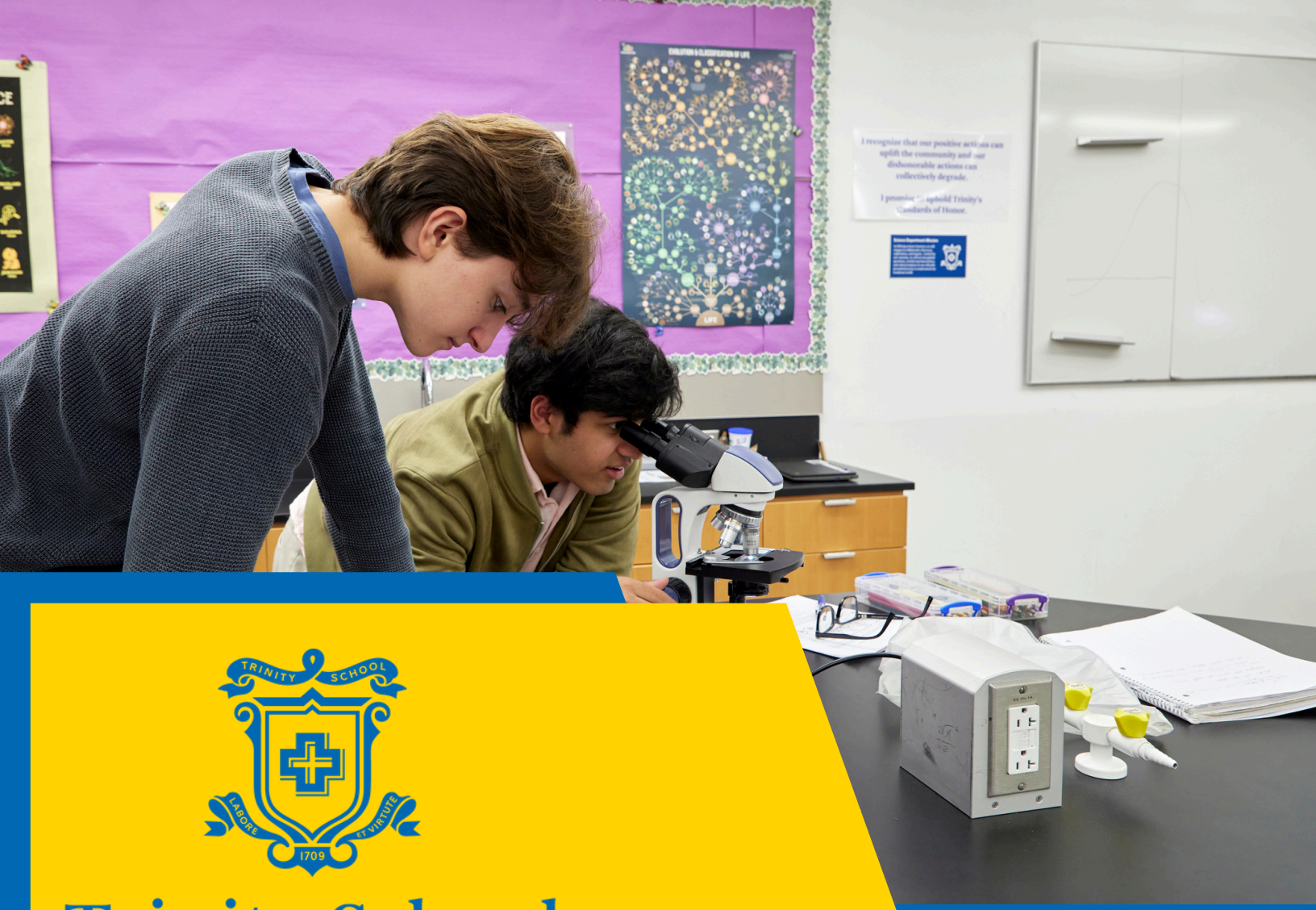


Trinity School

UPPER SCHOOL PRINCIPAL

Start Date: July 2027

Trinity School

New York, New York | trinityschoolnyc.org

Carney Sandoe & Associates



At a Glance

1709
established

1,046
total enrollment

50.5%
students of color

184
total faculty

82%
faculty with advanced degrees

6:1
student-faculty ratio

FOUR PILLARS

TRINITY'S IDEA OF EXCELLENCE:

Our Vocation. The conversation between student and teacher is the heart of our school; all that we do must be born of and nourish that relationship. We are called to challenge the minds, fire the imaginations, and train the bodies of the young people who have been entrusted to us; to enlarge their spiritual lives; and to increase their capacity for mutual and self-respect. We intend to prepare them to learn confidently for the rest of their lives and to give generously and joyfully to others. We can accomplish these things only if we keep our students safe and well while they are in our charge.

