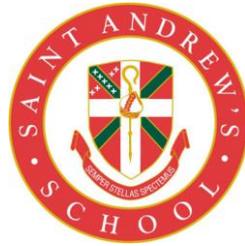


# BRIGHAM HILL CONSULTANCY



**Saint Andrew's School**  
Boca Raton, Florida

**HEAD OF SCHOOL**

## Introduction

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Founded in 1961 by the Episcopal School Foundation, Saint Andrew's School (SAS) began as a boarding and day school for 122 boys. Over more than five decades, the school has expanded in scope and mission, and today it is a premier coeducational day and boarding school with approximately 1,280 students in junior kindergarten through grade 12. While Saint Andrew's has evolved, its focus has remained on providing a rigorous college preparatory education that fosters students' intellectual, physical, and spiritual development and instills a lifelong dedication to learning.



### MISSION

Saint Andrew's School is an independent school founded in the Episcopal tradition. Our mission is to build a community of learners, provide excellence in education, and nurture each student in mind, body, and spirit.

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Saint Andrew's School expands upon the classic New England preparatory and boarding school traditions with a unique perspective in Southeast Florida, creating a vibrant, global school. SAS hosts resident students from over 30 countries and is the only school in the United States to be both a member of the esteemed worldwide association known as Round Square International and an accredited International Baccalaureate School. The school's challenging academic program is distinguished by the breadth and depth of its curriculum, its collaborative

environment in which students are encouraged to take prudent risks in pursuit of their own growth, and multiple extracurricular and experiential opportunities. Saint Andrew's School believes that balance is critical in life; and through offerings ranging from athletics to arts to special organizations and clubs, students can explore and realize their passions. The school takes pride in its ability to serve a wide variety of learners and to maximize the potential of all students while also celebrating the unique talents of each individual. A culture characterized by high goals, hard work, healthy relationships, generosity of spirit, and a sense of play provides the context for students to develop as moral citizens who positively impact their world. As the school's strategic plan states: "Saint Andrew's students are independent lifelong learners. They think globally and act locally. They are confident communicators and good listeners. They are bright, empathetic, inquisitive, creative, respectful, principled, faithful, and balanced individuals. Saint Andrew's students are leaders by example in the classroom, on the playing field, on the stage and in the community."

## Campus and Master Plan

Situated on 81 acres just five miles from the Atlantic Ocean in a central residential area of Boca Raton, Saint Andrew's breathtaking campus showcases tropical foliage, banyan trees, and a signature lake. Over the last 15 years, more than \$30 million in new plant construction and renovation projects have been completed, including a new Welcome Center, Stoops Family Gymnasium on the Barad Family Middle School Campus, Shapiro Family Adventure Gymnasium featuring a rock climbing wall and dance studio, a track and field facility, Moabery Early Years Learning Center, Andrews Hall – The Center for Performing Arts, Malnik Family Athletic Center, and Schmidt Family Science Center. The school has also built a new Head of School residence and a new





“Chickee Chapel,” which honors the original outdoor chickee chapel constructed by Seminole Indians and which was built by the nephew of the original builder.



In 2012, SAS embarked on a new, multi-year campus master plan that expresses a bold vision of embracing students as naturally skilled collaborators who learn best through hands-on experience and creative engagement. New spaces on campus are dedicated to engineering, creativity, collaboration, customization, differentiation, choice, flexibility, and brain-based learning. With expertise provided by Centerbrook Architects, a leader in education space design, the plan combines both proven and innovative approaches to education.

Renovation of the Middle School campus has been completed with the addition of three new rooms with ceiling-to-floor whiteboard walls; advanced projection technology in every classroom; a Dream Lab and Intellectual Sandbox; an outdoor classroom; and two new green spaces. In addition, the Dr. Albert Cohen Family Center for Entrepreneurial Studies opened in January 2018 and is quickly becoming the hub of the Upper School campus. The 13,366-square-foot facility is home to a 183-seat auditorium, 21st century classrooms, a technologically enhanced social center, collaborative meeting spaces, design tech labs, a digital production suite, and the Kessler Family Media Institute. The Cohen Center signature programs include Junior Achievement, Scots Media, TEDxSaintAndrewsSchool, and Boca Raton Chamber's Young Entrepreneurs Academy (YEA.)

