



THE AGNES IRWIN SCHOOL
HEAD OF SCHOOL SEARCH



THE AGNES IRWIN SCHOOL (AIS), ENTERING ITS 150TH YEAR AS A LEADER IN GIRLS' EDUCATION, IS SEARCHING FOR A DYNAMIC HEAD OF SCHOOL TO LEAD THE SCHOOL COMMUNITY INTO ITS NEXT CHAPTER OF EXCELLENCE.

The school community, including students, faculty and staff, parents, and alumnae, is ready to welcome an exceptional leader who can build on its legacy of empowering girls and inspiring women. The incoming Head of School will have an opportunity to engage the community in a strategic planning process to set the course for the future of the school while leading the School's academic programming, enrollment management strategy, and fundraising opportunities. The AIS community is passionate about the school and looks forward to welcoming a Head who embraces its joyful, warm, and vibrant culture as well as its enthusiasm for inspiring girls to learn, to lead, and live a legacy.

BACKGROUND

Since the School's founding in 1869, The Agnes Irwin School has dedicated itself to providing an exceptional and empowering education for girls. Rooted in academic excellence, community, and collaboration, AIS consistently tailors its programs to the distinctive and individual needs of girls, always holding fast to the principle that a girl's educational journey from childhood through graduation should be joyful, challenging, creative, and inspirational. In addition to providing an outstanding academic and cocurricular experience, the School is located on a beautiful campus in Philadelphia's Main Line suburbs, allowing AIS students and faculty to benefit from access to the comprehensive cultural, educational, environmental, and industry resources that the Philadelphia area provides.

Nearly 150 years ago, The Agnes Irwin School was founded by Miss Agnes Irwin, the great-great granddaughter of Benjamin Franklin, first Dean of Radcliffe College, and advocate for the education of girls and young women—a radical concept in her time. Today, Miss Irwin's legacy continues to serve as an inspiration. Everything AIS



students experience is rooted in what is best for girls: how they learn, how their brains develop, and what their social and emotional needs are. AIS girls feel known, understood, supported, and challenged, empowering them to be their best selves.



MISSION STATEMENT

**THE AGNES IRWIN SCHOOL EMPOWERS GIRLS TO LEARN,
TO LEAD, AND TO LIVE A LEGACY.**



TO LEARN

Agnes Irwin provides girls with a deep foundation in the humanities, mathematics, science, wellness, and athletics. In an inclusive setting that values diversity, students develop skills in critical and analytical thinking, self-expression, effective communication, and collaboration. A rich and varied approach to instruction, team and individual endeavors, inquiry, and assessment enables girls to solve problems, design solutions, create meaning, and prepare for a complex and challenging world.



TO LEAD

We believe that all girls and young women have the capacity to lead, and that leadership can take many forms. Therefore, through our instruction, our community interactions, and our daily choices, we affirm this belief and provide an environment that challenges girls to develop the core values of leadership: empathy, integrity, resilience, independent thinking, and commitment to action.



TO LIVE A LEGACY

Agnes Irwin students are a part of the global community of girls and women. They are also the trustees of our School's heritage and traditions. By adopting values that foster equity, justice, social responsibility, civic-mindedness, and integrity, and by nurturing positive relationships and intentional decision making, our students and alumnae engage in bold and meaningful ways to impact our interconnected world.

THE AGNES IRWIN SCHOOL IS AN INDEPENDENT, COLLEGE PREPARATORY DAY SCHOOL WITH MORE THAN 580 GIRLS IN PRE-KINDERGARTEN THROUGH 12TH GRADE.

AIS offers a unique opportunity for its students: nurturing leaders with a tenacious spirit and sense of integrity, while prioritizing civic engagement and independent thinking through a rigorous liberal arts curriculum within a collaborative environment. Young women gain maturity and self-confidence, as they are challenged to become the global leaders of tomorrow.

