



MCDONOGH

HEAD OF MIDDLE SCHOOL POSITION STATEMENT





ABOUT MCDONOGH

McDonogh is an independent, coeducational day and five-day boarding school in the suburbs of Baltimore, MD, that enrolls students in prekindergarten through twelfth grade. Providing life-altering educational opportunities that inspire joy in learning and promote personal and intellectual growth is at the heart of the McDonogh experience. The School's talented and caring teachers prepare students to lead and to be a force for good in a rapidly changing world.

In addition to state-of-the-art academic, art, and athletic facilities, McDonogh's 800-acre campus provides countless opportunities for exploration. A unique highlight is Roots, a 10-acre farm where students experience hands-on learning and harvest produce for The Maryland Food Bank.

McDonogh's fleet of 20 buses serves Baltimore City and surrounding counties. The five-day boarding option allows Upper School students to experience activities, traditions, spirit, and community to the fullest.

OUR MISSION, VISION, AND VALUES

McDonogh is a school that finds joy in work and play. We prepare students to lead in a rapidly changing world.

OUR MISSION is to provide life-altering educational experiences that inspire personal and intellectual growth.

OUR VISION is of a dynamic, inclusive community built on lifelong relationships, the pursuit of excellence, and a shared commitment to do the greatest possible amount of good.

OUR VALUES

- INTEGRITY.** Strong character consists of being true to oneself and honest with others.
- RESPECT.** Empathy and civil discourse help make McDonogh a place where everyone belongs.
- RESILIENCE.** The ability to overcome life's challenges with grace is essential for self-discovery.
- CURIOSITY.** We are lifelong learners in joyful pursuit of knowledge and wisdom.
- GRATITUDE.** "We give something more than we take" because service to others brings meaning and purpose.

THE MIDDLE SCHOOL

McDonogh's Middle School is a dynamic environment where fifth through eighth graders discover their strengths, build confidence, and develop into thoughtful, engaged learners. In our supportive environment, students are encouraged to take meaningful risks, celebrate their successes, learn from setbacks, and take ownership of their growth, all while living by McDonogh's Character Compass values of respect, kindness, honesty, responsibility, and service.

Our stimulating and challenging academic program emphasizes deep, authentic learning through interdisciplinary problem- and project-based experiences. Combined with strong programs in visual and performing arts, ethics, physical education, athletics, and community service, this approach cultivates critical and creative thinking, strong work habits, intellectual curiosity, and a genuine love of learning.

The goal of the Middle School is to prepare students during these important formative years so that they enter the Upper School with integrity, a strong sense of personal responsibility, pride in their accomplishments, and confidence in their potential.

[Learn more](#) about what makes the Middle School program so special.





AT A GLANCE

- McDonogh enrolls **1,460 students** from the greater Baltimore region.
- The student body represents a wide range of racial, ethnic, religious, socioeconomic, and geographic backgrounds. (**44% students of color.**)
- **Five-day boarding** is an option for upper school students.
- McDonogh employs the equivalent of **190 full-time faculty** members.
- **50 faculty and staff families live on campus** and are involved in our vibrant boarding program.
- **67% of faculty hold advanced degrees**, and the average teaching tenure is 15 years.
- The woods, fields, ponds, and streams—part of our **800-acre campus**—serve as an outdoor classroom.
- Roots, a **10-acre campus farm**, offers students hands-on experiences such as planting and harvesting produce for our dining hall and area food pantries.
- Our **top-notch facilities** include an innovation center, a STEM building, two theaters, an art gallery, a riding hall, an Olympic-sized pool, and numerous playing fields and tennis courts.
- McDonogh is a member of **NAIS, AIMS, and INDEX.**

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ESSENTIAL TO OUR MISSION

LIFEREADY LEARNING: ACADEMIC AND CO-CURRICULAR VISION

LifeReady—McDonogh's vision for teaching and learning—is a framework that guides our faculty in how they teach. Our classrooms are vibrant spaces of inquiry, analysis, and understanding where students take an active role in their learning.

GREATEST GOOD MCDONOGH: SIGNATURE CIVIC IMPACT PROGRAM

Greatest Good McDonogh aims to close the gap between students' intention and their ability to do good in the world. Students learn best practices in service learning, philanthropy, community engagement, and civic innovation.

