



ST. PAUL ACADEMY
AND SUMMIT SCHOOL

INTERIM HEAD OF SCHOOL

September 2026-June 2028

ST. PAUL ACADEMY AND SUMMIT SCHOOL

St. Paul, Minnesota | spa.edu



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

Shaping the minds and the hearts of the people who will change the world.

OVERVIEW

St. Paul Academy and Summit School is a PK-12 independent day school with three campuses, located in the heart of St. Paul, Minnesota. The school is well known for its bright and curious students, exceptional faculty, and warm, welcoming school culture. The St. Paul Academy and Summit School (SPA) experience is shaped and defined by five core values: community, excellence, belonging, kindness, and purpose. The school's mission—shaping the minds and the hearts of the people who will change the world—is deeply embedded in the school community, providing purpose, representing the community's aspirations and values, and reflecting deep belief in students' talents and capabilities.

SPA students understand that they have a responsibility to challenge themselves while engaging with and contributing to the collective learning experience. The SPA experience is varied and dynamic; students are seen and embraced for who they are and are given all the unique tools they need to realize their goals. At every turn, caring support is coupled with high standards. And, in this safe and intentional environment, students can engage with ideas more deeply and thoughtfully than they ever imagined they could.

St. Paul Academy and Summit School seeks an Interim Head of School to assume the role in early fall (September or October) 2026, continuing through June 2028. The Interim Head will join the community amidst significant momentum. A capital campaign has recently concluded and construction on a renovated Lower School is in its final weeks; the community will begin work on a new Strategic Plan alongside the ISACS self-study and accreditation process; and a new PreK program and Pathways Program, for students with dyslexia, are in their second and third years, respectively. The strongest candidates will have deep experience leading in independent schools. Compelling candidates will hold a personal and professional commitment to the school's core values and will understand the work that is necessary to nurture the trust that can only be achieved when all members of a community feel connected to one another. The Interim Head will partner with a dedicated and aligned Board in carrying forward the work of the school while tightening the community connections that make SPA so special.

At a Glance



1900
established



906
total enrollment



34%
students of color



84%
faculty with an
advanced degree



\$4.75M
financial aid
awarded



30%
students receiving
aid



\$63M
endowment



35 acres
across 3 campuses
campus size

SCHOOL STRENGTHS AND OPPORTUNITIES

This is a most promising moment for St. Paul Academy and Summit School. Over the past decade, energized by the school's mission "to shape the hearts and minds of the people who will change the world," the entire SPA community has contributed to impressive growth and accomplishment in every dimension of this venerable and beloved school. The faculty and student body are dynamic, talented, industrious, and innovative. In a warm and unpretentious environment, teachers and students are partners in a joint effort of discovery where "people are striving to see each other clearly. . . and you are valued for who you are."

An institution that believes in the pursuit of excellence in all things, SPA also fervently embraces the education of the whole child and is a place where, in the words of a faculty member, "the inherent joy of learning shines through on a daily basis." In such a vibrant and transformative atmosphere, it is no surprise that fundraising has also flourished. Recent enhancements to the SPA campus include an award-winning renovation of the Upper School, the creation of the visionary Schilling Center for Math and Science, the advent of the gorgeous Huss Center of the Performing Arts, and significant renovations in the Lower School, including revitalized classrooms, community spaces, and Learning Centers.



The school is in a strong financial position, having recently completed a highly successful capital campaign and consistently operating at capacity, with small annual budget surpluses. By any relevant measure, SPA today stands among the Midwest's most outstanding independent schools. The work ahead for the Interim Head includes:

- Providing stable, consistent, and trusted leadership and supporting the school's exceptional faculty and staff throughout this transition period;
- Further strengthening the school's efforts to foster the heart and mind of each student, focusing on supporting the whole child as a learner and community member;
- Renewing SPA's traditionally strong sense of community through clear and purposeful communication with each constituency and building the trust that is the outgrowth of thoughtfully communicated decisions;
- Evaluating, shepherding, and developing the PreK program, now in its second year, and the Christopher Center Pathways Program, now in its third year.
- Guiding the ISACS self-study and the development of the core tenets and vision of a new Strategic Plan; and
- Collaborating with the Board of Trustees and senior administrators to facilitate continuity in key areas and support a smooth transition for the incoming Head of School (to begin July 2028).

