



POSITION STATEMENT
Head of School Search
Academy of the Sacred Heart

Bloomfield Hills, Michigan

Start Date: July 1, 2026





Head of School Position Statement

"Education should not be limited to the confines of the classroom, but should extend to the whole of life."
—Janet Erskine Stuart, RSCJ

An Overview

The Board of Trustees at Academy of the Sacred Heart in Bloomfield Hills, Michigan is seeking a new Head of School effective July 1, 2026. Established in 1851 in Detroit, Academy of the Sacred Heart is Michigan's oldest independent school. The Academy moved to its 28-acre campus in Bloomfield Hills in 1958.

Today, Academy of the Sacred Heart offers a Catholic, college preparatory education to girls (infant-Grade 12) and boys (infant-Grade 8) of many cultures and faiths in keeping with the Goals and Criteria of a Sacred Heart Education.

Nestled within one of the more affluent counties in the country, Academy of the Sacred Heart's 28-acre campus is wooded and serene, noticeably separate and an ideal setting for hands-on learning, spirited play, and contemplative education. Visitors are welcome and greeted warmly at the entrance of the main building and by all others with whom they come in contact and interact. The facilities are clean, pristine, and impressive, especially the majestic and elegant Catholic chapel that serves to unite the various wings of the building and provide space for reflection, all-school liturgies and prayer services. There is also a modern, state-of-the-art, 31,000 square foot Field House.

On the Academy's campus and within the facility itself emanates a palpable sense of both mission and legacy. The mission lives and breathes and is omnipresent in the life of the school. Singular words of the

Goals and Criteria, for example, are literally etched into several windows, and the mission is also actualized in that it serves as the rationale and foundation on which every decision is made. The "Portrait of a Graduate" is highlighted on banners, too, and prominently displayed throughout the building. As for legacy, the Academy's history is meticulously wrapped on the wall of a hallway adjacent to the Field House, and there are several photographs and plaques honoring Academy alumnae/i.

The Academy enrolls nearly 450 students across six learning communities. The school's enrollment has grown each of the last four years, driven by its Primary and Lower Schools that are near record levels. 68 students are enrolled in the all-girls Upper School, which was recently named the #1 Catholic high school in Michigan by Niche, a nationally recognized organization that supports those finding the best schools in any particular area across the United States. The Academy's student body represents over forty local communities and four continents with at least seven languages spoken. Approximately 25% of students are non-Catholic.





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“Small by design”, the Academy assures that all its students are known, heard, and valued by a devoted and caring faculty and staff. Students attend small classes and are on the receiving end of considerable personal attention and individualized instruction. Under the watchful eyes of Sacred Heart educators and as beneficiaries of an intentional Sacred Heart educational program that educates the whole child, Sacred Heart students develop both their own voice and the confidence necessary to lead and contribute in a manner consistent with the Goals and Criteria.

The Mission

As a Catholic, Independent, Sacred Heart school for students of all faiths, Academy of the Sacred Heart educates students to learn, serve, and lead with confidence, self-awareness, and integrity.

St. Madeleine Sophie Barat founded the Society of the Sacred Heart more than 200 years ago. Her vision - to educate students in an environment attentive to the development of the whole person - inspired the mission of a Sacred Heart education as articulated in the Goals and Criteria (below). The Goals and Criteria serve as a covenant among Sacred Heart educators and the Society of the Sacred Heart on behalf of young people for the sake of building a world reflective of the

attitudes of Christ's Heart. In St. Madeleine Sophie's lifetime, the Society of the Sacred Heart expanded across continents, becoming a truly international community. Today, the Academy of the Sacred Heart is part of the network of 25 Sacred Heart schools in the United States and Canada, and of a global community of Sacred Heart schools in 41 countries. As a school of the Sacred Heart, Academy of the Sacred Heart commits itself to the timeless principles articulated in the Goals and Criteria.

The Core Values

Goal 1: A Personal And Active Faith in God

Goal 2: A Deep Respect For Intellectual Values

Goal 3: A Social Awareness Which Impels To Action

Goal 4: The Building Of Community As A Christian Value

Goal 5: Personal Growth In An Atmosphere Of Wise Freedom

Please see Our Mission, [Goals and Criteria](#)

Academy of the Sacred Heart's culture and identity are bound inextricably to the vision set forth in the Goals and Criteria. They awaken and spur faith, intellect, social action, community building, and personal growth. Whether planning a community service project, tackling an academic challenge, or supporting one another, Sacred Heart students and faculty frame their choices and actions in accordance with the Goals and Criteria. During their years at the Academy, Sacred Heart students measure their actions considering the Five Goals, until doing so becomes a habit of being. By the time students graduate, these principles become an internal well of wisdom and strength from which they draw throughout their lives.