Situated just 12 miles west of Philadelphia in Rosemont, PA, AIS sits on a beautiful 24-acre campus equipped with extensive classroom facilities as well as spaces dedicated to the arts, science, technology, engineering, and athletics. Along with three divisions—Lower, Middle, and Upper—AIS uniquely includes the [Center for the Advancement of Girls](#) (the Center), which is devoted to creating research-based programming and partnerships to ensure the School continues to be at the forefront of what is best for girls.

Agnes Irwin's faculty and staff members personify the School's commitment to academic excellence and model a community with a breadth of experience and perspective. The teachers cherish and reward determination, creativity, and independent thinking in an academically rigorous and supportive environment. Small class sizes allow for an understanding of individual student interest, personal development, and skill enhancement. Outside of the classroom, AIS students have the opportunity to foster their leadership skills, curiosity, and sense of adventure through a robust arts program, competitive athletics, and extracurricular programs.



SCHOOL COMMUNITY

Faculty/Staff

The School employs 97 faculty members, of which 84 percent hold advanced degrees, and 62 staff members, all dedicated to empowering girls. With an average tenure of more than 17 years at The Agnes Irwin School, faculty members serve as intellectual role models, bringing a wealth of knowledge to the classroom. With personal and professional pursuits as lawyers, historians, actors, playwrights, engineers, artists, and members of the military, these educators provide a rich, diverse learning environment for students. AIS teachers know every student and help develop their potential, so they are prepared for not just the next step in their academic journey, but for life.



In addition to support from department chairs, division directors, and the Assistant Head of School, faculty members have access to the [Innovation Team](#), or iTeam for short. These “Innovation Experts” serve as catalysts and coaches for teachers and partner with them to bring innovative practices into the classroom to create meaningful learning experiences for students. Throughout the year, the iTeam organizes and leads professional development opportunities for teachers to learn about new technology tools, project ideas, and teaching approaches.

In 2017, thanks to a grant from the Edward E. Ford Foundation, AIS launched the [Legacy Through Leadership](#) program: a three-year fellowship designed to empower faculty members to explore, create, and collaborate on powerful new learning opportunities for students. In workshops and individually, the “Innovation Fellows” delve into pedagogical theory, develop professional goals, and explore new technologies, while being mentored by the iTeam. After the first year, the Fellows serve as instructional coaches to a new cohort of teachers.

Students

The Agnes Irwin School enrolls 587 students, with 125 students in Lower School (Pre-Kindergarten to grade

4), 172 students in Middle School (grades 5 to 8), and 290 students in Upper School (grades 9 to 12). The student body includes nine international students, with two students enrolled in the Middle School and seven in the Upper School during the 2018-2019 school year. The Agnes Irwin School partners with several agencies to recruit international students and place them with host families; these students are fully integrated into the academic, extracurricular, and social life of the school.

At AIS, visitors will find kindergarteners coding robots, 5th graders building 3D models of the Nile River, 8th graders designing video games to explain the principles of Reaganomics, and upper schoolers using design-thinking principles to construct product prototypes. AIS girls create, explore, innovate, and collaborate while thinking about problems from new angles. A student to faculty ratio of 6:1 ensures that each girl is known within a community prioritizing leadership development, character, and respect. AIS balances a rigorous academic program within a nurturing environment for students, creating a collaborative, not competitive, environment, all with the goal of allowing students to develop the skills they need to thrive beyond academics—to become strong women and future leaders.





Alumnae

The Agnes Irwin School boasts a [vibrant alumnae community](#) of 4,000 women strong living across the country and around the world. The Agnes Irwin School Alumnae Association has a rich history dating back to 1897, just 28 years after the School was founded. Today, it is led by the [Alumnae Board](#), which works in partnership with the School to enrich the cultural life of AIS, and fosters alumnae interaction and participation in the School community. The School also benefits from the National Alumnae Advisory Council (NAAC), a small, distinguished group of alumnae representing six decades of AIS women. NAAC serves in an advisory role assisting the Board of Trustees, the Head of School, and other School constituencies with advice, counsel, and service on matters affecting the general vitality of AIS.