The next Upper School project will be the renovation of Henderson Hall to provide the new home for the Parker Library. Another goal of the master plan is the addition of an Upper School faculty center for teaching and learning in order to promote collaboration among faculty and with students as well as to advance cross-discipline curriculum design.

## Academic Program

Saint Andrew's exceptional, dedicated faculty equips students with academic and practical tools to navigate and adapt to a continuously changing world. The 162 full-time teachers make the student-to-teacher ratio less than 8 to 1. Students benefit not only from the individual attention made possible through small class sizes but also from the sense of care that they receive from their teachers. In the words of one student, “This is more than a job to them.” Teachers strive to meet students where they are, to honor their multiple interests and diverse talents, and to foster their holistic development. Faculty members view themselves as a community of learners and value the professionalism and enthusiasm of their peers. Two-thirds of faculty hold advanced

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degrees, and teachers' strong commitment to their own ongoing growth is supported through a generous professional development budget.



The **Lower School** (420 students in junior kindergarten through grade 5), which was launched in 2000, opens a new world of learning for young children by encouraging inquiry and imaginative thinking through the International Baccalaureate Primary Years Programme (PYP). Student growth is supported by two experienced teachers in each Lower School classroom as well as specialists in robotics, technology, science, physical education, foreign language (Mandarin and Spanish), library, virtues, and visual and performing arts. Classroom learning is enriched with arts, athletics, after-school activities, grade-specific excursions, and the Immersion Program, through which students spend several days focused on various hands-on learning projects. Lower School is also a critical time to begin laying the foundation for strong character. The Honor System teaches children to be honorable, respectful, and responsible; and other character development activities include a grade 5 leadership group, service projects, safety patrol, and a mentoring program with older students and Junior Kindergarteners. More details about the Lower School program can be found [here](#).

The **Middle School** (250 students in grades 6 through 8) guides students in the journey from dependence to independence by providing age-appropriate opportunities to develop responsibility, time management and organization skills, and self-

## SAINT ANDREW'S At a Glance

**Founded:** 1961

**Enrollment:** 1280  
Upper School (9-12): 610  
Middle School (6-8): 250  
Lower School (JK-5): 420

**Upper School Boarders:** 100

**Campus:** 81 acres in Boca Raton, FL

**Faculty:** 162 full-time faculty

**Student-to-Teacher Ratio:** 8:1

**Tuition:**  
Lower: \$24,340 - \$27,340  
Middle: \$31,040  
Upper: \$33,300  
Boarding: \$58,100

**Financial Aid:** \$4.1 million to 17.1%  
of students

**Budget:** \$40 million

**Endowment:** \$19 million

**Annual Fund:** \$1.1 million

**Annual Auction:** \$265,000





confidence. By making strong connections with students and encouraging prudent risk-taking, teachers create a nurturing and safe environment for both academic learning and personal growth. Middle School students participate in the International Baccalaureate Middle Years Programme (MYP), which provides a framework of academic challenges that encourage students to embrace and understand the connections between traditional subjects and the real world and to become critical and reflective thinkers. The rigorous academic program is balanced with numerous offerings in athletics, physical education, and visual and performing arts. Students can further explore areas of interest through activities such as Round Square International, a competitive math team, musical theater, robotics, programming, community gardening, and video production. An overview of Middle School course offerings can be found [here](#).



The **Upper School** (610 students in grades 9 through 12) continues preparing students for success in college and life. Upper Schoolers benefit from a wide array of academic offerings, including Advanced Placement courses and the International Baccalaureate Diploma Programme. The block schedule and the challenging, varied, and robust curriculum facilitates authentic learning and allows each student to select a course of study that suits his or her unique abilities, interests, and goals. In support of the belief that some of the most meaningful education

takes place outside of the classroom, the Immersion Program provides students experiential learning and service opportunities locally, nationally, and internationally. Upper School students also enjoy rich extracurricular activities, such as Round Square, the Literary Magazine, Mu Alpha Theta Math Honor Society, Honor Council, Student Council, Junior Achievement, Model Congress, Diversity Club, I Am That Girl, Samaritan365, Model United Nations, Director's League, a film club, a broadcasting club (Scots Media and Sports Highlight Tape Club) that has produced pieces for students who have created charity organizations, and [more](#). Through advisory and assembly programming, faculty and outside experts provide mentorship, guidance, and a social and emotional learning curriculum that helps students make the transition from late adolescence to early adulthood with the knowledge and tools necessary to lead healthy and successful lives. An overview of Upper School course offerings can be found [here](#).