“Sacred Heart stands out for its focus on nurturing the whole child—mind, body, and spirit. The school’s commitment to Sacred Heart values, including faith-based learning, personal growth, and a strong sense of community, creates a special environment.”
—Sacred Heart Parent



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The Vision

Academy of the Sacred Heart graduates are collaborative problem solvers and transformative leaders. The Academy accomplishes this by fostering a community of learners who are purposeful, authentic, knowledgeable, inquisitive, analytical, creative, discerning, empathetic, humble, and resilient.

Head of School, Damian Hermann, presented the Academy's educational philosophy in pursuit of the mission and vision when he wrote:

"With 200 years of educational experience, evolution and innovation to draw upon, Sacred Heart educators build on best practices to design intentional, individual experiences to challenge each student. We believe that:

- Learning experiences that promote discovery and curiosity result in engaged students who develop the virtues and habits essential to living a fully human life.
- Reason nourishes faith, and faith nourishes reason.

- Through relationships, we come to understand that God is present in each person.
- Through the Goals and Criteria students live lives of faith, intellectual excellence, responsibility to self and community, and personal integrity.

As an educational community that spans infancy through Grade 12, we have the privilege to truly watch our students grow up, and we know each child in a way that few schools can boast. We are experts in the many milestones of the early childhood experience and the challenges of Primary and Lower School skill development. We know that single-gender classrooms provide our Middle School students with the space they need to continue to grow academically and socially while still being kids. In Upper School, our single-gender environment empowers young women to be proud scholars, leaders of change, and independent, responsible young adults who flourish and succeed at the collegiate level. An Academy of the Sacred Heart education is unique and rooted in relationships that empower students to be more than they ever imagined."

"We continue to deliver a unique "whole child" educational experience in ways no other schools in our area do – through curriculum centered on the Goals and Criteria: faith, intellect, social awareness, community, and personal growth" —Sacred Heart Trustee





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The Curriculum

At Academy of the Sacred Heart, the curriculum fosters intellectual growth, personal confidence, and a love of learning from Early Childhood through Grade 12. The Academy educates the whole person, forming both the heart and mind of its students and values and celebrates all forms of excellence, creating leaders of conscience in many different dimensions.

Early Childhood & Primary School (PreK - Grade 1)

The youngest learners engage in a developmentally appropriate, play-based environment that builds a strong academic and social-emotional foundation. Through immersive learning experiences, French language introduction, STEM, music, and art, children develop curiosity and confidence.

Lower School (Grades 2-4)

With a focus on personalized instruction, the curriculum incorporates Core Knowledge Language Arts (CKLA) for literacy and Big Ideas Math, ensuring a strong academic foundation. Students engage in hands-on learning across disciplines, developing critical thinking skills and a sense of responsibility while deepening their spiritual and moral growth.

Middle School (Grades 5-8): A Purposeful Single-Gender Approach

Starting in Grade 5, single-gender Middle School programs provide an environment tailored to how students learn best. Middle School for Girls empowers students through a challenging academic curriculum, leadership development, and a supportive all-girls environment where they build confidence and community. Kensington Hall (Boys) fosters leadership, collaboration, and hands-on learning, supported by a research-driven curriculum that nurtures character, responsibility, and intellectual growth.



- According to data published by the Northwest Evaluation Association (NWEA), the Academy's median student in Grades 3-8 is performing in the top quartile nationally in math and reading, and still growing faster than the average student nationally

Upper School

Teachers in the Upper School help young women cultivate the confidence and competence to be reflective, transformational leaders in the world. The curriculum offers a range of courses through the Advanced Placement level in the arts, humanities, modern and classical languages, mathematics, religion and sciences, as well as a strong program in physical education, athletics and extracurricular activities. Through rigorous coursework, meaningful class retreats, weekly community service learning, and annual immersive field studies around the world, students find and use their voices to grow in courage. They also cultivate strong connections with their peers, teachers while deepening their faith, and developing a heart for justice.

The commitment to single-gender education in the Middle and Upper Schools ensures students thrive academically, socially, and personally building the skills and confidence needed for lifelong success. Please see a detailed account of the Academy of the Sacred Heart's curriculum in all 6 learning communities from Early Childhood to Grade 12 at <https://www.ashmi.org/our-schools>



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Project Term

Academy of the Sacred Heart is committed to helping students grow into collaborative problem solvers and transformational leaders. In the Upper School, no program illustrates this commitment better than Project Term. Started in 1974, Project Term uniquely integrates the Goals and Criteria of a Sacred Heart education by providing an opportunity for students to expand their understanding of the world around them and their place in it.