The alumnae body is deeply committed to the success of today's students. They attend events on campus and around the country, support the School with a 28% giving participation rate annually, and many enroll their daughters at AIS to create an impressive network of second, third, and even fourth generation Agnes Irwin families. Alumnae proudly point to the meaningful, lifelong relationships they built at AIS, not just with their classmates but with faculty, staff, and generations of alumnae who came before them.



THE AGNES IRWIN SCHOOL IS LOCATED ON A 24-ACRE CAMPUS IN ROSEMONT, PENNSYLVANIA, A MAIN LINE SUBURB, WEST OF PHILADELPHIA.

CAMPUS AND PHILADELPHIA

The self-contained Lower School includes a gymnasium, cafeteria, library and the iWonder lab (a maker space dedicated to the youngest learners) in addition to classrooms and office space. The Middle and Upper Schools are located in a separate large building complex which was renovated in 2014. The building includes a Student Life Center, the Arts and Science Center, Library, and an Athletic Center featuring a basketball/volleyball court, a rowing center, squash courts, and outdoor dining commons. The campus also features five tennis courts, three playing fields, and three playgrounds. The School owns outright multiple properties adjacent to campus,

including the current Head of School residence, a second residence, and a large property that houses meeting and event space as well as the development, communications, and business staff.

Located in an area home to many excellent [colleges and universities](#) and only 12 miles from Philadelphia, The Agnes Irwin School takes advantage of all that the region has to offer. Philadelphia—the nation’s sixth-largest city and hub of the northeast corridor—offers a diverse population, vibrant cultural life, top-notch entertainment, major league sports, rich history, and abundant opportunities for AIS students and faculty to explore.



THE AIS STUDENT EXPERIENCE IS ROOTED IN RESEARCH ABOUT WHAT IS BEST FOR GIRLS: HOW THEY LEARN, HOW THEIR BRAINS DEVELOP, AND WHAT THEIR SOCIAL AND EMOTIONAL NEEDS ARE AS THEY GROW.

AIS girls are known, understood, supported, and encouraged to be their very best selves. Throughout the journey, they are guided by exceptional teachers—the kind who have a gift for bringing out the best in each girl.

LOWER SCHOOL (PREK - GRADE 4)

The focus in Lower School is educating young girls based on research about their development and growth. There is no one right way to learn—and the AIS curriculum is designed to address the individual academic learning style of each student. The AIS faculty encourage girls to notice what is around them and to discover the connections that exist in the world.

The intentional structure of the early childhood education program utilizes a combination of academic instruction and guided play to challenge students to think critically, make connections, take risks, and solve problems. Across the division, a program of core subjects (language arts, math, science, social studies, and Spanish) are supported by learning opportunities in art, physical education, music, and library classes. Students have opportunities to use laptops, K’NEX, iPads, cameras, and other tools to develop a sense of curiosity and technological knowledge. Whether students are creating portraits, writing how-to-books, building a massive clock tower, or coding during “Genius Hour” in the iWonder Lab, learning is happening in meaningful, deliberate, and engaging ways.

At AIS, it is essential that girls learn to see themselves as the bold leaders of tomorrow. Throughout the Lower School years, students develop their leadership identities as they reflect on the traits of strong leadership and



begin to recognize those traits in themselves and their peers. Produced by a team of AIS faculty, the Center for the Advancement of Girls, and Bryn Mawr College researchers, the [Living Leadership in the Lower School program \(L3\)](#) brings abstract ideas and concrete examples of leadership to life. By the time she leaves Lower School, every girl sees herself as a leader: empowered to ask questions and find answers, self-advocate, and collaborate. The development of students as leaders furthers AIS’s commitment to fostering confident learners who are compelling public speakers, a goal that continues in the later school years.