Our Obligation. We must ask our young people what they believe in so they can know themselves in the world. We must give them the tools of rigorous and passionate intellectual inquiry and self-expression so they can grow. In our commitment to diversity, we must show our students how to be colleagues and friends so they can act out of respect and love. We must lead them to distinguish right from wrong and then do what is right so they can be persuasive and courageous citizens.

Our Promise. As a school community with these purposes and responsibilities, we will engage the larger communities of city, nation, and world of which we are a part. We will serve our neighbors. We will live fully in our city—exploring its byways and playing over its terrain. We will learn its history and traditions, and what it can teach us of the arts and sciences. We will embody and celebrate its diversity.

Our Means.
Labore et virtute. The terms of our motto, hard work and moral excellence, are meant to strengthen us as we pursue the promise and joy of Trinity School. We ask Trinity families, alumni, and friends to join us in taking on this high calling.

OVERVIEW

Trinity School is a college preparatory, all-gender independent day school for Grades K-12, located on the Upper West Side of New York City. Long regarded as a school that values scholarly investigation, scholastic excellence, and meaningful conversations between teachers and students, Trinity has built an illustrious tradition of achievement in academics, athletics, and the arts. Founded as a charity school at Trinity Church in 1709 for 40 students, it moved to its current location in 1895 and is the oldest continuously operating educational institution in the City of New York. The school stretches nearly the entire length of 91st Street between Columbus and Amsterdam Avenues and enrolls over 1,000 students across three divisions: Lower School (K-4), Middle School (Grades 5-8), and Upper School (Grades 9-12). Parents have a high regard for what Trinity does and appreciate its inspirational mission.

The heart of the Trinity experience is the relationship between inspiring, caring teachers and their talented, motivated, and engaged students. Since its inception, Trinity has maintained a commitment to enroll a capable and diverse student body from every economic and social background, awarding over $10.5 million each year in financial aid across all grade levels. With a faculty of 184, the ratio of students to teachers is six to one, and all students matriculate at four-year institutions after graduation. Trinity teaches its students to be responsible and caring, both inside the school and as citizens of the city, nation, and world. One place that this happens is in weekly Chapel services. Rooted in Trinity's Episcopal heritage and liturgy, the content of the school's Chapel program reflects the diversity of all its students and encourages them to reflect on religious, ethical, vocational, and spiritual questions that have long been of central importance to humanity. Students plan and participate in weekly chapel as readers, musicians, and speakers. The service becomes an exploration of important issues in the lives of the students, the school and the world outside Trinity's walls.





The school is governed by a 42-member Board of Trustees, has an operating budget of $74.6 million, and an endowment of $103 million. Trinity School is accredited by the New York State Association of Independent Schools. It is a member of the National Association of Independent Schools, National Association of Episcopal Schools, New York Interschool, the New York City Guild of Independent Schools, Council for Spiritual and Ethical Education, Parents League of New York, EARLY STEPS, Association of Governing Boards of Universities & Colleges and the Association of College Counselors in Independent Schools, as well as other memberships.

Located in the heart of New York City, Trinity's urban campus occupies just over two acres and houses 268,830 square feet of indoor facilities. Located on West 91st Street, the school is made up of the 139 West 91st Street building (home to the Lower School and administrative offices), the Annex (formerly part of St. Agnes Chapel), The Henry C. Moses Building (completed in 1998 housing the Middle School), the Upper School's Hawley Wing, and an impressive, recently completed addition that provides new and improved facilities to students in all three divisions.

Students in each division are fortunate in being able to enjoy unique spaces in Trinity's celebrated facilities. The campus also includes a garden, a rooftop playing field (known as "The Turf"), an outside gathering area ("The Commons"), a dining room, two chapels, the Upper Library, two theaters, two swimming pools, two playgrounds, two tennis courts, two gymnasiums, and a fitness center.