## Arts

Reflective of Saint Andrew's whole-child approach, every student participates in the arts. The goals of the Arts Department are to encourage individual creative expression, to help students develop specific skills and techniques, and to learn to communicate with an audience through exhibitions and performance. Vertical alignment of the curriculum across grades and divisions

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builds students' understanding, appreciation, and application of a wide range of artistic principles and disciplines.

Visual Arts offerings include Drawing, Graphic Design, Sculpture, Ceramics, Photography, Printmaking, AP Art History, and IB Visual Arts, to name a few. The Domenico Mazzone Visual Arts Building houses an art history classroom and numerous resources; and other facilities include three, fully-equipped classroom studios designated for specific areas of study, an eight-station darkroom, a graphic arts technology studio, a ceramics studio, and a spacious gallery to showcase student art. Lower and Middle School art classrooms are equipped with their own kilns to support the introduction of ceramics.

The Performing Arts program includes offerings in dance, theater, and instrumental and vocal music. Students develop creativity, confidence, perseverance, and focus while also learning the value of working together, sharing responsibility, and working toward a common goal. Performances are held in Roberts Theater at Andrews Hall - The Center for Performing Arts, which accommodates 655 seats. Andrews Hall also houses performing arts classrooms, practice rooms, a music technology classroom, a music library, and a recording and video editing studio.



Finally, through the Film and Broadcast Program, students create short films and documentaries and engage in other forms of filmmaking or writing. Opportunities in the program range from intensive studio courses, fieldwork, and one-on-one tutorials with faculty, to rich collaboration with other students and departments.

## Athletics

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In support of the school's mission of developing "mind, body, and spirit," every student participates in athletics or other physical fitness activities. With one of the top athletic programs in Palm Beach County, Saint Andrew's has 18 sports and fields 64 teams in the Upper and Middle Schools. The Middle School athletics program offers a five-sport season, which allows each student athlete to try multiple sports, and Upper Schoolers enjoy a three-sport season. The athletic program emphasizes the value of each individual and respect for others, and stresses teamwork, sportsmanship, personal commitment, a quest for excellence, a sense of fair play, and fun. Extensive athletic facilities include three gyms, one with a rock climbing wall; an Olympic-sized swimming pool; ten tennis courts; and multiple playing fields.

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SAS has won 40 athletic state championships and more than 80 individual state championships, and has been voted sports program of the year on nine separate occasions. In 2017, SAS students achieved the State Championship in Girls Tennis, four Regional Championships, 12 District Championships, and 56 Individual District Titles. In addition, five students were named Player of the Year, and two coaches were named Coach of the Year. Twenty members of the class of 2017 are competing at the collegiate level.

## Spiritual and Moral Development

As a school in the Episcopal tradition, Saint Andrew's considers spiritual and moral development to be integral to its holistic approach to education. An ecumenical and inclusive institution, the school seeks faculty and students of diverse backgrounds and traditions and views pluralism as a hallmark of its mission to nurture mind, body, and spirit. An atmosphere of openness to the religious dimension of life permeates each classroom environment so that expressions of faith are accepted and affirmed.

The Episcopal tradition manifests within the school in three broad areas: worship, academics, and student life and community. Weekly chapel services provide a venue for discussing matters of ethics and morality, celebrating and learning about the Christian faith as well

as other major world religions, and individual spiritual reflection. Three school chaplains lead and support both worship and the academic study of religion and theology, which aims to cultivate each student's intellectual curiosity and to inspire personal faith development. Faith-based and interfaith groups provide additional avenues through which faculty, staff, parents, and students may enrich their spiritual development. Community service programs across all three divisions foster action and generosity of spirit, encourage students to be responsible citizens



### HONOR PLEDGE

As a member of Saint Andrew's School, I pledge my honesty, academic integrity, sportsmanship, and stewardship to the school community, and I expect others to be responsible and to do the same.  
Honor Above All.