Each year, all students in Grades 9-12 participate in a seven-month program in which they leverage design thinking to explore complex global issues in partnership with diverse organizations and experts around the world, from Pontiac to Peru. The highlight of the program is a week-long field study during which students travel with faculty to their partner site for an immersive learning experience that invites them to step outside of their comfort zone, explore new cultures and communities, and work shoulder to shoulder with non-profit organizations and experts committed to addressing such issues as climate change, homelessness, education equity, and forced migration. When students return to school after their field study, they are encouraged to apply and share their learning with the community.

By the time a Sacred Heart student has graduated from the Upper School, she will have participated in four different transformational Project Term field studies.

College Counseling

Applying to college is a capstone experience in a Sacred Heart student's journey. The College Counseling office is managed by a licensed professional counselor (LPC) who is with the student every step of the way. The goal is that each student reflects on her college search with pride and moves forward with confidence. Wherever she ultimately goes, Sacred Heart wants her to continue to cultivate and carry with her the Sacred Heart Goals she has made her own. All Sacred Heart graduates attend college, and each of the last few years, Upper School graduates were accepted to the most selective colleges and universities at a rate that is ~2.5x the national average for those schools.

Please see the College Acceptances for the Class of 2024 at <https://www.ashmi.org/admissions/overview>





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Athletics

The Athletic Program is rooted in the Goals and Criteria and educates students to a life-long sense of responsibility for health and well-being. The program provides equal opportunity for students to learn about sport, develop skills and exercise leadership. Through the "no-cut" policy, everyone can be on a team, regardless of the individual's capabilities or experience. The program promotes self-discipline, responsibility, decision-making, teamwork, and learning the benefits of cooperation and respect for others. Each student has the opportunity to apply skills in situations commensurate with his or her own interest and skill level.

Lower School

Lower School students are offered a mix of competitive and intramural athletic opportunities in such sports as field hockey, soccer, basketball, pom/dance, lacrosse,

tennis, and golf. The programs are designed to provide foundational skills in a team environment in a variety of sports to prepare students for competition in Middle School. In addition, 4th grade students may compete in certain sports (such as soccer) with the Catholic Youth Organization alongside the Middle School for Girls and Kensington Hall JV programs.

Middle School

Kensington Hall and the Middle School for Girls maintain a competitive interscholastic sports program. The boys participate in cross country and soccer in the Fall; basketball in the Winter; and golf and lacrosse in the spring. The girls compete in cross-country, field hockey, soccer, and volleyball in the Fall; basketball and pom/dance in the Winter; and lacrosse and tennis in the Spring. These sports were chosen because they offer opportunities to all of the students, regardless of capabilities or background. The Academy also offers the opportunity for students at other smaller area schools to join a number of its Sacred Heart Middle School teams.

Upper School

Fall: Cross Country, Field Hockey, Golf, Swimming, Volleyball

Winter: Basketball, Ice Hockey, Pom/Dance, Skiing

Spring: Lacrosse, Soccer, Tennis, Track

Sacred Heart has a rich tradition of excellence in sports, enjoying 20 state championship titles, five all-American athletes and 14 "Coach of the Year" honorees.

The campus includes a state-of-the-art, 31,000 square-foot Field House, a second full-size gymnasium (the Dritsas gym), a modern workout room, eight well-maintained tennis courts constructed in the last decade, and 2 full grass fields. The multi-sport athletic facilities are modern and include landscaping that is both ecologically and environmentally friendly.



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Student Life

At the Academy of the Sacred Heart, school is about much more than academics. A Sacred Heart education provides exceptional life experiences, rooted in the school's Catholic identity and the Goals and Criteria. In and beyond the classroom, students grow in body, mind and spirit. Children of the Sacred Heart are encouraged to pray and reflect; serve those in need; express themselves through the visual and performing arts; step into leadership roles; and actively participate in the global Network of Sacred Heart Schools. At the same time, students learn strategies to strengthen their well-being, with the ultimate goal of finding both success and joy.

Spiritual Growth

Students, in relationships of trust, love and prayer, develop a personal and active faith in God (Goal I). Sacred spaces are available for student reflection, regardless of religious affiliation. In fact, the Academy of the Sacred Heart has often been called "a Catholic school for children of all faiths."



