



ST. ANDREW'S
SEWANEE SCHOOL

HEAD OF SCHOOL

Start Date: July 2027

St. Andrew's-Sewanee School

Sewanee, Tennessee | sasweb.org



Carney
Sandoe
& ASSOCIATES

MISSION AND VISION

Mission

Honoring its Episcopal heritage as an inclusive Christian community, St. Andrew's-Sewanee School offers a superior college preparatory education, bringing all students to a richer spiritual, intellectual, social, physical, and aesthetic awareness so that they might lead lives of honor and loving service to God and others.

Vision

St. Andrew's-Sewanee School inspires students to live lives of active curiosity, lifelong learning, and loving service. We challenge our students to fulfill their greatest potential while teaching them how to cultivate balance and joy.

At a Glance



1868

established



187

total enrollment



16%

students of color



22

total faculty



73%

faculty with
advanced degrees



12:1

student-faculty ratio



OVERVIEW

St. Andrew's-Sewanee School has long been transforming the lives of both the bright, motivated students who attend and the lives of the faculty, coaches, and advisors who guide, instruct, and mentor them. Situated atop the Cumberland Plateau at 2,100 feet on a 500-acre campus of incredible natural beauty, St. Andrew's-Sewanee School is a diverse, welcoming, coeducational boarding and day school of approximately 185 students in grades 6-12, with an intention to grow. Known at once for its deeply rooted Episcopal heritage, its personal familial feel, and the excellence of its academic offerings, St. Andrew's-Sewanee is a community in which what happens outside the classroom is equally as important as what happens within it. Within the context of a balanced program of academics, athletics, and the arts, students are afforded multiple opportunities to develop their individual gifts and to pursue their passions in an atmosphere of mutual respect and support. SAS's talented and committed faculty strive to personalize instruction and address individual needs and interests. The honor code and hands-on learning, as well as an emphasis on written and verbal communication skills, have always been the hallmarks of an SAS education. St. Andrew's-Sewanee prides itself on its unstinting dedication to the whole person—heart, mind, body, and spirit—and on its nurturing and developing of the potential in each of its students. It provides a remarkably rich experience and preparation for college and for life in a global context and in an increasingly pluralistic society. SAS welcomes students, families, faculty, and staff of all religious backgrounds or none. The school today enrolls students from more than 7 countries, 11 states, and 6 surrounding counties. Friendships extend across grades, cultures, and backgrounds, and every student is known and valued.





The school's longstanding partnership with the University of the South further distinguishes its program, providing access to expanded academic, athletic, recreational, and cultural opportunities and reinforcing a shared sense of place. Students at the school may also enroll at no additional cost in University courses for full college credit, adding depth and distinction to their academic experience. Together, these elements create a vibrant and purposeful environment for both students and educators.

With origins dating back to 1868, St. Andrew's-Sewanee today is the product of the 1981 merger of St. Andrew's School (est. 1905) and Sewanee Academy (est. 1971). Its rich and storied history encompasses the following: in 1868, the opening of the University of the South's "Junior Department" for day and boarding boys; in 1896, the Community of St. Mary's opening a school for girls that ultimately became St. Mary's School for girls; in 1905, the Order of the Holy Cross's establishing St. Andrew's School for deserving mountain boys who might not otherwise be able to obtain education; from 1908 to 1971, Sewanee Military Academy following Sewanee Grammar and then from 1971-81 becoming coeducational and dropping its military program, leading to the merger and the present day St. Andrew's-Sewanee School.

St. Andrew's-Sewanee now seeks its next Head of School, a dynamic and forward-thinking leader who will partner closely with the Board of Trustees and faculty to guide the school into its next chapter. This individual will build on and preserve the school's many defining characteristics while articulating and advancing a bold, compelling vision for the future—one that inspires confidence, fosters innovation, and ensures long-term sustainability. The next Head will bring clarity, energy, and strategic focus to key priorities, including enrollment growth, fundraising, curricular innovation, and residential life programming.

Equally important, the Head will embrace a highly collaborative style, engaging faculty, staff, students, families, and trustees in shaping and realizing the school's aspirations. A visible and approachable presence on campus and in the Sewanee community, this leader will cultivate trust through open and transparent communication, lead with integrity and decisiveness, and unite the community around shared goals and a vibrant, forward-looking sense of purpose.

A PLACE TO CALL HOME

The village of Sewanee is best known for its natural beauty and as the home of Sewanee: The University of the South, which is consistently ranked among the nation's very best liberal arts colleges.