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who strive to make a positive impact on the lives of others, and promote positive relationships with local, regional, national, and international organizations. Finally, the honor system, the centerpiece of which is the Honor Pledge, encourages students to be honorable, respectful, and responsible, and represents the highest ideals of moral development, integrity, and achievement. The concept of "Honor Above All" permeates every facet of the school culture and is the foundation of Saint Andrew's community norms, serving as a beacon of good conduct for students and adults alike.

### Boarding at Saint Andrew's



Close to 100 boarders from 30 countries and several states enrich the experience of the entire SAS community. Living in two dormitories in the heart of campus, boarders find themselves a home away from home when they come to Saint Andrew's. With over 40 faculty and staff members and their families living on campus, resident students experience a loving, nurturing, and supportive environment. Special community activities for boarders include the Resident Life Olympics, cookouts, pool parties, movies, dances, and athletic events. Excursions to

beaches and natural attractions, art festivals, concerts, sporting events, and other local points of interest allow resident life students to take advantage of the region's wealth of natural beauty and cultural amenities.

### Parents and Alumni

The Saint Andrew's community is enriched by the vibrant and active parent and alumni bodies who are deeply committed to the school's mission and continued success. In particular, several organizations provide avenues for participation, support, and engagement.

The mission of the Saint Andrew's Parents Association (SAPA), of which every parent is a member, is to improve the quality of campus life through financial and operational support of curriculum enhancements, professional development,



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programming, communication, and sponsorship of events that encourage participation and unity within the entire school community and within the Boca Raton community. Friends of the Arts (FOA) is a volunteer parent organization whose goal is to enrich each Saint Andrew's student through its support of programs in visual, performing, and literary arts. Friends of the Arts assists faculty, supports and promotes the fine arts, and brings special programs to campus. Finally, the Saint Andrew's Athletic Booster Club (BC) promotes and advances the physical education and interscholastic athletic endeavors of SAS students through fundraising and spirit-building.

The Saint Andrew's Alumni Association helps raise contributions for the Annual Fund and hosts alumni gatherings locally and throughout the United States. Alumni have the opportunity to engage with and support SAS and to connect with each other through a mentoring program, internships, and business networking.

## Beyond Saint Andrew's



The value of a Saint Andrew's education cannot be measured with test scores and college placements alone, but to the extent that such metrics can be indicators of success, SAS students perform admirably.

In 2017, 287 students took 676 Advanced Placement examinations in 28 different subjects. From those, 84% received a score of 3 or higher, and 54% received a score of 4 or 5. Last year, 113 non-diploma students took IB classes for certificates, and 77% earned a 4 or higher

on the IB exams. Fifteen graduates earned the International Baccalaureate Diploma. The middle 50% of SAT scores for the Class of 2017 was 1650-2020 (2400 scale) and 1175-1390 (1600 scale). The middle 50% of ACT scores for the same year were 24-31. Over the last four years, SAS has produced 164 AP Scholars and 100 AP Scholars with Honor as well as 15 National Merit Finalists and 18 Semifinalists.

Beginning in grade 10, the College Guidance Office delivers a personalized program to help students find the right college for the next step in their education. Graduating seniors are well prepared to attend the top colleges and universities of their choice, achieving as scholars, artists, and athletes. One hundred percent of 2017 Saint Andrew's graduates went on to colleges and universities, and 70% were accepted at a college rated either Most Competitive or Highly Competitive by Barron's Profiles of American Colleges. Over sixty students earned a total of more than \$8 million in merit-based scholarships. A list of matriculations over the past five years can be found in the [school profile](#).

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## Finances and Fundraising

With consistently full enrollment, an endowment of over \$19 million, and an annual operating budget of \$40 million, Saint Andrew's School is in sound financial condition. The endowment supports the more than \$4 million financial aid budget as well as academic chairs, professional development, academic programming, facilities, and various other initiatives that advance the mission of SAS. Significant renovations and construction over the past twenty years, including the addition of the Lower School, led to the school's current \$27 million in debt, which was refinanced in 2014.

Saint Andrew's has a strong history of philanthropy. The Annual Fund raises approximately \$1.1 million, and the auction garners another \$265,000. Over the past two fiscal years, Saint Andrew's has secured approximately \$8.5 million in gifts and pledges for various capital projects. More than half of that amount was contributed by the Board of Trustees, demonstrating its strong commitment to the school and its mission.

