

# POSITION STATEMENT



# TATNALL SCHOOL

HEAD OF SCHOOL SEARCH  
START DATE: JULY 1, 2026  
WILMINGTON, DELAWARE



## OVERVIEW

Rooted in a rich history of academic excellence and character development, The Tatnall School is distinguished by its unique blend of traditional rigor and forward-thinking, student-centered learning. Located on a beautiful 110-acre campus in Greenville, Delaware, just outside of Wilmington, Tatnall is home to 502 students across four divisions (Age 2 through 12th grade). The school seeks a Head of School for July 2026 to build upon a strong foundation and the successful leadership of Andy Martire, who has stewarded the school's commitment to academic excellence, community, and well-being.

The school was founded in 1930 by Frances Dorr Swift Tatnall as a girls' school in her home in downtown Wilmington. Mrs. Tatnall dutifully built a progressive institution focused on educating the whole child. Today, while honoring its foundational values, Tatnall has evolved into a premier independent school that seamlessly integrates innovative teaching practices with a rigorous college preparatory curriculum, preparing students to thrive in a complex and changing world. Their recently completed strategic plan, "[Tatnall At Its Best: A Strategic Vision to Prepare for Our Second Century](#)," provides a roadmap for the work ahead for the new Head of School and Board of Trustees as they prepare to celebrate the school's Centennial in 2030.

The Tatnall School is a vibrant, collaborative, and joyful community that prides itself on cultivating authentic relationships. Its motto *Omnia Caritate* (All Things In Love) aptly describes the importance of relationships at Tatnall, ensuring that all students feel supported, challenged, and recognized. The School possesses a strong sense of identity, positive momentum, and a clear strategic vision, coupled with a pragmatic openness to evidence-based innovation. Tatnall's deep commitment to its students and faculty is reflected in a culture of continuous improvement and professional growth. The sprawling campus, with its historic Lower School building, spacious facilities, and abundant green spaces, provides an idyllic and inspiring environment for learning and community gatherings. Students are drawn from across the Wilmington region and are attracted to the School's reputation as a welcoming, academically strong, and well-rounded independent school. Tatnall School will celebrate its centennial just five years from now in 2030, providing the next head of school with an outstanding opportunity to celebrate the School's past and help chart the course for its second century.

### AT-A-GLANCE

**Grades:** 2 Years old – Grade 12

**Students:** 502

**Students of Color (self-identified):** 38%

**Faculty and Staff:** 68 faculty, 42 staff

**Operating Budget:** \$17.5 million ('25-'26 school year)

**Annual Fund:** \$680,000 ('24-'25 school year)

**Endowment:** \$26,000,000

**Interscholastic Athletic Teams:** 36

**State Championships:** 76

**Annual Theatre Productions:** 9

Tatnall uses its small size to great advantage, providing countless opportunities for students to embrace each of their Three A's: Academics, Arts and Athletics. As a result, each student is involved in numerous activities and given the space and encouragement to pursue their passions at a high level. Tatnall students are drawn into everything and it is not unusual to see an athlete starring in the school musical or competing in debate, with teachers and coaches collaborating to make this possible. Tatnall alumni are fiercely loyal to the school, and take great pride in both their well-rounded education and the authentic, lifelong relationships forged during their time as students.



Wilmington and the surrounding towns in New Castle County are home to 220,000 residents. Located at the confluence of the Christina River and Brandywine Creek, the Wilmington area is noted for its historic architecture and vibrant arts scene. Wilmington has long been a corporate hub for various industries, notably banking institutions, the DuPont Corporation, law firms, and health care. The city is located on the I-95/Amtrak corridor, making it an easy car or train trip to anywhere on the Eastern Seaboard and The University of Delaware is in nearby Newark, DE. Greenville, where Tatnall is located, is a spectacular bedroom community; the same countryside, stonewalls, and rolling hills that Andrew Wyeth captured in his paintings of the Brandywine Valley.