In addition to the religious instruction offered at every level, opportunities for spiritual growth abound, ranging from formal all-school liturgies to prayer services and daily espacio, a time for silent reflection throughout the building. For the Catholic learners, sacramental preparation occurs in Grade 2 (First Holy Communion) and Grade 4 (Reconciliation). Class retreats, both on- and off-campus, deepen the students' faith life and strengthen the bonds of community.

Community Service

Community Service is an integral part of the life and mission at Academy of the Sacred Heart, which seeks to educate students toward a social awareness that will compel them to play an active role in the community. From the youngest students to the intergenerational community in action days, the Sacred Heart community commits to building a world where equal opportunity is available to all. Every member of the Sacred Heart family is encouraged to make hands-on service a way of life.

Community service objectives and plans are visible at each level of the school, providing developmentally appropriate ways for students to respond to the needs of the world. From participating in disaster relief efforts, to assisting those in need within the Network of Sacred Heart Schools, to providing Thanksgiving food baskets, students give from the heart to ease the burdens of others.

Sacred Heart students engage in 200+ hours of community service weekly. The Service Program serves the educational, nutritional and social needs of children and adults in neighboring communities.

Visual Arts

Students experience the thinking, making, and skill-developing aspects of the arts as well as their expressive qualities, seen in the context of individual life, and in the life of cultures, past and present. The emphasis of the program is on the process of creation with beautiful examples often on display in the Guinn Art Gallery located just outside the Chapel.



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Performing Arts

Performing arts such as creative movement, instrumental music, choir, forensics and theater are essential to the curriculum. Christmas programs and concerts provide students with the experience of performing for large audiences. All music students play a key role in liturgies and prayer services.

Music

Both Middle Schools and the Upper School offer classes in instrumental and vocal music for both beginners and students with previous experience. Vocal students in Grades 6-12 participate in choral festivals at the district and state levels.

Developing Leaders

Central to a Sacred Heart education is the active development of students' leadership skills. Students exercise leadership in a variety of forms and settings, practicing self-discipline, responsibility and wise decision-making.

Sacred Heart alumnae/i are leaders of conscience - men and women with integrity, confidence, self-understanding and commitment, who serve their families, workplaces and communities, both on a local and a global scale.

Experiential Learning

Experiential learning is a key component of Sacred Heart education (from Early Childhood through Upper School), extending well beyond the traditional classroom setting to promote self-discovery and hands-on skill building. These exploratory experiences provide opportunities for risk-taking, leadership, moral development and personal achievement. In many ways, the Upper School's Project Term program represents the culmination of experiential learning. A signature program of the Academy of the Sacred Heart, Project Term finds students and faculty planning programs together, offering hands-on learning in a variety of fields while gaining exposure and awareness of communities and cultures around the world.

Student Exchange

One of the unique advantages of attending a Sacred Heart school is that students are automatically part of a global network of over 150 schools. Qualifying Grade 8 and Grade 10 students have the opportunity to travel to one of these schools, living with a host family and later hosting a Sacred Heart student in their home and at Academy of the Sacred Heart. Students benefit from experiencing a Sacred Heart education from a different perspective, while being immersed in the local culture and language. Being a truly 1:1 reciprocal program, participating host families build a trusting relationship that crosses borders, rooted in their common desire for their children to expand their worldview and deepen their cultural awareness and empathy.





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Belonging

Academy of the Sacred Heart is compelled by the love of God and the mandate of the Gospel of Jesus Christ to act with awareness, humility, empathy, and solidarity. The school values diversity as a reflection of God's world and the global network and as an essential source of strength and enrichment. The school is committed to fostering an inclusive environment where every member of the community feels valued, respected, and empowered to thrive. This commitment is drawn directly from its Goals and Criteria.

"The strong sense of community is one of Sacred Heart's defining characteristics. It creates an environment where students and families feel supported, connected, and part of something larger than themselves."

—Sacred Heart Faculty

Location

Bloomfield Hills is located in the southeast portion of Oakland County, Michigan. A northern suburb of Detroit on the Woodward Corridor, Bloomfield Hills is located roughly 20 miles northwest of downtown Detroit. Bloomfield Hills consistently ranks as one of the top 5 wealthiest cities in the United States among cities with over 1,000 households. Residents strongly value the traditions of private, quiet, residential properties with the amenities of culture, restaurants, and nightlife offered in nearby Birmingham and Detroit. The community is the home to the internationally renowned Cranbrook Institute of Science and Arts, as well as the exclusive Bloomfield Hills Country Club and the Oakland Hills Country Club, which has hosted numerous PGA events.