## Governance and Accreditation

Saint Andrew's School is governed by a Board of Trustees consisting of 13 regular members, three ex officio members, and two trustees emeriti. Trustees represent current and former parents and alumni. The six standing committees of the Board include the Executive Committee, Advancement Committee, Finance Committee, Audit Committee, School Life Committee, and Governance Committee.



The school is accredited by the Florida Council of Independent Schools (FCIS); the Southern Association of Colleges and Schools (SACS); and the Florida Kindergarten Council (FKC). Saint Andrew's also belongs to the National Association of Independent Schools (NAIS); the National Association of Episcopal Schools (NAES); the United States Green Building Council (USGBC); The Association of Boarding Schools (TABS); the Council for Advancement and Support of Education (CASE); the Consortium for School Networking; and the National Business Officers Association.

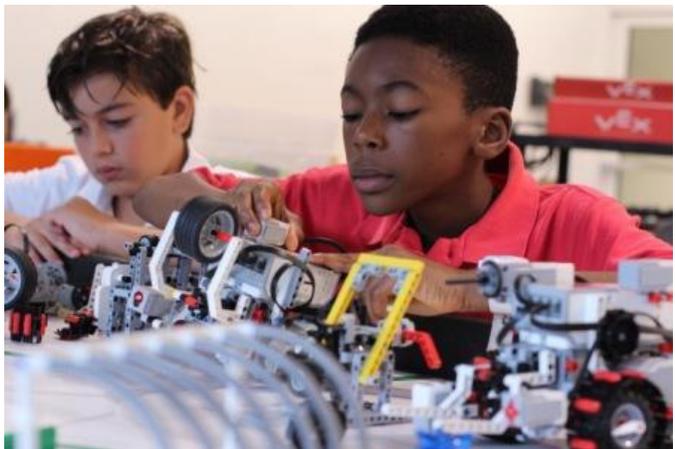
## The Opportunity

In January 2015, Saint Andrew's School launched its most recent strategic plan, which was the culmination of a school-wide process that engaged trustees, faculty, staff, students, parents, alumni, and other friends in collaboration, research, and discussion. [Vision 2020](#) expresses goals and action steps for unifying the community in values, mission, and educational



philosophy and practice; empowering students to be capable, compassionate, global citizens motivated to have a positive impact on the world; building relationships internally and externally to enhance collaboration and community and to advocate for the value of the SAS experience; and ensuring Saint Andrew's has the capacity to achieve its vision with financial and environmental sustainability. This ambitious plan will continue to inform the school's direction in the coming years. As Saint Andrew's looks to the immediate future, the following areas have emerged as particular priorities:

- **Operational and Administrative Health.** Saint Andrew's growth in enrollment over the years in many ways outpaced its administrative and operational maturation. The school seeks to balance its culture of caring and flexibility with practical, sustainable processes and procedures that are aligned with best practices in operations, governance, and education; that ensure the health and safety of all SAS community members; and that ultimately support the community and mission delivery. One example, the recently established Committee for Ethics and Compliance, has been an important step in reviewing, revising, and creating policies and procedures in areas ranging from human resources and hiring to resident and student life. Other needs include clarifying the organizational structure and the roles and responsibilities of various administrative positions and building systems that facilitate communication and coordination between and among grade levels, divisions, programs, and administrative departments.
- **Identity and Vision.** Saint Andrew's remains unified in its goal to develop each student in mind, body, and spirit. A number of changes in recent years—ranging from the school's expansion and adoption of new programs, such as the International Baccalaureate, to changes in administrative leadership—have resulted in some questions about the evolution of Saint Andrew's identity and how its mission will be expressed in coming years. As it looks to the future, the school seeks to reinvigorate its commitment to “mind, body, and spirit” and to ensure that educational and institutional decisions reinforce the mission. This process will require attention in multiple dimensions, such as enhancing vertical and horizontal alignment in JK-12 academics and programs; reinforcing the school's values by fostering a culture of trust, respect, responsibility, and integrity; and restoring a sense of stability, consistency, and common goals within the school community.
- **Sustainability.** Ensuring that Saint Andrew's attracts talented and diverse students and has the resources to thrive is a top priority. With strong public schools and a smaller number of highly regarded private institutions, Boca Raton is an increasingly competitive





educational market. As the school reflects on its vision and identity, it will have to consider its value proposition and the evolution of its brand in order to make an effective case for a Saint Andrew's education with both prospective and current families. Also critical to the school's future will be ongoing capital fundraising to support the execution of the master plan's remaining goals as well as endowment fundraising to limit tuition increases and to support financial aid, faculty compensation, and program advancements.

