



St. Anne's

EPISCOPAL SCHOOL

Middletown, Delaware

Head of School

July 2026



Entering through the red doors of St. Anne's Episcopal School, one is immediately greeted by a palpable energy—a warmth and welcome that embodies the school's ethos and culture. It is evident that St. Anne's is a place deeply committed to its diverse and inclusive community, where every member is valued and supported and every child is known.

Now at a pivotal moment in its twenty-three-year history, St. Anne's is eager to welcome a new leader who will build on its strong foundation, honoring its cherished traditions while advancing its academic excellence, mission, and identity as an Episcopal school. In addition to the information provided below, candidates are encouraged to visit the school's website at www.stannesde.org.

Mission

St. Anne's prepares students for secondary education and lifelong learning. We strive to enhance the intellectual, spiritual, physical, social, and artistic growth of our students so that they may realize their potential for good as citizens of local and world communities.

Guiding Principles

- We hold respect, responsibility, and compassion as core values of the school community.
- We believe that students learn best in classes that are small enough for the students to be well known and the instruction differentiated.
- We recruit, retain, and honor skilled and caring faculty, who will stimulate, challenge, and guide their students, and we offer ongoing professional development to help our teachers continue to grow in their craft.
- We seek bright, motivated students from diverse backgrounds, who bring energy, enthusiasm, imagination, curiosity, creativity, and a sense of humor to our community.
- We seek families who want to partner with us and who value a small, nurturing school with a stimulating academic program that includes a spiritual component.
- We encourage the hard work and extra effort needed for students to be at their best in all things.
- We value contributions to society by helping our students to reach out to serve others, both within our school walls and beyond.
- We value our community by relying on the commitment of time, talent, and resources of our students, faculty and staff, families, trustees, and the community at large to help us fulfill our mission.



At A Glance

Throughout its history, St. Anne's Episcopal School has fostered a warm, supportive environment that offers academic, social-emotional, and spiritual enrichment. After making significant strides in its early years, the school now seeks a leader who will build on this foundation, strengthening its vision and direction to create a lasting legacy for the next twenty-five years and beyond.

The faculty at St. Anne's is deeply passionate and committed, upholding a high standard of excellence. However, competition for talented educators is strong in the region. The next head of school will have the opportunity and challenge of developing strategies to attract and retain exceptional, diverse educators, ensuring the school's continued growth and success.

St. Anne's remains dedicated to small class sizes and personalized education, ensuring each student benefits from meaningful teacher engagement. At the same time, there are exciting opportunities to achieve sustained full enrollment and to forge partnerships with the growing communities and businesses in the Middletown area.

The Board of Trustees is fully committed to working alongside the next head of school. They seek a leader who will not only collaborate with them but also provide the vision and guidance needed to help the Board serve the school effectively. The head will be supported by a CFO and Finance Committee of the Board that bring insight and expertise.

St. Anne's is set on a beautiful 125-acre campus with charming indoor and outdoor learning spaces. The campus's natural setting, combined with a strong enthusiasm for outdoor education, offers a unique opportunity to develop a distinctive program for children. This initiative is especially timely, as educators and parents increasingly express concerns about the effects of screen time, artificial intelligence, and social media on both children and adults.

By the Numbers

Enrollment: **295**

PS & PK: **53**

K-5: **155**

6-8: **87**

BIPOC Students: **45%**

Average Class Size: **14**

Number of employees: **64**

Grade level teachers: **23**

Specialists: **12**

Assistant teachers: **6**

Administrators: **7**

Staff: **16**

Tuition (full day): **\$14,425 - \$25,300**

Financial Aid: **\$1.4 million**

Endowment: **\$10.5 million**



Location

Middletown, Delaware, is the fastest-growing community in the state. Situated thirty minutes south of Wilmington and an hour from Philadelphia, Middletown offers a peaceful, family-friendly atmosphere. With a population of 24,000, the area is experiencing rapid growth, with new housing developments, shopping centers, and restaurants driving the expansion of the local economy.

Program

St. Anne's [academic program](#) offers students a rich curriculum delivered by passionate, dedicated teachers. From early childhood through middle school, students are encouraged to become critical thinkers, effective collaborators, and strong communicators.

Early childhood, preschool, and pre-kindergarten students learn through play, benefiting from a whole-child approach to education. Lower school students focus on developing independence and critical thinking skills across subjects like science, art, music, library, religion, Spanish, and physical education. As they progress into middle school, students gain a sense of self-efficacy and motivation through core subjects including math, science, social studies, language arts, and Spanish. Students engage in a host of co-curricular programs such as outdoor education, fine and performing arts, music, and computer science.

Beyond academics, students are nurtured in a program that emphasizes social, emotional, and spiritual, and physical well being. Students engage in service learning projects, attend weekly chapel, and participate in a school-wide "buddy" program that fosters connections across grade levels. All middle school students participate in a number of after school [athletic offerings](#), including basketball, soccer, lacrosse, and cross country.

Recent Independent Secondary School Attendance

- Archmere Academy
- Caravel Academy
- Garrison Forest School
- Groton School
- Gunston School
- Hill School
- Sanford School
- St. Andrew's School
- Tatnall School
- Tower Hill School
- Ursuline Academy
- Westtown School
- Wilmington Friends School



Traditions

The next head of school will find a school community that cherishes traditions and activities that have become points of pride and joy for the students, faculty, and families.

