual operating budget



**44 acres**

campus size

# QUALITIES AND QUALIFICATIONS

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Buckingham Friends School seeks in its next Head of School an experienced, compassionate, and thoughtful educational leader who will guide the school with care, wisdom, and a deep respect for Quaker values and practices. The strongest candidates will demonstrate many of the following experiences, skills, and personal qualities:



## Professional Qualifications and Leadership Experience

- Demonstrated ability to lead growth and continuous improvement while honoring Buckingham Friends School's mission, culture, and Quaker values;
- Deep understanding of child development and excellence in K–8 education, including experience strengthening academic programs that balance rigor, creativity, wellness, and belonging;
- Commitment to diversity, equity, belonging, and mattering, with experience supporting diverse learners and fostering collaborative school communities;
- Proven leadership in faculty recruitment, development, and retention, with the ability to build accountability, trust, and strong organizational systems;
- Excellent communication and relationship-building skills with students, families, faculty, trustees, alumni, and the broader community;
- Experience in enrollment management, advancement, financial stewardship, strategic planning, and institutional sustainability; and
- Appreciation for the visibility, accessibility, and adaptability required to lead a mission-driven small school community.



## Personal Qualities

The successful candidate will demonstrate:

- A genuine love of children and enthusiasm for engaging fully in school life;
- Warmth, humility, empathy, integrity, and emotional intelligence;
- A visible, approachable, and collaborative leadership style grounded in strong listening and relationship-building skills;
- The ability to balance reflection and consensus-building with confident decision-making;
- Respect for Quaker traditions alongside a commitment to thoughtful growth and innovation; and
- A deep belief in nurturing students who are academically prepared, kind, curious, grounded, and equipped to contribute meaningfully to the world.

# LEARN MORE

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- [School Website](#)
- [Philosophy and Core Values](#)
- [A Friends School](#)
- [Diversity, Equity, Justice, and Belonging](#)
- [Strategic Plan](#)
- [High School Matriculation](#)
- [About Bucks County, Pennsylvania](#)





# 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:

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## **BURKE ZALOSH**

Consultant

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## **DARRYL J. FORD, PH.D.**

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**Carney  
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