PROFESSIONAL QUALIFICATIONS

The successful Interim Head will be a seasoned educational leader with a track record of institutional leadership in complex school settings. The Interim Head will bring wisdom, emotional intelligence, and a calm, principled presence to the role. The most compelling candidates will offer the following qualifications and qualities:



- Proven experience with and understanding of the full range of Head of School responsibilities, preferably gained through service as an independent school Head;
- A deep understanding of and appreciation for the joys and compelling qualities of a multidivisional school and substantial experience leading in a large and complex educational organization;
- Demonstrated ability to lead through transition, providing continuity while addressing challenges forthrightly, honoring multiple perspectives, and upholding the highest standards of integrity;
- Personal and professional alignment with the school's mission and values;
- 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;
- Experience working in partnership with a highly engaged and diverse parent community; and
- The ability to communicate with inspiration and clarity across a wide range of audiences.

ST. PAUL, MINNESOTA

St. Paul, the capital of Minnesota, adjoins Minneapolis on the west, and together they form the Twin Cities metropolitan area. St. Paul itself, situated in the southeastern part of the state, lies along a deep S-shaped bend of the Mississippi and is built on a series of bluffs rising from the river to the surrounding plains. Nature is an integral part of the city's identity: eight lakes are located wholly or partially within the municipal boundaries. St. Paul is a major education, health care, and industrial center, and companies manufacturing everything from medical devices to adhesives call the city home.

The distinct urban cultures of St. Paul and Minneapolis offer a rich and diverse area with dramatic skylines, exciting professional sports, award-winning theater, notable restaurants, and a thriving craft beer scene. The Twin Cities boasts more theater seats per capita than any U.S. city except New York, and its nightclubs and live music venues (headlined by the famous First Avenue) are legendary. Foodies enjoy the wide range of Twin Cities restaurants and chefs, which are often featured on various Food Network shows, and sports fans can cheer on Minnesota's seven professional sports teams, including the four-time WNBA champion Minnesota Lynx. Families and visitors also enjoy the Minnesota Children's Museum, Como Park Zoo & Conservatory (the nation's oldest free zoo), and the Science Museum of Minnesota.

The Twin Cities enjoys four splendid seasons. From spring through autumn, Minnesotans enjoy canoeing, kayaking, sailing, swimming, hiking, and fishing on the abundant lakes and rivers in the region. During the winter, Minnesotans enjoy alpine skiing, Nordic skiing, snowshoeing, ice skating, and pond hockey among other sports. All year round, residents of Minneapolis and St. Paul take advantage of the area's renowned park system, which includes 52 parks and 340 miles of interconnected trails. Popular with residents and visitors alike, the Twin Cities' regional parks boast more than 47 million visits every year—even more than the famed Mall of America, one of the nation's largest shopping destinations, located near the Minneapolis/St. Paul International Airport in suburban Bloomington.



LEARN MORE

- [School Website](#)
- [Mission and Values](#)
- [Diversity, Equity, Inclusion, and Belonging](#)
- [School Profile](#)





TO APPLY

Review of candidate materials will begin immediately. Candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this position
- A current resumé

Selected candidates may be asked to provide additional information, including responses to Writing Prompts and a list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission).

Candidates are invited to contact the consultants in confidence and to submit materials to:

BEN BOLTÉ

Senior Consultant

bbolte@carneysandoe.com

617-750-0950

MARSHA LITTLE

Senior Consultant

marsha.little@carneysandoe.com

678-521-3823

The full-time salary range for this position is \$450K-\$550K, in addition to housing support and other 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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