## Responsibilities



Reporting to the Board of Trustees, the Head of School will ensure that Saint Andrew's achieves its mission of building a community of learners, providing excellence in education, and nurturing each student in mind, body, and spirit. He or she will guarantee the school's educational, operational, and financial health and seek opportunities for continual enhancement of programs while preserving the core values of academic excellence, community, honor, integrity, and respect. Specific duties include:

- Partnering with the Board of Trustees to set strategic priorities and determine the future direction of Saint Andrew's School consistent with its mission, values, and culture.
- Embodying the mission and values of Saint Andrew's by fostering a culture of respect, honor, and responsibility in which each individual feels valued for his or her unique gifts and high expectations blend with support and care.
- Being a visible and engaged presence in the daily life of all three divisions and sustaining authentic and positive relationships with faculty, staff, students, parents, and alumni.
- Providing vision, inspiration, and focus with regard to the future of Saint Andrew's programs to ensure that the school continues to offer the best in innovative academics, athletics, arts, and experiential education.
- Guiding the smooth and effective operations of the school by refining, establishing, and employing administrative systems and policies that reflect best practices, ensure accountability, maximize efficiency and productivity, minimize risk, promote communication and collaboration, and support mission delivery and student success.



- Attracting, hiring, retaining, and supporting exceptional faculty and staff members who are experts in their fields and committed to Saint Andrew's mission, and ensuring that the school's administrative structure serves teachers, students, and the institution well.
- Marketing Saint Andrew's by guiding branding and outreach strategies, serving as the "public face" of the school, and proactively communicating the value of a Saint Andrew's education to current and prospective families and local community leaders.
- Collaborating with Board members and the Office of Institutional Advancement in ongoing fundraising efforts, including speaking compellingly about the school's vision and soliciting donors directly.
- Guaranteeing the financial sustainability of the school through prudent budgeting and financial planning.
- Overseeing the implementation of the master plan to ensure that facilities optimally support academics and other programs.



## Candidate Qualities

### Leadership

- An approachable, accessible, and visible leader who takes joy from being involved in the daily life of the school, building genuine relationships with adults and students alike, and nurturing a culture of respect, collegiality, and collaboration.



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- A leader whose embrace of “mind, body, and spirit” and embodiment of “honor above all” make him or her a role model, and whose creativity and vision for the future of education inspire the entire Saint Andrew’s community.
- A servant leader who combines humility, collaboration, and a respect for others’ perspectives with the confidence, decisiveness, and steadfastness necessary to uphold the school’s mission and make difficult decisions as necessary.
- An adept manager who delegates effectively, empowers staff, and holds others accountable while nonetheless retaining ultimate responsibility for the health and success of the school.

### **Experience**

- An experienced senior administrator in independent schools, preferably including background as a head of school.
- A history of partnering effectively with a board of trustees and employing best practices in both governance and school management to develop and execute strategic plans.
- A successful track record of managing a large division or organization through multiple layers of staff, ensuring that administrative roles and responsibilities are structured optimally, and hiring and supporting faculty and staff members.
- Experience in budgeting, fundraising, admissions, and marketing.
- A background that includes teaching or otherwise fostering the holistic growth of children and adolescents.
- Ideally, exposure to well-functioning and sophisticated boarding programs.

### **Skills and Knowledge**

- The ability to analyze an existing organization for its strengths and areas of need, to envision its future, and to develop strategic plans that honor an institution’s traditions and values while also taking advantage of opportunities for improvement.
- The emotional intelligence and interpersonal skills to develop meaningful and productive relationships with students, faculty, staff, parents, trustees, alumni, and external constituencies; comfortable interacting with people of various backgrounds, both one-on-one and in large or small group settings.



