



DEAN OF FACULTY

Start Date: July 2027

Episcopal High School

Alexandria, Virginia | episcopalhighschool.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

Guided by its founding principles of honor, academic distinction, spiritual growth, and community. Episcopal High School prepares young people with the intellectual and moral courage to pursue lives of ethical leadership and service as citizens of an increasingly connected world.

At a Glance



1839
established



460
total enrollment



40%
students of color



96
total faculty



83%
faculty with
advanced degrees



5:1
student-faculty ratio



THE SCHOOL

Episcopal High School was established in 1839 by the Episcopal Diocese of Virginia. It was the first high school in Virginia. It transitioned from an all-boys school to coeducation in 1991, and it has retained its commitment to being a 100-percent boarding school to this day. It is situated on a 130-acre campus, approximately seven miles from Washington, D.C., and it has a strong commitment to experiential/co-curricular education through both its Washington Program and its McCain-Ravenel Center.

The school boasts a strong identity, and the faculty and students alike buy into the school's culture and community feel. The school's Dean of Faculty, Lucy Goldstein, who has been in that role for roughly six years, will be leaving at the conclusion of the 2026-27 academic year, as she has been appointed as a Head of School at St. Catherine's School in Richmond, VA, effective summer 2027.

The Role

Reporting to the Head of School and playing a key role on the senior leadership team, the Dean of Faculty leads, advocates for, and serves the EHS faculty. The Dean of Faculty bridges faculty responsibilities across all aspects of school life, collaborating with the leadership team, department chairs, and program directors to support community, collegiality, and professional excellence. Additionally, the Dean of Faculty meets regularly with each faculty member to offer guidance, mentorship, and support. In many of the identified areas below, the Dean of Faculty collaborates regularly with the Head of School and Assistant Heads.



CORE RESPONSIBILITIES

Faculty Support & Mentorship

- Serve as the primary contact and mentor for faculty and department chairs, addressing concerns and supporting professional needs across all areas of school life.
- Support new faculty in transitioning to EHS teaching and residential life.
- Oversee faculty professional development and continuing education budgets in collaboration with key school programs and departments.
- Plan and execute New Faculty and Staff Orientation and annual full Faculty and Staff Orientation weeks.



Operations & Collaboration

- Collaborate with the Assistant Head for Academics on faculty hiring and academic matters.
- Partner with Student Life, Athletics, Arts, Publications, and Residential Life to define faculty roles, assign duties, and provide support across co-curricular programs.
- Collaborate with Human Resources on employee relations and professional compliance.
- Work with the CFO on faculty housing and relevant facilities management.
- Partner with the Office of Community and Equity (OCE) on community climate and faculty concerns.
- Support Advancement and Admissions in representing the faculty perspective for enrollment and fundraising goals.

Administrative Oversight

- Collaborate with Head of School and Assistant Heads on compensation for returning faculty
- Assign teaching, coaching, residential life, and administrative duties to all faculty members.
- Implement and oversee a continuous faculty evaluation process focused on professional growth, reflection, and support.
- Annually review and update the Employee Handbook and Faculty Guidelines in collaboration with Human Resources and General Counsel.
- Plan, manage, and facilitate the faculty meeting calendar and lead regular faculty meetings.

Committee Assignments

- Curriculum Committee
- Faculty Housing Committee (including communicating housing decisions to faculty)
- Scheduling Committee
- Lead or serve on ad hoc committees as needed



\$9.9M

financial aid
awarded



35%

students receiving
aid



\$425M

endowment
(current market value)



\$47.3M

annual operating
budget



103 acres

campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES



- Humble and authentic leader with a relational leadership style built on approachability, transparency, and responsiveness.
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty.
- An experienced teacher who loves working with teenagers and relishes teaching and learning.
- A team builder and leader who can step up and back as needed and who recognizes, celebrates, and learns from their teammates.
- A steady demeanor and the ability to maintain professional equilibrium.
- Highly organized with the ability to develop systems and processes to support school operations.
- The flexibility and collaborative spirit necessary to partner with other members of the senior administrative team, department heads, deans, and faculty members.
- Experience with supporting and developing teaching faculty, including providing feedback.
- A spirit of curiosity that fuels pursuit of evolving best practices and current research on curriculum and pedagogy.
- Personal and professional commitment to building strength of community and inclusion across a talented, diverse, and caring faculty that enhances and enriches the learning of students who bring multiple perspectives, life experiences, and skill levels to Episcopal.
- Strong interpersonal skills and the ability to communicate orally and in writing.
- The ability to articulate vision and strategy, the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy, the organizational fluency to manage multiple streams of information and respond to situations as they emerge.

LEARN MORE

- [School Website](#)
- [Portrait of a Graduate & Core Beliefs](#)
- [Community & Equity](#)
- [College Matriculation](#)
- [About Alexandria, Virginia](#)





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:

JOHN FAUBERT

Consultant

john.faubert@carneysandoe.com

AMANDA GASTEL

Placement Counselor

amanda.gastel@carneysandoe.com

The full-time salary range for this position is \$165,000-\$190,000. 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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