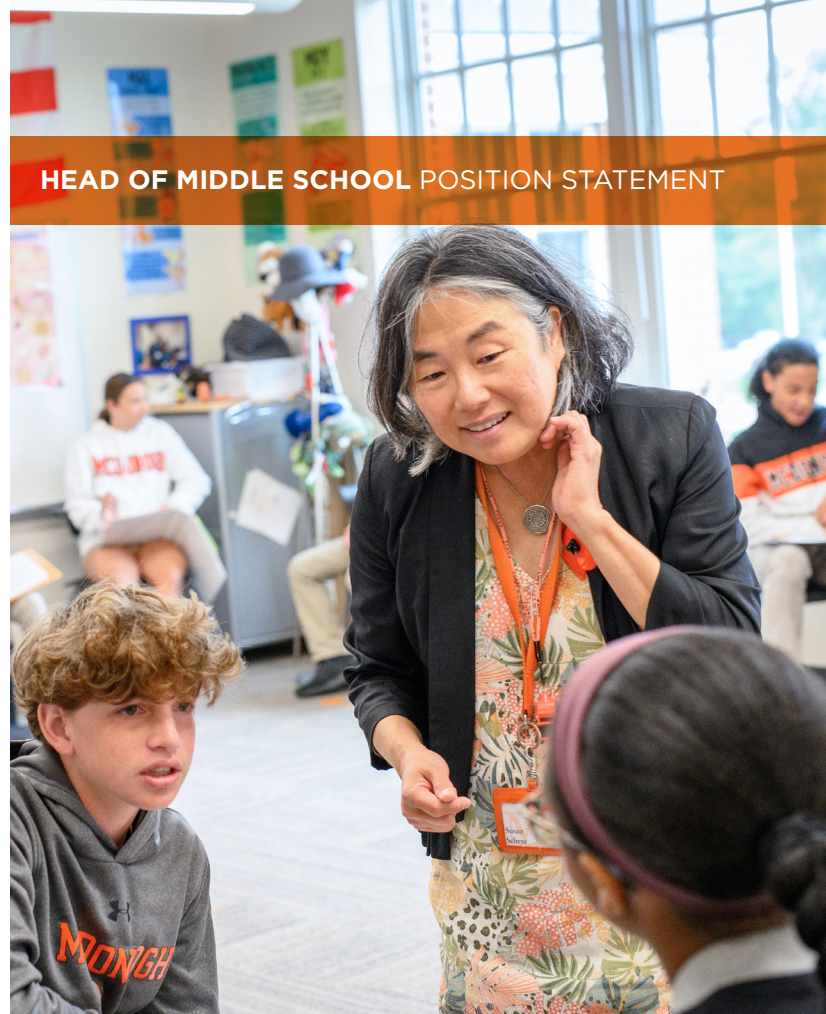
ROOTS FARM: OUR OUTDOOR CLASSROOM

Students gain an appreciation for the connection between the environment, health, society, and food at Roots Farm. Our 10-acre outdoor classroom boasts two barns, a greenhouse, a culinary kitchen, 11 active beehives, 16 hens, and six turkeys.

FREEDOM OF EXPRESSION & CIVIL DISCOURSE

McDonogh School teaches students how to think and not what to think. This practice enables students to graduate with the knowledge and ability to arrive at thoughtful beliefs, developed through civil discourse—strategies and interpersonal behaviors that help people to listen, share, understand, think, and debate—so that they become trusted stewards of democracy.

Learn more about our commitment to academic excellence in our new [Academic Strategic Plan](#).



COMPENSATION AND BENEFITS

- Competitive salaries
- Health, dental, life insurance, and vision plans
- Health Savings Account (HSA)
- Personal days, holidays, and illness leave
- Retirement plan with generous school contributions
- Comprehensive employee wellness program
- Breakfast and lunch provided (M-F)
- On-campus housing possibilities
- Access to the School's training facility and campus walking, running, and hiking trails



LIVING AND WORKING IN BALTIMORE

Learn more about [living in Baltimore](#) and [Maryland](#).

“CHARMING” SUBURBAN NEIGHBORHOODS:

Baltimore is commonly referred to as Charm City, and the suburbs are no different! Northwestern Baltimore and its towns, such as Owings Mills, Pikesville, and Reisterstown, offer welcoming family-friendly communities with spacious homes and easy access to retail and leisure activities.

PROXIMITY TO NATURE: Enjoy the best of both worlds with suburban living close to beautiful natural areas like Oregon Ridge Park, Patapsco Valley State Park, and Liberty Reservoir—perfect for hiking, biking, and outdoor recreation.

CONVENIENT COMMUTING: With quick access to major highways like I-95 and I-83, living in

the Baltimore area makes commuting downtown or to nearby cities like Washington, D.C., Philadelphia, or New York City easy.