Strengths of Academy of the Sacred Heart

The school has many strengths that are evident when visiting and have been confirmed by key stakeholders through surveys and conversations. They include but are not limited to the following:

- Sacred Heart traditions and the global network
- Faith-based mission and commitment to the Goals and Criteria
- Mission-driven culture and focus on the whole child
- Beautiful campus and impressive facility
- Dedicated faculty and staff
- Sense of community and belonging
- Personalized education with small class sizes and a 12:1 student teacher ratio
- Experiential learning opportunities
- Focus on character development
- Rigorous academic program
- Safe and supportive environment
- Rich history and legacy
- Opportunities for service and leadership
- Robust annual fundraising
- Reputation for excellence





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Challenges and Opportunities for Leadership

The next Head of School at Academy of the Sacred Heart should be prepared to collaborate with a forward-thinking and committed Board of Trustees to fulfill the school's mission and to lead the school wisely and boldly into the future, by embracing current challenges and seizing new opportunities. These challenges and opportunities include but are not limited to the following:

- Remaining true to the spirit of the Sacred Heart mission by providing an authentic Catholic education while responding to students who come from homes of varying faiths.
- Building upon Damian Hermann's legacy of accomplishments and achievements while sharing a clear and compelling vision for Academy of the Sacred Heart's future.
- Driving increases in enrollment, particularly in the Middle and Upper Schools, by and retaining existing students and attracting new students through enhanced offerings, additional social opportunities, and more proactive and innovative marketing strategies.
- Sustaining the school's academic performance and commitment to measuring academic quality while continuing to introduce innovative educational practices that provide students with future-ready skills.
- Selecting, retaining and inspiring outstanding teachers, staff and administrators, as well as supervising, motivating, developing and encouraging their professional growth.
- Raising new money to secure long-term financial sustainability.
- Upgrading school facilities, including classrooms, food service, athletic spaces, and technology, and attending to pockets of deferred maintenance.
- Strengthening community outreach, exploring new avenues for parent and alumnae/i engagement, and enhancing overall marketing efforts.



Key Qualifications and Qualities

The successful candidate to be Head of School at Academy of the Sacred Heart will be a mission- and values-driven leader who will embody and demonstrate the following skills, qualities, characteristics and experience:

- Deep understanding and commitment to Sacred Heart values, its Goals and Criteria, and Catholic identity.
- An inspirational leader who serves as a visible, enthusiastic, joyful, and engaged presence in the community building trust and unity within the community where all voices are heard and valued.
- Ability to build a strong administrative team, empower that team and drive accountability.
- Personal integrity, an ethical foundation, high emotional intelligence along with warmth, humility, enthusiasm, confidence, and a sense of humor.
- Experience in curriculum development with a focus on the holistic educational development of students as well as experiential learning, service, and leadership programs.



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- Forward-thinking leadership and the ability to drive enrollment, financial growth, and long-term sustainability.
- Sophisticated perspective on fundraising and the philanthropic efforts of independent schools and proven success in cultivating donors, alumni, and the broader community to raise revenue.
- Business acumen to navigate the complexities of independent school management and experience with budget management and long-term financial planning.
- A strong authentic communicator who can effectively and transparently engage with faculty, students, parents, trustees, and alumnae/i in a variety of forums and settings.
- A focus on the faculty and staff, including their recruitment and retention, and supporting their professional growth by providing resources and opportunities for continuous improvement.
- Creates a welcoming environment for students and families from diverse backgrounds.

"It's been 15 years since I've been a student at the school, but I wouldn't trade the education I got from Sacred Heart for anything. There's a kindness and a confidence with which every Sacred Heart student graduates that is hard to describe, but is in each of us." —Sacred Heart Alumna



To Apply

Academy of the Sacred Heart has retained Resource Group 175 to support its search for a new Head of School. If you wish to submit your application, you may do so at: <https://rg175.com/candidates/signup>

Applications include:

- Letter of interest (cover letter)
- Resume or CV
- One additional document that could be either a Personal Statement, your Leadership or Educational Philosophy, or a writing sample of your choice
- Names of four current references and contact information (will not be contacted until the semifinalist stage of the process).

The deadline for receipt of full application materials is **May 15, 2025**.

The Academy of the Sacred Heart Head of School Search Committee intends to interview semi-finalist candidates in June. Finalists will be invited to campus for a 2-day visit in September. For any questions or further information about the position, please contact either of the consultants below:

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