



HEAD OF SCHOOL

Start Date: July 2027

The Pilot School

Wilmington, Delaware | pilotschool.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

The Pilot School's mission is to cultivate the abilities of students who learn differently by providing the strategic tools, guidance, and structure needed to confidently learn and achieve. Our students develop the curiosity, motivation, and resourcefulness necessary to flourish in many environments and pursuits.

At a Glance



1957
established



158
total enrollment



15%
students of color



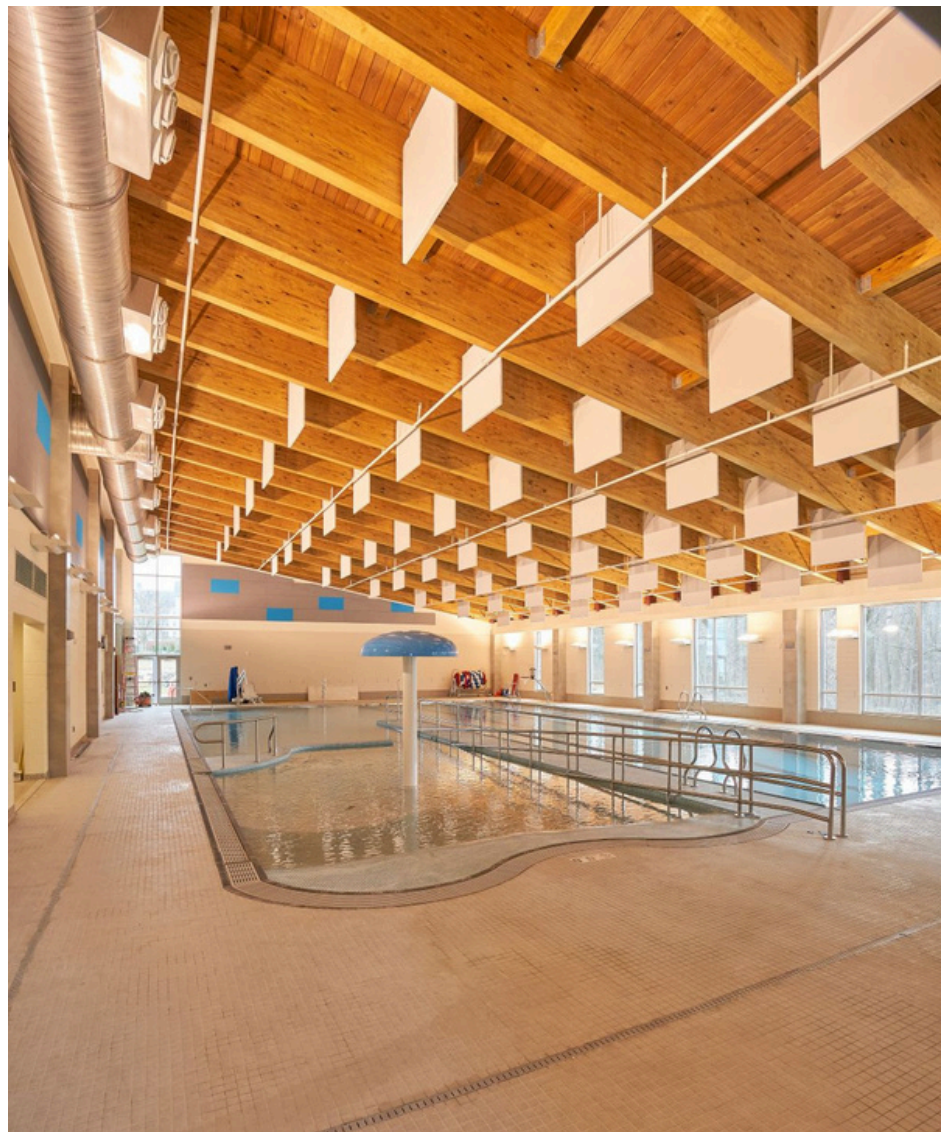
39
total faculty



51%
faculty with
advanced degrees



4:1
student-faculty ratio



OVERVIEW

The Pilot School stands apart. Since its founding in 1957, born from the vision of a determined parent and a forward-thinking school leader who recognized that some children needed something different, Pilot has built a singular reputation as a place where children with language-based learning differences don't just receive support. They discover who they are as learners and thinkers.