Situated between Nashville and Chattanooga (at a distance of 90 and 50 miles, respectively), Sewanee is a lively community that highly values the arts and education. Each summer, the university hosts the nationally renowned Sewanee Writers' Conference and the Sewanee Summer Music Festival, which provide cultural opportunities that enrich the area. In addition to the constant flow of speakers and events offered by the University, Sewanee also now offers a growing variety of excellent restaurants attracting regional interest. Downtown Sewanee includes restaurants, gift stores, and an outdoor venue for concerts. Local artisans and craftsmen sell their wares in local shops and at frequent fairs. The thousands of acres that stretch atop and beyond the mountain upon which SAS rests provide opportunities for outdoor exploration, a resource and treasure that has become ingrained into the culture and curricular program of the school.



OPPORTUNITIES AND CHALLENGES

The next Head of School of St. Andrew's-Sewanee will benefit from a school characterized by a culture of deep, authentic relationships between faculty, staff, students, and parents and broad affection for and pride in SAS. SAS is a school focused on developing social agency, voice, and character. SAS's talented and committed faculty strive to personalize instruction and address individual needs and interests, and students speak of genuinely knowing and being known by their teachers. The school offers a strong academic curriculum and families continue to choose SAS in part because of its distinguished reputation.

The school's stunning natural setting and the beauty of the campus and the mountain on which it sits are central to work, play, and life on campus. Its place-based curriculum and newly opened Outdoor Learning Center offer enhanced opportunities for exploration and learning. In addition, the school's physical proximity to and institutional relationship with the University of the South provides extraordinary resources: shared athletic facilities including a swimming pool and golf course at no cost to SAS, a pipeline of highly educated faculty, cultural programming, and a college campus atmosphere that offers students a genuinely distinctive experience.

The school is poised for success and eager for a leader who will

- Work to achieve full enrollment, by outreach into new markets and ensuring the boarding program is compelling and clearly communicated to prospective families;
- Advance financial sustainability and philanthropy by leading strategic financial planning, growing enrollment pipelines, and broadening donor engagement;
- Develop a forward-looking institutional vision and strategic plan, with defined goals and accountability measures;
- Recruit, develop, and retain talented faculty;
- Align roles, responsibilities, and decision-making structures within the leadership team to ensure effective execution of strategic priorities;
- Lead with timely, confident decision-making by listening well, communicating transparently, acting decisively, and ensuring accountability and follow-through across the school community.



\$2M

financial aid awarded



50%

students receiving aid



\$33.5M

endowment



\$7.6M

annual operating budget



500 acres

campus size

QUALIFICATIONS & PERSONAL ATTRIBUTES

The successful candidate will be a seasoned independent school leader with the experience, gravitas, and relational skill to lead at the highest level.



Professional Qualifications

- Senior leadership and management experience in independent schools, preferably including boarding, with significant responsibility and scope;
- Credible experience and instinct in enrollment with an ability to persuasively articulate the school's story;
- Demonstrated success aligning the community around shared strategic goals;
- Strong financial acumen and a willingness to embrace fundraising;
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity across a wide range of audiences and to adeptly listen;
- Experience with recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty and senior leadership;
- An educator who will sustain St. Andrew's-Sewanee's unique culture of mutual respect, trust, and community engagement;
- A history of thoughtful innovation moderated by a skillful and sensitive approach to change;
- Comfort engaging with governance and representing the School internally and externally.

The ideal candidate will be energized by the challenges and driven by possibility. They will bring an affinity for strategic thinking and creative problem solving to ensure a sustainable future. Success in this role requires someone who sees the school's small size as a strength, embraces the mountain location and sees it as a marketable differentiator, and is eager to immerse themselves in the life of a vibrant day and boarding community.



Leadership Style and Personal Qualities

- A relational leader who brings empathy, self-awareness, and emotional intelligence to complex community dynamics;
- A leader with a strong moral compass who embodies honesty, trustworthiness, joy, and integrity;
- An eagerness to engage actively with students, faculty, parents, and alumni and a willingness to prioritize visibility and communication amidst the demands of a busy professional and travel schedule;
- The ability to navigate complexity, in part through effective prioritization, delegation, and management of systems and attention to detail;
- A collaborative leadership style balanced with the confidence to offer independent perspective and thoughtful challenge;
- A willingness to respect, honor, and embrace the school's Episcopal heritage and the values of openness, intellectual inquiry, and inclusivity that flow from it;
- A warm, approachable presence who delights in being an essential part of the community.

LEARN MORE

- [School Website](#)

- [School History](#)

- [Episcopal Life at SAS](#)

- [School Profile](#)





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:

MARGUERITE LLOYD

Senior Consultant

marguerite.lloyd@carneysandoe.com

BILL LEAHY

Consultant

Enrollment Management Search & Consulting Practice Leader

bill.leahy@carneysandoe.com



**Carney
Sandoe**
& ASSOCIATES