One enters the beautiful campus down a long drive past the Early Childhood center on the left and the football field on the right. At the drop off circle there is a 15-year old, state-of-the-art 500 seat theatre, complete with scene shop, adjacent to the Middle and Upper Schools. Up the hill is a striking yellow house with connecting buildings, that is home to the Lower School, with its own gymnasium, music and arts room, as well as robotics and maker space facilities. Early Childhood is housed in its own building with beautiful and uniquely designed outdoor spaces for creative play and learning. Tatnall has many fields and tennis courts, a new composite track, a turf field, cross country course, and a large competition gym that can be divided into three separate play spaces. The campus has numerous trails, outdoor classrooms, and a ropes course.

## MISSION STATEMENT

Tatnall inspires the joyful pursuit of excellence. We value curiosity, we foster perseverance, and we cultivate citizenship—all to engage the world with commitment and integrity.

## VALUES

Curiosity, Perseverance, Citizenship

## PROMISE

We provide a strong, balanced foundation with exceptional academics, outstanding athletics, unparalleled arts, and authentic relationships. We develop minds, build character, and create community—one student at a time.

## COMMUNITY

The Tatnall community is extraordinarily tight, loyal, and committed to the School's mission and values. The love that students, parents, faculty, and especially alumni share for the place is palpable. The relationships among and between all constituencies are deep, and often cited as a "hallmark of the Tatnall experience." Many traditions, including Founders Day, May Day, Homecoming, their Showcase theater production and more are important events that bring all constituents together to celebrate Tatnall's community, history, mission, and values.

Tatnall students do it all! They are known for their curiosity, character, and school spirit, and they are encouraged to pursue their passions in the classroom, in the arts, and on the athletic fields. Within their signature warm and inclusive community, students feel known and supported by their





teachers and peers. Students come from 47 surrounding cities and towns in DE and PA, and the enrollment includes occasional foreign students. Over 38% of Tatnall students self-identify as people of color, and the school is dedicated to fostering an environment that is welcoming and affirming for all. In addition to being well rounded and actively involved in the school, Tatnall students are characterized by their support for each other. The school is a happy place, a family school, a place where students quickly feel at home and encouraged to joyfully pursue excellence in a wide variety of disciplines.

Tatnall parents and guardians are deeply invested partners in their children's education and the life of the school. They value the close-knit, family-like atmosphere and the strong, personal relationships between teachers and students. Families choose Tatnall for its balanced approach, which combines high academic expectations with a nurturing focus on student well-being, character, and citizenship.

The faculty are dedicated educators and lifelong learners who are passionate about their subject areas, teaching craft, and students. They are encouraged to innovate within the curriculum and participate in robust professional development opportunities. Faculty collaboration is a hallmark of the Tatnall experience, fostering a cohesive and continuous educational journey for every student through all four divisions. An experienced administrative team works closely with the Head of School to support students and faculty and to ensure the smooth operation of all aspects of Tatnall's ambitious program.

The Board of Trustees is a strategic and supportive body, providing strong governance and fiduciary oversight. They are deeply committed to the school's mission and strategic priorities, act as enthusiastic ambassadors for Tatnall's mission, and work in close partnership with the Head of School to ensure Tatnall's long-term health and vitality.



## PROGRAM

The Tatnall School provides a challenging and supportive educational program in the “joyful pursuit of excellence” preparing students well for college and life beyond. The curriculum balances foundational knowledge with critical thinking, creativity, and collaborative problem-solving. In addition to the “Three A’s”—academics, arts, and athletics—character and leadership are emphasized throughout the program.

- **The Tatnall Journey:** From the play-based learning in Early Childhood through J Term, the Concentrations Programs, and AP classes in Upper School, the student experience is designed to be challenging and developmentally appropriate, emphasizing depth of understanding and personal growth.

- **Advisory Program:** A cornerstone of the Middle and Upper School experience, the advisory system ensures every student has a dedicated faculty advocate providing academic guidance and personal support.
- **STEM and Arts Integration:** Tatnall’s state-of-the-art labs and studios provide unparalleled opportunities for hands-on learning. The school champions a balanced education where excellence in the sciences and humanities is equally celebrated.
- **Athletics and Wellness:** Tatnall believes physical education and athletics are essential to a complete education. With a “no-cut” policy in the Middle School and numerous championship teams in the Upper School, the program emphasizes participation, sportsmanship, teamwork, and resilience.
- **Community Gatherings:** Starting in Early Childhood, Community Gatherings promote connection and community. Public speaking skills are developed early and continue through all the divisions, helping students develop confidence and critical thinking skills.
- **Diversity and Inclusion:** Building a sense of belonging for all students at Tatnall is woven into the fabric of the school through curriculum, professional development, student and parent programming, and community partnerships.