Set on a beautiful 50-acre campus in Wilmington, Delaware, Pilot's 85,000 square foot facility was purpose-built for this student population, with intentional design woven throughout: from classrooms scaled to the developmental needs of younger students to a treetop science lab, a therapeutic pool, and tranquility rooms that help students regulate and return to learning ready to engage. The campus is not incidental to the program; it is an expression of it.

Pilot serves 158 students, ages 5–14, with the kind of intentionality and warmth that transforms lives. Small classes of six to ten students and a 4:1 student-to-teacher ratio are not just program features, they reflect a fundamental belief that every child deserves to be truly known. Pilot's integrated model weaves academic instruction together with speech-language, occupational, physical, and counseling services, creating a seamless environment where teachers and therapists work shoulder-to-shoulder to meet each student's needs. The result is a program that is simultaneously rigorous and deeply human.

At Pilot, students come to understand that because they learn differently; they also think differently, and that this is a strength. Armed with metacognitive tools and personalized, evidence-based instruction grounded in the latest research on reading and child development, Pilot students leave with not only stronger skills but genuine confidence to thrive far beyond the school's walls.

Pilot School now seeks a new Head of School to build on this legacy: a leader with the expertise to champion its mission, the vision to shape its future, and the heart to lead a community defined by deep commitment to every child in its care.



OPPORTUNITIES AND CHALLENGES

- While the Pilot School is an expert resource within the broader community, ongoing marketing and networking efforts are essential.
- As the leader of a small school serving 158 students, the Head of School must maintain hands-on involvement in all areas, including promotion and reputation building, admissions, financial aid, finances, fundraising, faculty recruitment, and support for faculty, staff, and families.
- The Head of School should also serve as the in-house expert, confidently advocating for an integrated approach to ensure that each child receives personalized, evidence-based instruction grounded in the latest research on reading and child development.
- Additionally, fostering a strong sense of community among school families, faculty, and staff is crucial.
- The current strategic plan calls for exploring the development of revenue-generating services, alternative structural models such as adding a high school and conducting a capital campaign feasibility study.
- The Head of School should work closely with the Director of Finance and Operations and the Board's Finance Committee to manage the annual budget and develop a multi-year financial plan.



\$1.8M

financial aid awarded



50%

students receiving aid



\$2M

endowment



\$6.5M

annual operating budget



50 acres

campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES

The Pilot School is looking for its next Head of School, an experienced and inspiring educational leader who fully embraces its mission. The strongest candidates will possess most or all of the following experiences, skill sets, and mindsets:



Professional Qualifications

- Demonstrate a thorough understanding of children’s learning profiles and psychoeducational evaluations, including academic development, cognitive processes, executive functions, social-emotional development, and learning differences.
- Have significant administrative experience, including school finance and budgeting, school operations, strategic planning, and board relations.
- Show a successful track record in recruiting, hiring, supporting, and retaining talented, diverse, and mission-aligned faculty.
- Possess exceptional interpersonal skills and the ability to communicate effectively, clearly, and consistently, both orally and in writing.
- Maintain a forward-facing, external orientation with a passion for advocating for and promoting the Pilot School’s mission, students, and educators at local, regional, and national levels.
- Collaborate with a proactive parent community focused on student growth and social-emotional well-being.





Leadership Style

- Inspire confidence among parents, students, and colleagues while honoring Pilot’s commitment to each child as we fulfill our mission.
- Provide teachers and therapists with access to the latest research and evidence-based resources, ensuring optimal educational experiences for Pilot students through a commitment to professional development.
- Support colleagues in building a cohesive team, while promoting individual agency through a warm, welcoming, and joyful leadership approach.
- Serve as a steadfast advocate for children, a champion for staff, and a compassionate listener for families, offering comfort and guidance with integrity, especially when addressing conflicting needs or perspectives.



Personal Qualities

- Shows empathy and authenticity in interactions, fostering genuine connections with students, faculty, staff, and the wider community.
- Eagerness to actively engage with students, parents, faculty, and staff while prioritizing visibility and approachability, even amidst a busy professional schedule.
- A dedication to wellness and support for their team in achieving balance despite the demands of their roles.

LEARN MORE

- [School Website](#)

- [Strategic Plan](#)

- [High School Matriculation](#)

- [About Wilmington, Delaware](#)



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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