AIS emphasizes promoting an inclusive environment in the Lower School and beyond. For example, using research about the social development of young girls, the *Let’s Care* program utilizes the Four “C’s” of social intelligence—communication, caring, coping, and character—to equip students with core competencies of friendship-making, self-expression, and self-care. Wellness classes center on building positive body image and self-esteem. At every grade level in the Lower School, attention to the whole child—academic, social, and emotional—is intentional and specific.



MIDDLE SCHOOL (GRADES 5-8)

The [Middle School](#) faculty at AIS guide students through an engaging and dynamic curriculum designed to inspire girls during these critical years. The rigorous program includes courses in English, history, mathematics, science, health and wellness, and world language (French, Spanish, and Latin). The scaffolding of the Middle School curriculum follows a series of guiding themes, each designed with an interdisciplinary approach to learning.

Faculty work across disciplines to create a meaningful and immersive learning environment. Fifth grade students are charged to see the relationship between stories and structures, while 6th graders tackle how settings impact systems—natural or human-made. Seventh graders dive deeply into understanding the connections between cultures. Eighth graders investigate the meaning of “home” and its impact on the voices of those within the conversation.

Students develop their emotional and social intelligence, including understanding and practicing empathy, supporting their Middle School learning and beyond. Guided by the “Courage To Be Me” curriculum, 5th grade girls participate in activity-based learning programs emphasizing life skills and character education. Courage To Be Me is complemented by “Inside Outside” in 6th grade and a responsive “Wellness” curriculum that is offered to all grades, 5-8.

Technology is used as an academic tool and is infused throughout the learning environment, including in the state-of-the-art [STEAM Studio](#), which is located in the Innovation Corridor in the Middle and Upper School’s building. The studio is outfitted with iPads, 3D printers, and other tech tools, providing an immersive space for girls to explore science, mathematics, technology, engineering, and the arts. The 1:1 Program equips each Middle School girl



with a laptop, integrating the latest technologies into the classroom while teaching 21st-century communication and online safety skills.

The Middle School advisory system, known as Parliament, offers a space for students and faculty to strengthen community and provides an additional level of mentorship amongst the two constituent groups. Students can look forward to the intentional teaching of the Middle School Values, preparation for campus initiatives, and the validation of their voices during these small group forums. Students meet daily in Parliament to discuss themes related to the Values Statement and participate in Middle School activities such as Assembly. Parliament results in a greater sense of community and pride in oneself. The distinctive combination of a talented Middle School faculty, an engaging curriculum, and a deep commitment to knowing and supporting each girl allows AIS girls to grow their confidence.



UPPER SCHOOL (GRADES 9-12)

Upper School at AIS provides a stimulating, close-knit, and engaging environment that encourages young women to pursue a vast set of interests, develop talents, and push themselves beyond their conscious and unconscious boundaries within and outside the classroom. A comprehensive and rigorous college preparatory curriculum ensures students gain breadth and depth in their knowledge of the arts and sciences while mastering acute analytical thinking and evaluation skills. Senior Assembly is a signature capstone program where each student has a platform to research, write, and deliver a formal speech on the topic of her choice to the entire Upper School community.

Academic offerings in the Upper School include English, history, mathematics, and science courses along with a variety of modern and classical languages and [visual and performing arts](#). AIS students also have access to a [robust program of honors and elective courses](#).

In addition to the academic flexibility and electives offered, the [Special Studies Program](#) gives Upper Schoolers access to immersive learning opportunities, both on and off-campus. For example, girls have the chance to travel internationally to fully engage with language and culture, travel to the south to study the Civil Rights Movement, or pitch a new product idea, Shark Tank-style, to professors from the Villanova School of Business. The Special Studies Program allows girls to complete 20+ hours of community service towards a graduation requirement of at least 40 hours. Girls are challenged to develop the habit of serving the broader community along with gaining awareness of the unique lived experiences and challenges of others nationally and globally.

While academic preparation for college begins the day each girl takes her first class, deep understanding of the [college matriculation process](#) starts in 9th grade and intensifies in the junior and senior years.