To learn more about Tatnall School’s program visit the website at [www.tatnall.org](http://www.tatnall.org).



## **FINANCES AND FUNDRAISING**

The school's significant endowment provides a stable foundation for long-term initiatives and financial aid. A culture of philanthropy is well-established, with strong annual support through The Fund for Tatnall and a successful history of capital campaigns that have funded campus master planning, new facilities, and endowment growth. The next Head will partner with the Board to steward these resources wisely and to engage the community in supporting the school's ambitious future vision, which is centered around their upcoming Centennial in 2030.

## **OPPORTUNITIES AND CHALLENGES**

As Tatnall School continues to advance, there are exciting opportunities for the next Head of School, in partnership with the Board of Trustees, faculty, and staff, to lead the community in these key areas:

- The Wilmington market has a number of excellent independent, Catholic, public, and charter schools. Families have numerous choices and competition is fierce for students. Tatnall's new Head of
- Fundraising for Tatnall's future is critical to its long-term success. Engaging parents and reengaging alumni and alumni parents will be important for securing financial support to fund strategic priorities, endowment growth, and financial aid.
- The new Head of School must work closely with the Board to leverage Tatnall's resources to promote growth, continue to enhance the academic program and support faculty and staff.
- Tatnall has a reputation for excellent teaching, and the new Head will need to maintain and strengthen its best programs and traditions while seeking to expand and innovate at the forefront of educational excellence. It will be critical to support faculty, hire outstanding new teachers, and ensure that Tatnall continues to provide an excellent and balanced program across academics, athletics, and the arts for all its students.
- Identifying market gap opportunities and thoughtfully implementing program changes where necessary will be important as Tatnall looks to gain market share.

School must quickly learn the market, become the face and ambassador for Tatnall, clearly communicate its unique value proposition, strengthen its visibility, proactively support the admissions office, and increase net tuition revenue.



## PERSONAL AND PROFESSIONAL ATTRIBUTES

The next Head of School at Tatnall will be a dynamic leader who embodies the School's core values and is prepared to guide the community into the future. The successful candidate will exhibit most, if not all, of the following:

- A visible, engaged, high energy, charismatic, and inspiring leader who can connect authentically and eagerly with all constituencies—students, parents, faculty, staff, and alumni—as well as with the greater Wilmington community to raise Tatnall's profile.
- An enrollment focus, understanding that a healthy future for Tatnall means growing enrollment with mission-appropriate students and families and limiting attrition.
- Strong financial acumen with the vision and discipline to allocate resources appropriately in support of Tatnall's strategic priorities.
- An experienced and passionate fundraiser with the ability to articulate a compelling vision for Tatnall and inspire philanthropic support.
- An excellent communicator who speaks, writes, and listens well.
- A proven track record of hiring, onboarding, inspiring, and retaining excellent faculty, staff, and administrators.
- An ability to provide an educational vision for Tatnall with a deep respect for tradition while being eager to explore innovative curricula and pedagogies that prepare students for the future.
- An inclusive leader who values shared governance, fosters teamwork, and builds consensus.
- A leader who embodies Tatnall's mission of "the joyful pursuit of excellence."

## APPLICATION PROCESS

Tatnall School has retained Resource Group 175 to support the search for its Head of School. To apply, interested candidates must provide a cover letter, resume, and personal statement. Candidates may submit these materials online at: <https://rg175.com/candidate/signup>

**Application deadline: November 7, 2025**

**Start date: July 1, 2026**

For inquiries or to nominate a candidate for this position, please contact Hamilton Clark at [hamilton.clark@RG175.com](mailto:hamilton.clark@RG175.com) or Tony Featherston at [tfeatherston@RG175.com](mailto:tfeatherston@RG175.com).

