



ACADEMY^{OF THE}
HOLY NAMES

HIGH SCHOOL PRINCIPAL

Start Date: July 2027

Academy of Holy Names

Tampa Bay, Florida | holynamestpa.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

The Academy of the Holy Names is a Catholic, independent school founded and guided by the Sisters of the Holy Names of Jesus and Mary. In a faith community of exceptional love, the Academy empowers students to be authentic individuals who, in pursuing their highest academic potential, engage in critical thinking, are inspired by creativity, and lead culturally aware, spiritually rich lives.

OVERVIEW

The Academy of the Holy Names (AHN) is an independent Catholic Pre-K, lower, and middle school for boys and girls, and an all-girls college preparatory high school. Founded in 1881, AHN's mission reflects the core values of the Sisters of the Holy Names and calls students to develop their full potential. Our motto—To Be, Rather Than to Seem—encourages students to be faith-filled, inquisitive, innovative, independent, and just. The High School is accredited by Cognia and the Florida Council of Independent Schools.

The Academy of the Holy Names and its community values a unique educational model that is:

- Open to families of all faiths and backgrounds who share the school's mission and values;
- Holistic in its approach to each individual's growth, development, health and wellness;
- Innovative in its development of curriculum that integrates technology, promotes creativity, encourages artistic expression and actively engages students in exploration and inquiry; and
- Dedicated to challenging all students to become proficient, confident, independent learners, critical and creative thinkers and skilled problem-solvers

AHN is located on 19 acres fronting scenic Bayshore Boulevard, close to downtown Tampa and within easy access to major highways serving the suburban communities of the Tampa Bay area. Since 2010, AHN has invested \$40 million in capital improvements. Learning studios replaced traditional classrooms, learning commons allow for both group and individual study, and STEAM and STEM-focused studios and labs are incorporated in science wings. Flexible furnishings throughout the building allow teachers to adapt the day's lesson with ease, and technology is abundant throughout the campus.

The campus is also home to the 40,000-square-foot Bailey Family Center for the Arts, which features a 350-seat theatre and a state-of-the-art teaching and learning environment. The facility also includes choral, instrumental, theatre, dance, and 2D and 3D art classrooms, two kiln rooms with four kilns for ceramics classes, a photography dark room, an Arts Commons area, and gallery space.



High School Community

AHN uses a rotating block schedule to provide for a more student-centered approach. Students have more time and opportunities for active engagement and interactive, applicable learning. Enrollment in the high school is made up of approximately 500 students, representing more than 75 zip codes from throughout Tampa Bay. Our high school is comprised of 22% students of color, and 24% of the student body benefits from a \$2.1 million financial aid and scholarship budget.

The All-Girls Advantage

At AHN, the all-girls advantage is reflected in a high school experience where young women's voices, aspirations, and leadership shape school life. Girls lead in classrooms, on athletic teams, in the arts, and across student government and peer ministry, developing the confidence to ask questions, take intellectual risks, and explore their full potential. A strong sisterhood and close relationships with faculty pair high expectations with the support students need to grow. Rooted in the Catholic faith and the SNJM tradition, this environment connects achievement with character, service, and the discovery of each young woman's God-given gifts. The next principal will champion these advantages and deepen the opportunities that prepare AHN graduates to lead with confidence, conviction, and compassion.

Academic Program

In the pursuit of academic excellence, AHN challenges its graduates to be lifelong learners who will serve others with integrity and compassion as stewards of the mission. AHN is committed to educating 21st century students who are effective communicators and collaborators; globally aware, independent, confident, responsible learners and citizens; and critical and creative thinkers, innovators, and problem solvers. The AHN tradition nurtures and develops students' personal gifts and prepares them to engage in the issues and challenges of their times as leaders.



Faith Life

Academy's spiritual life programs include personal and communal experiences for prayer and sacraments in formal worship and informal settings. Engaging in God's message through contemplation and the arts, students reflect and take new steps in their faith journey. Faith formation includes liturgies and sacraments, prayer services, retreats, and mission trips.

Each spring, during the annual Mission Week, students and staff focus on the Gospel mission through service-learning projects and experiences. Being the presence of Christ around Tampa Bay, the states, or abroad, students serve with people and partner organizations who work every day to improve the lives of those who are in poverty and/ or marginalized by society.

The Arts

We believe the arts are an inherent form of human expression—a voice given to the human spirit—that contributes to our culture and our way of living. Honoring the artistic tradition set by the Sisters of the Holy Names and committed to the full development of our students, we foster a life-long passion for the arts. The AHN Arts program encompasses both the Visual Arts and Performing Arts divisions, offering a comprehensive curriculum that empowers students to explore their passions and develop their artistic voices. With dedicated faculty and exceptional facilities, we create an environment that nurtures artistic talents, encourages interdisciplinary learning, and promotes collaboration. Through our comprehensive Arts program, we provide a rich and engaging curriculum that encompasses a wide range of artistic disciplines, including visual arts, music, theater, and dance.

Athletics

AHN's high school athletic teams fall under the governance of the Florida High School Athletic Association. Team and club offerings include basketball, cheerleading, crew, cross country, dance, flag football, golf, lacrosse, soccer, softball, swimming and diving, tennis, track and field, and volleyball. AHN holds a combined 120 district titles, 63 region titles, 13 state runners up titles and seven state titles.

