

# POSITION STATEMENT

# Tower Hill School

WILMINGTON, DELAWARE



HEAD OF MIDDLE SCHOOL SEARCH

START DATE: JULY 1, 2026



## OVERVIEW

Tower Hill School is seeking a new Head of Middle School to begin service in July of 2026. Working closely with a dynamic Head of School, Sarah Baker, and a talented and highly collaborative senior administrative team, the Head of Middle School will be charged with ensuring the overall excellence and future progress of Tower Hill School's middle school division of 234 students in grades 5-8. The leadership of the Head of Middle School will be an essential and integral element in the progress of a school poised to move forward in exciting ways in the years ahead.

Ten minutes from the President Joe Biden train station in Wilmington, Delaware, and 30 minutes from Philadelphia, lies an idyllic 44-acre campus at the high point of Wilmington's Highlands neighborhood, surrounded by beautiful homes and gardens. Founded in 1919, Tower Hill School is impressive by any standard. This superb Tower Tot-grade12 day school of 852 students boasts a beautiful modern campus characterized by stately buildings, and including six playing fields, modern playgrounds, ample science and innovation labs, and all the facilities necessary to uphold its motto of, "Many things done well."

While many PK-12 schools struggle to connect their students and faculty across the different divisions, everyone arriving in the morning at Tower Hill enters the school through the same central doorway. The students of all divisions of the school intersect and interact in many spaces in the connected buildings; students see each other every day and this helps to assure that each student is known and appreciated. Middle school students know and relate regularly with students in the lower and upper schools. Tower Hill has a welcoming community feeling and culture, and students are happy, involved in, and proud of their school.



## MISSION AND HISTORY

Tower Hill School is bound by an understanding that students are expected to take an active part in school life and, later on, life in the adult world; to take chances within the caring Tower Hill community; to learn from their experiences; and then, to enrich the world in which they live. Tower Hill School believes that an independent school education is an all-encompassing affair, and that members of the school community should strive to bring their best to everything they do, every day.

## MISSION STATEMENT

"Tower Hill School prepares students from diverse backgrounds for full and engagement with a dynamic world. Each student is provided with an educational experience that emphasizes the development of an inquisitive, discerning and critical mind; the value of being creative and aesthetically sensitive; the appreciation of physical well-being; the ability to collaborate and to function as part of a team; and the growth of character."





## PHILOSOPHY STATEMENT

“By combining personal challenge with individual support, Tower Hill is a college-preparatory school committed to building in students a foundation for lifelong learning. Tower Hill believes that diversity in all aspects of school life broadens and enhances the educational experience. In keeping with our motto *Multa Bene Facta*—Many Things Done Well—the school provides a challenging and exhilarating program, engaging students in a variety of educational experiences, while allowing them to develop their individual strengths and pursue their passions.”

## CORE VALUES

“Active citizenship, personal integrity, collective responsibility, team building and collaboration, and mutual respect—the school encourages each student to develop a sense of personal worth and to recognize, understand and accept the differences of others.”

## HISTORY

Tower Hill School was founded in 1919 by a group of benefactors committed to education in Wilmington and in Delaware. From its start, Tower Hill provided students with a superior academic experience, supported by development of creativity through the arts, healthy attitudes through athletics, and responsibility through service to the community.

Today the school serves students and their families from 40 cities and towns in 4 states. Nearly 40% of Tower Hill students receive financial aid.

To learn more about Tower Hill School today, visit and explore the school [website here](#).



## THE MIDDLE SCHOOL

The Middle School at Tower Hill helps each student discover and develop their own special talents while refining the essential skills needed to function in a challenging academic environment. The academic program is supplemented with daily physical education classes, a full performing and fine arts curriculum, trips of many kinds and explorations into co-curricular activities. The Middle School emphasizes effective and compassionate communication, consideration and tolerance of others, the development of teamwork and the strengthening of one's value system.

The school program is a full and busy one. All students take classes in the fundamental academic disciplines, as well as art, music, computer, physical education, character development, keyboarding skills and a wide range of short-term elective courses. The program is supplemented by a diversified assembly program; interesting day and overnight trips; major dramatic productions;

special math, social studies and science competitions; internal and external community service projects; and an energetic student council program. The After School Program is available at the end of the day.

Classes are small, each student has an advisor, and the reporting system allows for specialized narratives at narrowly spaced intervals—all of which help assure parents that the progress of their child is being closely followed. A strong counseling program reinforces the work of the advisor and Class Dean and provides parents with additional resources within the school.