AIS's detailed and supportive college counseling process and the academic rigor of its programs have proven to yield impressive results:

- The 2019 graduating class received 312 offers of admissions from 136 distinct institutions of higher education, including Ivy League Universities, Highly Selective Liberal Arts Colleges, Top Public Universities, Historically Black Colleges and Universities, and International Institutions;
- 97% of the class was accepted in the early acceptance round
- 89% will attend one of their top college choices
- 16% of the class are recruited NCAA athletes

ONLY AT AIS WILL ONE FIND THE CENTER FOR THE ADVANCEMENT OF GIRLS.



Using girl-centered research, the Center for the Advancement of Girls impacts curriculum and pedagogy and drives the School forward by creating programs and partnerships that enable girls to enrich their AIS experiences, hone their leadership skills, and develop their voice.

[The Center](#) forges partnerships with colleges, universities, and nonprofits to expand the AIS curricula and extend students' educational experiences, allowing AIS students to apply what they learn in the classroom in innovative ways. Along with Living Leadership in Lower School, current Center programs include:

- [The Social Innovators Program](#), a social entrepreneurship certificate program offered in partnership with the University of Pennsylvania and Schoolyard Ventures;
- [Business 101 Conference](#), created in partnership with the Villanova School of Business; and,
- Student-Athlete Leadership Training Seminars, tailored to strengthen the leadership potential of Upper School student-athletes.



AGNES IRWIN COMMUNITY LIFE IS AS UNIQUE AS IT IS VIBRANT.

With nearly 150 years of tradition to bond them together, AIS students undoubtedly find an intellectual and social home the minute they step foot on campus in a community that takes an all-in approach to empowering each girl. AIS students have a variety of activities to appeal to each girls' distinct skills and interests.

Beginning in the Lower School, AIS teachers pride themselves on making School a joyful and engaging experience. Students participate in cherished traditions like Dolly Gaul Day, Field Day, and Mayfair—an AIS spring celebration that is more than 75 years old. After school, students may choose to participate in enriching activities including Cooking Around the World, Wood Creations, Green Thumb Club, World Travelers, Acting, and Coding.

Expanded opportunities make the transition to Middle School an exciting one. Middle School workshops, Parliament, and student council are various ways for students to discover and nurture their leadership skills in the way that best suits them. Similar to the Lower School, there are particular programs exclusively for Middle School; these include Stars and Stripes day and the Middle School Musical.

Life in the Upper School is just as busy as years prior. Each year, students can look forward to a different experience: freshmen attending an off-campus retreat; sophomores receiving their class rings; juniors accepting their AIS blazers, signifying their transitioning role to a leader of the campus; and the welcoming of Seniors into the alumnae association with a special dinner 100 days before commencement. With all of the rich traditions and history at AIS, it is the students themselves who make the school truly special—whether in the classroom, on the playing field, on the sidelines, or on stage.



Students continue to shape a sense of community by participating in hallway competitions and upper-level advisory groups. Since community is a core value of AIS, Upper School students have a “Club” time built into their schedule. Upper Schoolers can choose from more than [50 student-led clubs, boards, and organizations](#). Girls pursue everything from student government to robotics (for many, an activity begun in Lower School), multicultural councils, cultural organizations, the student newspaper, STEM club, pottery, and [musical theater](#).



ARTS

Led by a distinguished [faculty](#) of juried visual artists, published playwrights, and professional performance artists, AIS students have the opportunity to delve deep into the art of self-expression. Starting in the Lower School, students participate in [studio art](#), [music](#), and [theater](#). In Middle School, [dance](#), [photography](#), and [media arts](#) are added to the curriculum. AIS girls have the opportunity to express themselves and represent their School in a number of different arenas, including the celebrated [Bel Cantos](#) acapella group, multiple performances throughout the year in the School's own West-Wike Theatre, and courses like "The Artist as Entrepreneur" studying the business side of art.