Strategic Momentum and a Commitment to Innovation

AHN's Light the Way 2023–2028 strategic plan has generated significant momentum in academic excellence and the student experience, creating a strong foundation for the next principal's leadership. High school enhancements include an expanded Advanced Placement program and the AP Capstone pathway with 32 AP course offerings; new engineering, robotics, and biotechnology courses; cybersecurity internships; and broader summer learning and academic readiness offerings. Competitive robotics, expanded athletic and co-curricular opportunities, and strengthened student support further reflect AHN's commitment to developing the whole person. Working with faculty and fellow division leaders, the next principal will sustain and extend these gains, strengthen curricular alignment, and champion thoughtful innovation in curriculum, instruction, and the use of emerging technologies. Continued investment in professional learning will support a leader who values faculty expertise, welcomes new ideas, and advances an ambitious vision grounded in AHN's enduring Catholic mission.

Investing in Wellness and Athletic Excellence

The Light the Way capital campaign is investing in AHN's future through the Murphy Health & Wellness Center and complementary campus improvements. Expanded fitness and athletic training facilities, spaces for nutrition education and team development, upgraded fields, and enhanced spectator areas will support student performance and strengthen community. Paired with planned programming in health and wellness, mental performance, and nutrition, these resources will advance AHN's ambition to offer the region's premier all-girls athletics experience. The next principal will partner with colleagues in athletics and student support to connect these investments to player development, competitive excellence, and lifelong well-being.



THE POSITION

The Academy of the Holy Names' next High School principal will work in close collaboration with the president to develop and support the school's policies, direction, and vision. The High School principal will have primary responsibility for the High School's day-to-day operation and be its key instructional leader. (S)he will be able to take advantage of the division's recent programmatic growth and oversee the development and furthering of a curriculum relevant to young women in the 21st century, consistent with the school's SNJM core values and mission. The High School principal will be responsible for supervising and working closely with a dedicated and caring faculty and staff in implementing all programs across the high school. The principal will also lead efforts to support departmental leaders across admissions, advancement, campus ministry and athletics for the high school.



QUALIFICATIONS AND PERSONAL ATTRIBUTES

The successful candidate will be a mission-driven, relational, and collaborative Catholic educational leader who understands the unique culture at AHN and is committed to the full development of the human person. The ideal candidate will bring the following qualifications:



Key Qualifications

- Enthusiastic practicing Catholic who is a Christ-centered servant leader who embraces, models, and champions Catholic education and will be willing to provide witness to how they live and grow in their own faith.
- Will be eager to learn, embody, and promote the charism and core values of the Sisters of the Holy Names of Jesus and Mary.
- Advanced degree in an education-related field
- A minimum of five years of instructional experience at the high school level.
- At least three years of administrative leadership experience in a private and/or Catholic school.

Skills and Personal Qualities

- **Strong academic leadership.** An educational leader who sustains AHN's high academic standards, thoughtfully supports diverse learners, and advances curriculum coherence and vertical alignment. Someone who uses evidence of student learning to guide improvement and promotes engaging instruction, sound assessment, and the development of independent, critical thinkers.
- **Understanding of adolescent girls and commitment to their flourishing.** A leader who understands the developmental needs, strengths, and pressures of teenage girls, including academic expectations, peer relationships, and social media. Someone who strengthens belonging and student voice, cultivates confidence and resilience, encourages growing independence, and partners effectively with counseling and student support professionals.



- **Servant leadership and humility.** A leader who listens first, seeks to understand, recognizes the expertise and contributions of others, and leads with confidence, integrity, and the highest level of professionalism. Someone who demonstrates self-awareness, welcomes feedback, and models emotional maturity.
- **Exceptional relational and communication skills.** An approachable and visible leader who builds authentic relationships with students, faculty, families, and colleagues; communicates clearly and proactively; collaborates effectively across divisions and departments; and embraces and celebrates the broader Tampa community.
- **Stewardship of tradition and strategic change leadership.** A leader who honors AHN's Catholic identity, traditions, and established strengths and brings demonstrated experience developing and implementing change-management strategies. The Principal should engage stakeholders, establish clear priorities, communicate the rationale for change, sequence implementation realistically, support faculty and staff through transitions, and use feedback and evidence to assess progress and adjust course.
- **Collaborative decision-making with appropriate resolve.** A leader who actively seeks input, builds shared understanding, and works with the President and leadership team to advance institutional priorities. Someone who exercises sound judgment, communicates difficult decisions with care, maintains confidentiality, and establishes clear, consistent boundaries with students, families, and colleagues.
- **Commitment to faculty recruitment and retention.** Demonstrated ability to attract, hire, develop, and retain excellent teachers through thoughtful recruitment, effective mentoring, and opportunities for growth. The Principal should anticipate staffing needs and help sustain a collegial culture in which employees feel valued, supported, and able to do their best work.
- **Ability to manage a dynamic student experience.** Someone who appreciates the breadth of opportunities available to students and coordinates academic and co-curricular demands with attention to workload, scheduling, and well-being. The Principal should help students pursue excellence while maintaining healthy priorities and meaningful engagement in AHN's faith life, arts, athletics, and community.
- **Professional learning in AI and thoughtful technology use.** Relevant professional development, applied experience, or demonstrated understanding of artificial intelligence's implications for teaching, learning, assessment, academic integrity, and student privacy. Preferred candidates will bring informed judgment about responsible AI use and reducing unnecessary student screen time, with attention to independent thinking, face-to-face relationships, and the effects of technology use on attention and adolescent mental health.

LEARN MORE

- [School Website](#)
- [School History](#)
- [Strategic Plan](#)
- [School Profile](#)
- [About Tampa, Florida](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultant 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:

RICE BRYAN

Consultant

rbryan@carneysandoe.com

AMANDA GASTEL

Consultant

amanda.gastel@carneysandoe.com



**Carney
Sandoe**
& ASSOCIATES