Setting and Location

New York City is one of the most vibrant urban centers in the world. Acknowledged as a cultural, financial, academic, and artistic hub, New York is the most populous city in America and home to countless world famous neighborhoods and landmarks. Located on a large natural harbor, the city consists of five boroughs: The Bronx, Brooklyn, Manhattan, Queens, and Staten Island. Manhattan is the most densely populated borough and the city's financial center, housing the headquarters of many major corporations, the United Nations, a number of important universities, hospitals, and museums, the Broadway theater district, and Madison Square Garden.

Trinity School's campus on the Upper West Side of Manhattan also puts it within a stone's throw of Central Park, the most visited city park in the country. With easy access to public transportation, students and faculty alike can also take advantage of the school's proximity to The American Museum of Natural History, The New York Historical Society, The Metropolitan Museum of Art, and Lincoln Center for the Performing Arts, to name just a few neighboring resources.



Trinity students are reflective, thoughtful, considerate, and intellectually engaging. Across all grade levels and in all divisions, the approximately 1,040 students enrolled at the school treat one another with respect and consideration, undertaking their studies and commitments with dedication and hard work. They are engaged and enthusiastic, articulate and accomplished, highly motivated and self-disciplined, recognizing the intrinsic rewards in initiative and participation, and placing value on leadership and involvement. Students appreciate that at Trinity they have lots of choice: opportunities abound and the freedom to try different things is encouraged. Guided by a desire to be in solidarity with each other, Trinity School aspires to create a school in which all community members feel a genuine sense of belonging.

Since its founding, Trinity has remained committed to enrolling a diverse student body. The families that become part of the school community reflect the diversities of the city, including race, gender, sexual orientation, socioeconomic status, religion, ethnicity, family composition, and cultural background. Student enrollment across the three academic divisions breaks down approximately as follows: Lower School – 311; Middle School – 225; Upper School – 479. The main points of entry for students are kindergarten (60), Grade 9 (65+), and Grade 7, where seven students from New York's Prep for Prep are added. Students of color comprise 50.5% of the student population. Students primarily reside on the Upper East and Upper West sides of Manhattan, although an increasing number of students travel to school from lower Manhattan, the other boroughs of New York City as well as from New Jersey, Westchester, and Long Island. During the 2026-27 academic year, 19.3% of students receive some level of financial aid. Faculty cite students who are "phenomenal," whose reputation even outside the school is "well-mannered and respectful." Trinity's faculty members value teaching at a place where students "expect and want challenge" and "make [me] a better teacher."

Faculty and Staff

Trinity's standout faculty – a group of 184 exceptionally talented and dedicated individuals – is certainly one of its greatest assets. As the first line of their mission statement attests, the conversation between teacher and student is at the heart of the Trinity way of life and the essence of Trinity education. Constituent groups across the community recognize the teaching faculty as creative, caring, supportive, and knowledgeable, acknowledging the close student/faculty relationships as one of the hallmarks of a Trinity education. Trinity is committed to recruiting and retaining diverse faculty and staff. Currently, 30% of the faculty are people of color. Members of the faculty have earned over 20 doctorates and 100 master's degrees from selective colleges and universities around the world. The school's faculty and staff are not only well-regarded, but the relationship between teachers, students, administrators, and parents is unusually collegial and collaborative. Recruited for their outstanding academic achievements and their commitment to Trinity's core educational values, teachers are encouraged to select, expand on, modify, and create their curricula, fostering a crucial sense of ownership and creativity in the classroom. These qualities are supported by a unique and well-funded program of faculty development and enrichment grants.

OPPORTUNITIES AND CHALLENGES

1. Advancing a caring and "Unapologetically Academic" Vision in a Rapidly Changing World
Trinity's next Upper School Principal will have the opportunity to shape one of the nation's premier academic programs at a moment when schools everywhere are reconsidering the purpose and nature of a world-class education. Head of School Alexis Mulvihill's commitment to being "unapologetically academic," coupled with a thoughtful "analog learning" mindset, creates fertile ground for innovation that preserves the power of deep reading, sustained inquiry, and authentic intellectual engagement. It will be essential to ensure that the care for adolescents also remains central to the experience for students while they move through the upper school experience. The successful leader will guide the Upper School community as they navigate these tensions while ensuring that Trinity continues to define, rather than merely respond to, the future of independent school education.