ATHLETICS

When girls participate in athletics at Agnes Irwin, they build the character and resilience that set them up to succeed—at anything they set their minds to. Agnes Irwin's rich athletic history and dedication to pre-collegiate student-athletes is a great source of pride for the School. AIS teams, known as the Owls, compete as members of the historic Inter-Academic League, or Inter-Ac, formed in 1887. The Agnes Irwin School [Athletic Hall of Fame](#) celebrates and preserves the School's rich tradition and history of success in athletics.

Beginning in the 6th grade, students can join one of ten Middle School sports teams. In Upper School, girls can choose to participate in one of the [14 varsity sports teams](#). In 2018-2019, athletic accolades for AIS students included 23 all Inter-Ac Athletes, 15 All Delco Athletes, 2 US Lacrosse All-American Honors, 2 US Lacrosse All-Academic Honors, and 4 Stotesbury Cup Regatta Champions. Students also have the opportunity to learn new sports, whether through development squash clinics or the "learn to row" program. Great Agnes Irwin traditions feature athletic competition, including the popular



[AIS/EA Day](#), a day of competition against neighborhood rival Episcopal Academy preceded by a lively spirit week full of events and campus celebrations.

INCLUSIVE EXCELLENCE AT THE AGNES IRWIN SCHOOL

AIS fosters an inclusive and equitable community by honoring the individuality of all students, families, teachers, and staff. Diversity of experience, thought, and ideas is not only a pillar of the School, but is also an integral part of the learning process and the AIS experience. Aspects of individuality are explored through inspiring speakers, a rigorous curriculum, faculty development, and student organizations. Every day, AIS nurtures the necessary skills and provides experiences for students to thrive in a diverse and inclusive community.

Equity and inclusion work is a collaborative effort at AIS. Four coordinators—one for each academic division and one for staff—work together with division directors and the Assistant Head of School to implement programming, resolve conflicts, and model and support inclusive excellence.

FOR NEARLY 150 YEARS, THE AGNES IRWIN SCHOOL HAS PIONEERED GIRLS' EDUCATION.



STRATEGIC PLAN

In 2016, Agnes Irwin's Board of Trustees—along with the administrative leadership team, faculty, staff, parent, alumnae, and student input—strategically crafted a course to propel the School further forward. Building on the success of a \$40 million capital campaign completed in 2014, the largest campaign for any girls' school in the region, AIS has prepared to embrace the opportunities and challenges ahead by focusing on four key initiatives as part of a [strategic plan](#):

- Ignite curiosity and creativity
- Energize our educators
- Enrich our community
- Secure our financial future

These strategic priorities mark the course through 2021, including a [year-long celebration](#) of the 150th anniversary of the School's founding in 2019-2020, as AIS continues to empower girls by delivering a transformative education.

GOVERNANCE AND FINANCE

The Head of School reports to a 27-member [board of trustees](#), the governing body of The Agnes Irwin School. The board seeks guidance on best practices from its membership associations, including the National Association of Independent Schools (NAIS) and the National Coalition of Girls' Schools (NCGS). The board takes its role as the community's philanthropic leaders seriously: during the last capital campaign, over 40% of the \$40 million raised was given by trustees.

The Head of School oversees a professional team of nine:

- Assistant Head of School for Academics and Inclusive Excellence
- Director of Upper School
- Director of Middle School
- Director of Lower School
- Director of Admissions
- Director of Marketing and Communications
- Chief Financial Officer
- Director of Development
- Director of Athletics

In 2018-2019, the operating budget of The Agnes Irwin School was approximately \$20 million. The current endowment is more than \$18 million and managed by an outside investment firm with oversight from the board's investment committee. In recent years, successful fundraising and prudent fiscal management have resulted in the creation of an LLC to take advantage of Pennsylvania's generous tax credits for gifts to financial aid, the cash purchase of a property adjacent to the School's campus, and successful unrestricted Annual Fund campaigns. [Summer programming](#) and [rentals](#) add to the School's revenue.