The middle school faculty believes passionately in the right of each student to take advantage of every aspect of the school program. They therefore seek to create an educational environment in which each person is genuinely valued, respected, included and feels a sense of belonging.

Learn more about the Tower Hill [Middle School here](#).





## CHALLENGES AND OPPORTUNITIES

The next Middle School Head at Tower Hill School should be prepared to collaborate with a forward-thinking and devoted community to fulfill the school's mission and to lead the Middle School wisely and confidently into the future by embracing current challenges and seizing new opportunities. These challenges and opportunities include, but are not limited to the following:

- In a school where every student is known, there is an opportunity for the next Middle School Head to champion all the ways the community is succeeding in living up to its motto of "Many Things Done Well," to celebrate student accomplishments, and to articulate all the ways in which Tower Hill is investing in each student's individual strengths. Key to accomplishing this goal will be high visibility by the Middle School Head, who will understand the importance of planning and scheduling to be available and accessible.



- Enhance and clarify the responsibilities, function and cohesion of the Middle School leadership team. Talented and dedicated individuals serve in key leadership roles in the division and there is an opportunity to galvanize and inspire them further.
- The strategic plan asserts that Tower Hill is an "Engaged Community of Scholars." The Head of Middle School needs to provide inspiring academic leadership and collaboratively cultivate an academic program that engages and motivates students at this critical stage of their lives.
- Serve as an integral and collaborative member of the school leadership team as a whole, and as a trusted and effective colleague for the two other highly talented division heads (lower and upper schools).
- Improve and clarify middle school systems and procedures. Take a careful look at, and then address as appropriate and necessary, what exists in this generally successful middle school, and work closely with others to consider the approach to student discipline and behavior, student wellness and support, grading and assessment, scheduling, and others.
- Coordinate the middle school effectively with the tone and culture of the rest of the school, and be alert especially to the importance of smooth, effective and happy student transitions both into the middle school in 5<sup>th</sup> grade, and then out of the middle school in 8<sup>th</sup> grade.
- Dignify and celebrate the middle school experience for both students and teachers, and help the Tower Hill middle school to become one of the "gems" of overall school reputation and experience, drawing students toward this destination school because of what the middle school specifically has to offer.

## QUALITIES AND CHARACTERISTICS

The successful candidate for the position of Middle School Head at Tower Hill School should be a mission and values-driven leader, embodying and demonstrating most, if not all, of the following skills, qualities, characteristics, and experiences:

- Be an experienced and expert educator, especially regarding the middle school years, who is dedicated to going “all in,” capable of “modeling the way” joyfully for the various constituents within the community.
- Serve as a team player who is eager to collaborate with fellow team members and other senior administrators and establish authentic relationships with faculty and students.
- Have sincere and genuine care, understanding and wisdom regarding middle school age students, as well as for their curricular, programmatic, developmental, and well-being needs and best interests.
- Possess genuine curiosity about the abilities and interests of community members, advocate for the achievements of talented students and faculty, and possess the ability to inspire the middle school division to even greater success
- Strong written, verbal and interpersonal communication skills are essential.
- Prioritize listening, making intentional and consistent decisions, and communicating thoroughly while involving all relevant parties. Understanding the balance between building consensus and making clear decisions is crucial.
- Lead with compassion, empathy, collaborative skill, and a keen sense of humor, and serve as a trusted and inspirational presence for students, parents, faculty and staff.
- Top candidates for the Middle School Head position at Tower Hill would be described by those around them as visible, accessible, happy, relational, humble, proactive, authentic, and confident.







## TO APPLY

Tower Hill School has retained the firm Resource Group 175 (RG175) to support its search for a new Head of Middle School. If you wish to submit your application, please for so at <https://rg175.com/candidate/signup>.

Applications include:

- Letter of Interest (cover letter)
- Resume or CV
- A Personal, Leadership or Educational Philosophy Statement
- Optional: An additional writing sample of your choice, included in the same PDF as the Philosophy Statement
- Optional: Four current references and contact information

The **deadline** for receipt of full application materials is **Thursday, November 6, 2025**.

For any questions or further information about this leadership opportunity, please contact: Robert (Bob) Henderson, Consultant, Resource Group 175  
[rhenderson@rg175.com](mailto:rhenderson@rg175.com)

*Tower Hill does not discriminate in its educational, admissions and personnel programs and policies or activities on the basis of race, color, national or ethnic origin, age, religion or religious creed, sexual orientation, gender identity and/or expression, disability, housing status or any other characteristic protected under applicable federal, state or local law.*