- Excellent communication skills that allow one to speak compellingly about the mission and vision of Saint Andrew's and to generate a sense of common purpose and shared values among constituents.
- Familiarity with best practices in independent school operations and the ability to establish and manage administrative systems, to create fair and effective policies, and to ensure that staffing and administrative structure serve the school and students well.
- Strong organization and multitasking skills that allow one to balance the executive responsibilities of the head of school role with visibility and involvement in the life of the school.
- An educational philosophy that is rooted in balance, honors students' individual strengths and interests, and cultivates their well-rounded development.
- Broad and deep knowledge of liberal arts education; an awareness of current research and trends in 21<sup>st</sup> century teaching and learning; a forward-thinking and innovative outlook; and the ability to inspire and lead staff and faculty in the ongoing revision of curriculum and programs to ensure that Saint Andrew's continues to offer a world-class educational experience.
- Adept at recruiting, hiring, supporting, and retaining exceptional faculty and staff members who are aligned with Saint Andrew's mission, and ensuring that they have opportunities for professional growth through both formal programming and leadership opportunities within the school.
- The ability to engage an active parent body with ongoing communication, education, and community-building events while also maintaining clear expectations about parents' roles and appropriate boundaries for parental influence.
- Strong business acumen that allows one to create and manage budgets and financial plans and to understand both current financial realities and future projections.
- An understanding of and appreciation for the Episcopal tradition and how it informs values and practices within an inclusive and multicultural independent school community.
- An understanding of the uniqueness of the JK-12 day and boarding model and an appreciation for all three divisions as well as the day and boarding programs.



### Personal Attributes

- A person of unquestionable honesty and integrity who demonstrates sound judgment, objectivity, a strong sense of self, and the courage of his or her convictions.
- One who loves children and adolescents, delights in being in a school environment, and relishes supporting the development of students as well as faculty and staff.
- A thought leader who blends innovation, creativity, and enthusiasm with a respect for the existing culture and a thoughtful, well-paced approach to change.
- A courageous, resilient, and tenacious person who does not avoid conflict but instead deals with issues in a straightforward and timely manner.
- A kind, optimistic, and outgoing person who is genuinely interested in others and embraces the relationship-building and public-facing responsibilities of the head of school role.
- A person with a firm sense of spirituality and faithfulness who is excited about serving in a diverse and multicultural community that values the spiritual and moral development of children and adolescents.

### Other Considerations

<b>Compensation:</b>	Highly competitive with comparable schools in the region. On-campus Head of School house included.
<b>Travel:</b>	Minimal.
<b>Education:</b>	Master's degree required; additional advanced degrees a plus.
<b>Location:</b>	Boca Raton, Florida
<b>Website:</b>	<a href="http://www.saintandrews.net">www.saintandrews.net</a>

### About Boca Raton

With almost 92,000 residents within the city limits, Boca Raton is among the 25 most populous cities in the State of Florida. Located 20 miles north of Fort Lauderdale and less than 30 miles south of West Palm Beach, "Boca" is a hub in the cultural, economic, and natural richness of South Florida. The city boasts numerous golf courses, four miles of public beaches, and 46 parks, including the 67-acre oceanfront Red Reef Park, making Boca Raton a perfect location to

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enjoy the tropical climate and year-round mild weather. Home to public Florida Atlantic University and private Lynn University, Boca Raton benefits from a strong tradition in higher education and from the universities' reputations as leaders in medicine, technology, and environmental studies. The Centre for the Arts at Mizner Park, which includes the Boca Raton Museum of Art; the Boca Raton Historical Society and Museum; and the Boca Raton Children's Museum are among the city's cultural gems. Business-friendly tax policies have long made Florida attractive to major corporations, and with recent changes to national tax laws, the state is anticipating an influx of both families and businesses. In 2010, the City of Boca Raton launched an Economic Development Fund that provides incentives for companies seeking to expand or relocate their corporate or regional headquarters. Today, Boca Raton is home to over 30 corporate headquarters, including Office Depot, ADT, and Cancer Treatment Centers of America, to name a few.

**For more information, contact:**

**L. Lincoln Eldredge and Jessica D. McCann**  
**Brigham Hill Consultancy**  
**214-871-8700**  
[mccann@brighamhill.com](mailto:mccann@brighamhill.com)