THE NEXT HEAD OF SCHOOL WILL LEAD THE AGNES IRWIN SCHOOL THROUGH AN EXCITING MOMENT OF STRATEGIC GROWTH, AS THE SCHOOL LOOKS FORWARD TOWARD ITS NEXT 150 YEARS AFTER ITS SESQUICENTENARY CELEBRATION IN 2019-2020.

With an exceptional tradition of leadership in girls' education, AIS is poised to build on its legacy of empowering girls and inspiring women. Providing dynamic leadership for the entire AIS community, the next Head will have the opportunity to focus on the following:

Leading with Strategic Vision

- Collaborate with the board of trustees and the AIS community to lead a new strategic planning process, setting the course for the future of the School and its continued position as a leader in girls' education;
- Build upon the School's strengths, communicating the value of an AIS education externally to raise visibility and recognition; and,
- Mentor and support the School's talented, yet new, academic leadership team.

Building Community on Campus and Beyond

- Build strong relationships with students, faculty, parents, and alumnae by being a warm, energetic, joyful and visible presence in the life of the School who is able to inspire across all constituencies;
- Strengthen communication and collaboration among all AIS community members;
- Champion The Agnes Irwin School internally and externally, while articulating the School's distinctive program and engaging with a broad spectrum of friends and neighbors; and,
- Promote and engage with the School's powerful alumnae network.

Strengthening Enrollment

- Oversee, at the highest level, the School's enrollment management strategy, understanding that AIS operates in a competitive market for education with excellent public and independent school choices;
- Communicate effectively the value of an AIS education to the wider Main Line and Philadelphia communities; and,
- Engage meaningfully with prospective AIS families, serving as an enthusiastic advocate for the School community.

Securing Agnes Irwin's Financial Future

- Expand the already strong culture of philanthropy in the AIS community with an emphasis on increasing the endowment;
- Cultivate and sustain relationships with individual donors across all of the School's constituent groups; and,
- Engage in strategic fiscal management, overseeing the complex relationships between tuition, endowment, and financial aid.

Fostering Academic Excellence

- Inspire continued curricular and pedagogical innovation and strengthening across the three divisions, with particular focus on math and science;
- Foster a culture focused on attracting, developing, and retaining outstanding faculty; and,
- Balance a rigorous academic program with a commitment to the social and emotional well-being of students.



QUALIFICATIONS AND PERSONAL CHARACTERISTICS

Serving as the School's advocate and academic leader, the next Head of School must embody the values of The Agnes Irwin School and work with its students, faculty, staff, parents, alumnae, trustees, and the broader community to further its mission. The next Head of School must demonstrate a passion for girls' education, a dynamic leadership style, exceptional communication skills, and deep integrity. An advanced degree is preferred. In addition, strong candidates will possess many of the following:

- A capacity for distributive leadership and strong management practices, including collaboration and delegation;
- Demonstrated ability to develop meaningful relationships with students and to work productively with a broad range of constituents, including faculty, staff, parents, trustees, and alumnae;
- Proven ability to attract, develop, and retain a strong leadership team;
- A record of identifying, planning, and implementing high level strategic priorities;
- Experience successfully addressing enrollment challenges and opportunities facing independent schools;
- Enthusiasm for honoring a school's traditions, taking part in campus activities, and being a highly visible part of a school community;
- Understanding of the evolving nature of education in the 21st century and the ability to act nimbly to take advantage of opportunities;
- A sophisticated understanding of child development and best pedagogical practices;



- A proven track record of engaging with donors and raising funds;
- A record of successfully advancing initiatives in support of equity and inclusion;
- A positive and optimistic attitude and entrepreneurial approach to problem-solving; and,
- A joyful approach to learning, warmth, and a sense of humor.

Contact

For more information, please visit the Agnes Irwin website at agnesirwin.org.

Please send all nominations and applications—electronically and in confidence—to:

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The **Agnes Irwin** School

The Agnes Irwin School does not discriminate in any term or condition of employment on the basis of race, color, religion, sex, sexual orientation, ancestry, citizenship, national origin, age, disability, veteran status, genetic information, or any other characteristic or status protected by federal, state, or local law.