CENTRAL LOCATION: Baltimore's central Maryland location provides easy access to a variety of recreational activities. Water enthusiasts can explore the Chesapeake Bay and its scenic tributaries, while a short drive east brings you to the beaches of Ocean City. Head west, and you'll discover beautiful hiking trails and ski slopes in Western Maryland, all within a three-hour drive.

ACCESS TO TOP HEALTHCARE: Living in Baltimore places you near some of the region's best healthcare facilities, including the highly renowned Johns Hopkins and University of Maryland Hospitals.

POSITION OVERVIEW

McDonogh seeks a dynamic and visionary Head of Middle School to lead the School's vibrant division into its next chapter of excellence. This is an opportunity to shape the Middle School experience for a generation of students: to build upon a strong foundation while reimagining what's possible during these transformative years. The ideal candidate will be a middle school person at heart, someone who genuinely loves this age group and understands the unique magic and complexity of the middle grades experience.

The Head of Middle School will serve as the senior administrator for approximately 420 students in grades five through eight and a talented faculty of more than 50 educators. This leader is responsible for the overall strategic direction and day-to-day leadership of the division. The successful candidate will be a visible, relational presence in the life of the School who guides students, faculty, and families with clarity, empathy, and integrity.

As a member of the School's Leadership Team, the Head of Middle School will collaborate with colleagues across the School to advance McDonogh's new [Academic Strategic Plan](#), ensure equitable and inclusive practices, and promote the social, emotional, and academic growth of students.

This position reports to the Associate Head of School.



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QUALITIES

The next Head of Middle School will be an experienced educator and strategic leader who is energized by the opportunity to elevate a robust, complex division to new heights of excellence. Above all, this person is a relational leader who thrives in the middle school environment and genuinely delights in connecting with students, faculty, staff, and families. This is someone who chose middle school—not by chance, but by calling.

TOP CANDIDATES WILL BE:

- Dynamic, engaged leaders who build authentic relationships and inspire others to reach their full potential.
- Skilled at balancing strategic priorities with the presence and flexibility to be immersed in the daily rhythms of middle school life.
- Able to collaborate effectively with the School's Leadership Team in advancing schoolwide goals while leading confidently and decisively within the division.

THE HEAD OF MIDDLE SCHOOL WILL BE DESCRIBED AS:

- Visible, accessible, and energizing
- A trusted middle grades expert with a deep understanding of adolescent development
- Visionary yet grounded in practical realities
- A consistent, clear communicator who builds trust
- A curious, systems-minded thinker who strengthens existing programs while embracing thoughtful innovation

PRINCIPAL RESPONSIBILITIES

SUCCESS IN THIS ROLE WILL REQUIRE:

- Compelling leadership: Articulating a clear direction for the Middle School's future that builds on established strengths while advancing priorities in curriculum, student life, and faculty development in alignment with the School's mission.



- Prioritizing programmatic excellence: Integrating research-based practices and emerging technologies into the student experience, and leading the continued evolution of signature programs such as [Middle School Academy](#).
- Elevating the student experience: Creating structures and systems that integrate rigorous academics with social-emotional learning, ensuring every student is well-known, appropriately challenged, and fully supported in their development.
- Strengthening culture: Establishing clear expectations, consistent practices, and transparent communication to sustain a culture of equity, belonging, safety, and integrity across the division.
- Growing family partnerships: Building trust and transparency through meaningful engagement opportunities that support families as partners in their child's education.

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SALARY

This position is a salaried, exempt, full-time, 12-month position. Some evening and weekend work required. Compensation will be offered in the range of \$125,000–\$170,000.

HOW TO APPLY

McDonogh School has engaged Resource Group 175 to lead this search. Interested candidates should [apply online](#). *Please do not contact the school directly.*

Please include:

- Letter of Interest that addresses: Why this opportunity at McDonogh and why now?
- Résumé
- Personal Statement/Education Philosophy

Applications will be reviewed as they are received this fall. Initial conversations will be ongoing with a plan for the school team to begin interviews in November.

We anticipate a hire being made around the end of the calendar year with the next Head of Middle School beginning July 2026.

If you have any questions, please contact Adam Peichert at adam.peichert@rg175.com, who is supporting the search.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

McDonogh School is an equal opportunity employer and educator who fully and actively supports equal access for all qualified applicants, regardless of race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability status, genetic information or testing, family and medical leave, protected veteran status, or any other characteristic protected by law.

We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