The Walk to Old St. Anne's Church: This special time brings middle school students and their lower school partners together as they walk to Old St. Anne's Church in Middletown for a chapel service. In the spring, eighth graders take on a leadership role by selecting hymns and sitting at the front of the church. As they exit the service, they are celebrated with high fives from the entire student body, marking their journey and achievements.

Eighth-Grade Chairs: Each year, eighth graders decorate a chair they will sit in for their graduation ceremony.

Field Day is an all-school sports day that concludes with the traditional eighth-grade tug of war.

All-School Photo: On the second day of each school year, the entire student body, faculty, and staff gather at the school's entrance, lining up by grade in a wide arc for the annual all-school photo. This cherished tradition is prominently featured in the yearbook, serving as a visual timeline for students, some of whom spend up to eleven years at St. Anne's, to reflect on their growth and the friendships they've formed.

The St. Anne's community takes great pride in several other beloved traditions, including the Blessing of the Animals, Fall Festival, Winter and Spring Concerts, Culture Day, Service Day, and the spirited Reindeer Games.



Finances and Advancement

The new head of school will need experience in budgeting, financial modeling, and long-term financial planning. St. Anne's is fortunate to have a healthy endowment that helps maintain the school's financial stability. However, the school requires a leader who will manage finances with a long-term perspective. Key priorities will include evaluating resource allocation, refining policies and practices that support need-based financial aid, and developing a plan for competitive compensation and benefits for faculty and staff. The head will be supported by a CFO and a Finance Committee of the Board, both of whom bring strong insight and expertise.

In addition, there is a great opportunity to expand the philanthropic activities at St. Anne's. Many families are first-generation independent school supporters. Education and cultivation of the community regarding independent school financial models, the short-term and long-term benefits of an annual fund, capital campaigns, and endowment funds have the potential to provide great benefits to the students, faculty, and school community.

Governance

Board members are dedicated advocates for the school. The eighteen member Board of Trustees follows NAIS Principles of Good Practice to provide leadership and maintain a strong partnership with the head of school. Meeting six times a year, the Board's agenda is set by the Executive Committee and the head. A well-structured committee system, including an active Head Support and Evaluation Committee, enables the Board and the head to focus on strategic goals.



Candidate Attributes and Experiences

The Board of Trustees at St. Anne's Episcopal School and the St. Anne's community seek a head of school of absolute integrity who will establish deep roots in the school, Middletown, and the surrounding communities. The new head of school will find a caring, welcoming, and diverse community that is committed to the mission and Episcopal identity that characterizes St. Anne's.

Candidates must demonstrate most, if not all, of the following critical competencies. The successful candidate will be:

- A financial steward capable of supporting faculty, program, and facility development, generating revenue, controlling expenses, and expanding endowment and other accounts
- A trustworthy leader who embraces and celebrates the school's mission and Episcopal identity and models the core values of the school
- A school leader who prioritizes the physical and emotional well-being and safety of the children and adults at St. Anne's
- An academic leader committed to the recruitment, retention, and development of an excellent and diverse faculty and staff
- An entrepreneurial spirit able to raise funds through philanthropy and innovative services
- A creative leader experienced with aligning and uniting internal and external constituents around a strong vision
- An experienced admissions and marketing professional who will be focused on building and retaining enrollment of mission-appropriate students
- A visionary who can inspire the development of a school-wide outdoor education program by maximizing the long-term, sustainable use of the beautiful 125-acre campus

The next head of school will be:

- An approachable and welcoming presence on campus
- A community builder who is eager to establish lasting relationships
- An excellent communicator who is committed to setting high standards and holding people accountable
- A compassionate mentor to students, faculty, and professional staff
- A strategic planner who is ready to implement and act
- A compelling writer and speaker with strong active listening skills
- A servant leader who provides pastoral care for the community
- An enthusiastic supporter of and partner with the Board of Trustees
- A wise decision-maker with the courage to make difficult decisions

Candidates must have the following qualifications:

- An advanced degree
- Experience as a PK-8 independent school leader with a commitment to academic excellence
- Enthusiasm and vision for how outdoor education can enhance the academic, social, and emotional experiences for children
- High levels of emotional intelligence

Application Procedures

A search is underway to identify a new head of school by October 2025 who will begin their tenure on July 1, 2026.

The school has engaged the national executive search firm Educational Directions to assist the Search Committee and the St. Anne’s Episcopal School community with the search. Please direct all inquiries, applications, and nominations to:

Mike Murphy mike.murphy@edudx.com and

Jay Underwood jay.underwood@edudx.com

Candidates should express their interest and begin the application process as soon as possible. It is expected that interested candidates will contact the consultants prior to submitting their application portfolio for additional information. Candidates should submit:

- A letter of interest addressed to the Search Committee explaining their interest in St. Anne’s Episcopal School
- A current resume
- The names, e-mail addresses, telephone numbers, and affiliation to the candidate of five professional references. References will be contacted after obtaining permission from the candidate. Finalists will be expected to provide seven additional references
- A personal statement detailing their professional journey and philosophy of education and leadership

Search Calendar

Application deadline	July 1, 2025
Candidates notified of status	August 23, 2025
Semifinalist interviews (on site)	September 6 & 7, 2025
Finalist interviews (on site, 2 days)	September 14-24, 2025

St. Anne’s Episcopal School and Educational Directions reserve the right to accelerate or delay the search calendar as needed.

