



St. Albans School

HEADMASTER SEARCH

St. Albans School

Washington DC | stalbansschool.org



Carney
Sandoe
& ASSOCIATES

carneysandoe.com

MISSION STATEMENT

St. Albans School is an Episcopal school for boys that values character above all else, setting high expectations for its students as it challenges them to think deeply and critically, to work and play with discipline and passion, and to build relationships guided by empathy and kindness.

At a Glance



1909

chartered



598

total enrollment



4-12 (Forms C-VI)

grades



110

total faculty



80%

faculty with
advanced degrees



43%

students of color



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THE SCHOOL

From its extraordinary setting on the grounds of Washington National Cathedral, St. Albans offers an education of uncommon intellectual ambition, humanity, and joy. Founded in 1909 through a bequest from Harriet Lane Johnston, the School today serves 598 boys in grades 4–12 in a close-knit, caring community. Its historic buildings, coats and ties, and enduring rituals may suggest formality. Inside, visitors encounter something warmer and much more relational: humor, affection, camaraderie, and boys who are deeply known and cared for by their teachers and by one another.

Students speak with pride of a strong sense of brotherhood. Chapel, family-style seated lunches, athletics, the arts, and day-to-day engagements between boys and adults outside the classroom are not incidental traditions; they are the life-blood of the School and the building blocks that create community and cultivate character.

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***There is always someone here who can help you, and
always someone you can help.***

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The School's motto, *Pro Ecclesia et Pro Patria*—"For Church and for Country"—expresses its conviction that education must serve a purpose larger than individual achievement. Rooted in its Episcopal identity and welcoming of boys from all faiths and backgrounds, St. Albans places moral and spiritual formation as fundamental, alongside rigorous academic scholarship. Its students are expected to think critically, write and speak well, work hard, participate fully, and treat others with dignity and kindness. The School promotes academic excellence unapologetically, yet never with college admissions as its singular *raison d'être*.

St. Albans shares the Cathedral Close with Washington National Cathedral, National Cathedral School (NCS), and Beauvoir. Its coordinate relationship with NCS creates expanding opportunities for coeducational coursework and activities. The School of Public Service, community service partnerships, and other programs draw on the resources of Washington, DC. A small seven-day boarding program adds another important dimension to the life of the School.

St. Albans enters this search from a position of institutional strength: a devoted and exceptionally talented faculty, deeply loyal alumni, strong demand in admissions, substantial financial resources, and a distinct, unwavering identity. The next Headmaster will have the privilege—and responsibility—of stewarding that identity while preparing the School and its students for a complex and rapidly changing world.

LEADERSHIP OPPORTUNITY

The community is not looking for a revolutionary, nor merely a caretaker. It seeks a leader who can combine stewardship with momentum: someone who understands what must never be lost and possesses the judgment, courage, and credibility to catalyze thoughtful, evolutionary change.

The next Headmaster will be a visible and pastoral presence, an intellectually serious partner to faculty, a capable institutional executive, and a compelling ambassador to families, alumni, and donors. This is a school where personal relationships are foundational to leadership authority—and where the Headmaster must also navigate a sophisticated governance structure and an ambitious institutional agenda.

While the preferred start for the next Headmaster is Summer of 2027, the top priority is to find the most exceptional candidate.

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The next Headmaster should be the moral leader and the guiding shepherd of the community.

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OPPORTUNITIES AND CHALLENGES

Engage deeply in the life of the School

St. Albans is a school that defines itself through moments of community—in every Lower and Upper School classroom, in Chapel, at seated lunches, at games and performances, and in the informal moments that build trust and friendship. A St. Albans Headmaster should delight in the company of boys, share in the mission of the faculty, know and welcome families, and exercise pastoral leadership with warmth, humor, and compassion.

Protect what is distinctive while leading purposeful evolution

St. Albans has a clear sense of itself. Its traditions are not simply inherited customs; they are designed with great intention to produce the relationships, character, and belonging that make the School different from any other school in the country. Yet a strong identity can also make it difficult to evolve and grow. The next Headmaster must listen carefully, distinguish the essential from the habitual, build trust across generations, and move forward when change serves the boys and the mission. The task calls for confidence without ego, patience without complacency, and decisiveness without unnecessary disruption. While there is a desire for the School to remain relevant and responsive to changing societal and technological headwinds, the goal is not to chase educational trends or the latest new idea with respect to pedagogy, programming, or curriculum. Rather, as has been the case since the School was founded, the larger charge is to preserve the best of a human-centered education while preparing boys to flourish in a changing world.



Promote academic excellence and define its future

Academic rigor, exceptional writing, deep disciplinary knowledge, and close teacher-student engagement are central to the St. Albans experience. The Headmaster will uphold these standards while fostering curiosity, creativity, intellectual risk-taking, and balance. The School must also address the opportunities and risks of artificial intelligence, academic integrity, student well-being, and the pressures of college admission.

Advance Episcopal identity and the formation of character

“Choose the Hard Right over the Easy Wrong.”