2. Leading Exceptional Students and Faculty Toward Even Greater Excellence

Few schools offer the opportunity to work alongside such vibrant, intellectually curious students and accomplished faculty. Trinity's culture of achievement, combined with a remarkable degree of professional autonomy and creativity among teachers, provides an extraordinary platform for educational leadership. Yet high-performing communities often come with high expectations. The next Upper School Principal must inspire continued growth and innovation while earning credibility in a community that expects—and respects—excellence consistently.

3. Building on a Strong Culture While Driving Strategic Progress

The next leader will enter an Upper School and join a school senior leadership team that are regarded as collaborative, capable, and highly functional. This stable foundation creates the opportunity to focus on strategic advancement, programmatic excellence, and long-term vision. Trinity is seeking a leader who anticipates challenges before they emerge, and then owns and moves proactively toward solutions. Success will require balancing stewardship of Trinity's strengths with the courage and foresight to identify where the school, and particularly the Upper School, must evolve next while making sure to preserve what is finest and best about the division.

4. Deepening Trinity's Commitment to Purpose, Character, and Service

Trinity's mission, and a focus of Alexis Mulvihill's leadership, asks students not only to excel academically but also to "lift up the lives of others," reflecting the school's longstanding commitment to citizenship, ethical reflection, and service. Through traditions such as Chapel, engagement with New York City, and a deeply diverse community, the school offers a unique opportunity to connect intellectual achievement with moral purpose. The challenge for the next Upper School Principal will be ensuring that these values remain authentic and deeply embedded in student life rather than becoming aspirational statements.



$10.5M
financial aid awarded

19.3%
students receiving aid

$103M
endowment

$74.6M
annual operating budget

2.2 acres
campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES

Trinity School seeks an Upper School Principal who is deeply invested in the growth and development of young people, and who brings the academic depth and the organizational leadership skills to lead a high-achieving division. The ideal candidate will also have the warmth and steadiness to sustain the division's intellectual rigor and pursuit of depth in character and purpose.



Preferred Professional Qualifications

- Administrative experience leading, supervising, and giving feedback to distinguished educators
- Intellectual depth and respect for every discipline, with a clear vision of what academic rigor looks like
- A proven ability to anticipate and manage complex projects from research through execution, in partnership with colleagues
- Deep commitment to the daily work of a division head in identifying and solving issues, excellence in hiring and managing others, adroit day-to-day management of communications, events, and the welfare of students and colleagues
- Skill in navigating challenging parent conversations
- Current knowledge of the college admission landscape
- A commitment to equity work
- Ability to use data to support students
- Comfort with technology and use of AI



Personal Attributes

- Warm, kind, and enthusiastic, with a sense of humor and an appreciation for Trinity's stature and history
- Calm and non-reactive while remaining responsive, especially in difficult moments and conversations
- Intellectually curious, open-minded, and eager to keep learning
- A collaborative team player with humility, for whom no job is too small
- Visible, approachable, and relational with students, and a good listener
- Decisive, with strong follow-through and the ability to say no when needed
- Organized, a clear communicator, and skilled in public speaking
- Comfortable giving feedback and holding accountability as a form of care

LEARN MORE

- School Website
- School History
- Mission: Four Pillars
- Diversity, Equity, and Inclusion
- College Matriculation
- About New York, New York

The full-time published salary range for this position is $350,000 - $375,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise. The school's benefit package is excellent.





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:

- Cover letter expressing interest in this particular position;
- Current résumé of no more than four pages;
- 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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An Equal Opportunity Employer, Trinity School seeks candidates who will add to the diversity of our school community. More than this, Trinity School is expressly committed to anti-racism and calls on all community members to join in this important work. Applicants have the following rights under Federal Employment Laws: Family and Medical Leave Act (FMLA) Poster; Equal Employment Opportunity (EEO) Poster and Supplement; and Employee Polygraph Protection Act (EPPA) Poster.

Carney Sandoe & ASSOCIATES