Chapel and the Episcopal tradition provide a moral center for the School. The next Headmaster must be deeply comfortable with that identity and able to speak authentically about faith, service, honor, compassion, and the dignity of every person in a community that welcomes many faiths and perspectives. St. Albans aspires to develop not only accomplished students but honorable, resilient, and generous young men.

Champion faculty and strengthen a one-school culture

St. Albans benefits from an unusually accomplished and long-serving faculty whose relationships with boys are central to the educational experience. The Headmaster will recruit, develop, and retain exceptional teachers; support professional growth; welcome new colleagues; and pair professional trust with clear expectations. Clear communication with faculty, including “the why” as well as “the what” is critical. As one teacher noted: “I don’t need to agree with a decision; I just need to know the reasoning behind it.” Important questions to navigate include faculty workload and the sustainability of the traditional teacher-coach model. The Headmaster will also bring deliberate attention to the Lower School and strengthen a shared sense of a unified St. Albans across grades 4-12.



\$155.7M
endowment



\$41.3M
annual operating
budget



\$6.5M
financial aid
awarded



30%
students receiving
aid



13
AP courses



59 acres
cathedral grounds



Lead with belonging, candor, and sound judgment

The School's commitment to belonging flows from its mission and Episcopal belief in human dignity. The next Headmaster will nurture a community of civil discourse, mutual respect, and principled engagement across differences. That work requires genuine listening, clear communication, consistency, and the willingness to make and explain difficult decisions. The Headmaster should nurture a strong senior team, draw on the expertise of colleagues, and establish transparent, consistent ways of working as a team.

Navigate the Cathedral Close and layered governance

This is not a stand-alone headship. The Headmaster reports to the St. Albans Governing Board and also works within the Protestant Episcopal Cathedral Foundation (PECF), coordinating with the Cathedral, NCS, Beauvoir, and other Close leaders on shared resources, programs, facilities, and institutional priorities. The next Headmaster must be a skilled partner: able to advocate firmly for St. Albans, collaborate generously, and maintain trust across multiple governing and operating relationships.

Amplify accessibility and tuition moderation

St. Albans offers strong financial aid and increasingly has focused on moderating tuition increases in order to make the School more affordable for a wider variety of families. The goal is to ensure that the School can attract and retain the most talented students regardless of their financial resources. The next Headmaster must be skilled at managing costs and raising revenue outside of tuition increases, so that the School can become more affordable long-term.

Build resources and imagine the next chapter

The Headmaster will play a central role in advancement, cultivating authentic relationships with alumni, parents, trustees, and donors and connecting philanthropic aspirations to the School's mission. Priorities include endowment growth and affordability, civic education, and renewal of aging indoor athletic facilities. The Headmaster will help shape a sustainable vision for athletics and a rich co-curricular life—including the arts and emerging interests such as debate and robotics—while stewarding the School's considerable resources with care.

QUALIFICATIONS AND PERSONAL ATTRIBUTES

The strongest candidates will bring substantial educational leadership experience and the temperament to thrive in a deeply relational, tradition-rich, and institutionally complex school. Experience as a sitting Headmaster is valued, though the committee will consider other compelling leadership backgrounds.



AN EDUCATOR AND CHAMPION FOR BOYS

- A genuine affection for boys and an informed understanding of their learning, development, humor, energy, and needs from childhood through adolescence.
- Intellectual depth, curiosity, and credibility with a scholarly faculty; a sophisticated understanding of teaching, learning, and academic excellence.
- The heart of a teacher and a commitment to the whole boy—intellectual, moral, social, emotional, physical, and spiritual.



A COURAGEOUS, MISSION-CENTERED LEADER

- Identify with, and possess enthusiasm for, the School's Christian and Episcopal identity and its orientation to welcoming people of all faiths.
- A record of thoughtful change, sound judgment, strategic execution, and decisions grounded in integrity.
- A collaborative yet decisive leadership style; humility, self-awareness, moral courage, and the ability to build and empower strong teams.



A VISIBLE AND TRUSTED COMMUNITY BUILDER

- Warmth, empathy, humor, authenticity, and a genuine delight in everyday school life.
- Exceptional listening and communication skills, including the ability to explain decisions clearly and sustain trust amid disagreement.
- A demonstrated commitment to belonging, civility, and relationships across students, faculty, families, alumni, and institutional partners.



AN ACCOMPLISHED INSTITUTIONAL STEWARD

- Experience with complex governance, board partnership, and collaborative institutional relationships.
- Strong financial and operational judgment, including budgets, enrollment, facilities, and long-range planning.
- A record of meaningful advancement and relationship-centered fundraising, and enthusiasm for serving as the School's ambassador.

Above all, St. Albans seeks a grounded, generous, and joyful leader who will embrace this headship as a calling and find purpose in helping boys become good men.

LEARN MORE

- [School Website](#)
- [Washington National Cathedral](#)
- [2021 Strategic Plan](#)
- [About Washington DC](#)





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 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:

DEVEREAUX MCCLATCHEY

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TODD BLAND

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JAMIE ESTES

Senior Consultant

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The estimated annual salary range for this position is \$550,000 - \$800,000 based on skills, experience, and organizational needs. In addition to salary, St. Albans offers a comprehensive benefits package.



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