

POSITION STATEMENT

MERCERSBURG ACADEMY

MERCERSBURG, PENNSYLVANIA



ASSOCIATE HEAD OF SCHOOL SEARCH

START DATE: JULY 1, 2026





OVERVIEW

Mercersburg Academy is a dynamic and historic boarding school with deep roots in academic excellence, leadership, and service. Since its founding in 1893, Mercersburg has fostered a global community of learners, where students from around the world are immersed in a rigorous academic curriculum that is complemented by a commitment to fostering a strong, inclusive, and vibrant community.

The school's 300-acre campus, offering stunning natural surroundings, cutting-edge facilities, and a rich architectural history, provides an inspiring environment for students to explore their passions across academics, arts, and athletics. At Mercersburg, students are challenged to think critically, act with integrity, and develop a deep sense of responsibility to themselves and the world around them.

MISSION

At Mercersburg Academy we embrace the values of hard work, character, and community while learning to balance independence with interdependence and individual humility with collective pride. Our students commit to a life of learning, seek to understand the spiritual nature of human existence, and develop a determination to lead and serve the world.

HISTORY

Mercersburg Academy has a proud history of preparing students for leadership roles in all areas of life. With a commitment to academic rigor and personal development, the school fosters a vibrant community where students are challenged to grow intellectually, emotionally, and socially. Mercersburg's innovative programs and focus on holistic education have earned it a reputation for excellence. Today, the Academy continues to set the standard for boarding school education, offering a broad array of academic and extracurricular opportunities to its 440 students in grades 9 through 12/PG.

LOCATION

Nestled in the historic town of Mercersburg, PA, and located within a short drive of major metropolitan areas such as Washington, D.C., Baltimore, and Philadelphia, Mercersburg offers students the best of both worlds: a serene campus environment with easy access to urban cultural and career opportunities. The picturesque location, with its rolling hills and rich history, provides a peaceful backdrop for academic discovery and personal growth. The school's campus features state-of-the-art facilities, including athletic fields, modern academic buildings, and beautiful residential housing.

THE PROGRAM

Mercersburg offers a transformative education designed to nurture independent thinkers, innovative problem solvers, and ethical leaders. Through its hallmark programs the school empowers students to explore their interests, sharpen their skills, and prepare for success well beyond their school years.

The curriculum emphasizes critical thinking, collaboration, and communication, providing a well-rounded education in STEM, the arts, world languages, and the humanities. Mercersburg takes a student-centered approach to learning, where hands-on experiences, interdisciplinary inquiry, and personalized mentorship create a foundation for meaningful engagement and learning.

In the 9th and 10th grades, students build essential skills across disciplines, with intentionally limited homework to ensure focus on skill development over volume. In the 11th and 12th grades, students engage in deeper, project-based work. By senior year, most graduation requirements are fulfilled, allowing students to pursue a self-directed capstone project, either MAPS or Springboard, as a dynamic culmination



of their academic journey. These capstones foster originality and allow students to produce thought-provoking work, laying a strong groundwork for college and beyond.

Mercersburg's athletic program, known as the "Storm," is rooted in a commitment to character, leadership, and teamwork. Seventy-five percent of students participate in sports, filling 27 varsity teams and additional junior varsity squads. With options for athletes of all levels, the program encourages growth both on and off the field, instilling school pride and unity.

The arts are a vibrant aspect of Mercersburg's culture. Students have the opportunity to participate in a range of performances and exhibitions, from choral and instrumental ensembles to dance, theater, and gallery showcases. The arts program fosters self-confidence and personal growth, providing students with valuable insights into their identities and future paths.

Life at Mercersburg celebrates diversity of thought, open dialogue, and inclusion, rooted in an institution-wide commitment to civic engagement. Both faculty and students describe the Mercersburg community as welcoming and affirming. Students attribute this particular atmosphere to the desire of upperclassmen to connect with younger students and help them discover their voices and places in the community.

Approximately 83 percent of students reside on campus, and even day students are integrated into dormitory life, making Mercersburg a true boarding experience. Students engage in evening and weekend activities, from club meetings and study groups to off-campus trips and wellness events, fostering a tight-knit and supportive community.

SCHOOL DATA

Year Founded	1893
Grades Served	9-12 and postgraduate year
Total Enrollment	Approximately 440
Boarding %	83
Day %	17
States Represented	26
Countries Represented	38
Diversity %	48
Students Receiving Aid %	50
Total Aid Given	\$11,000,000+
Total Faculty	106
Student to Faculty Ratio	4:1
Courses Offered	150
Endowment	\$509,000,000



ROLE OF THE ASSOCIATE HEAD OF SCHOOL

The Associate Head of School (AHoS) serves as the primary deputy and thought partner to the Head of School, Quentin McDowell, and provides him with advice and support while ensuring the coordination of day-to-day operations and the implementation of strategic initiatives and growth opportunities. The AHoS serves on the Executive Team and as the primary liaison between faculty, staff, parents, and students.

The AHoS will be responsible for a broad array of student life programs that impact the overall student experience, supervising a team of 6 including: Assistant Head of School for Community & Culture, Dean of Faculty, Director of Health and Wellness, Director of Athletics, Director of Outdoor Education, and the Burgin Center for the Arts Director.

The AHoS, in collaboration with the Assistant Head of School for Academic, Director of Human Resources and Dean of Faculty, will maintain oversight in hiring, onboarding, developing, supporting, and retaining a diverse, exceptional faculty as well as plan and facilitate faculty meetings and in-service days.

The AHoS will work closely with several other administrative offices, including Advancement, Admissions, and College Counseling, and will also serve on a number of other student, programming, and role related committees.

The AHoS Budget will oversee a departmental budget, including several endowed funds.

CHALLENGES AND OPPORTUNITIES FOR NEW LEADERSHIP

With mission-aligned clarity, the new Associate Head of School at Mercersburg should embrace current challenges and seize new opportunities that include (but are not limited to) the following:

- Mercersburg's head of school sees this hire as an exciting opportunity to identify a primary tactical and strategic partner that will both help run the day-to-day operations of the school as well as work to ensure the successful implementation of key initiatives across the organization. With a large capital campaign underway and a strategic plan refresh on the horizon, Mercersburg's Associate Head of School will play a critical role in both guiding the daily affairs of the school community as well as assisting with setting and executing a vision for the school's future.

- Mercersburg has worked hard in recent years to outline key areas for investment in student growth. A commitment has been made to embrace the science of learning, embed principles of civic engagement, integrate the principles of meaning and mastery, and prioritize student wellness. With a primary focus on the student and faculty experience, the Associate Head of School will be responsible for overseeing the effort, in collaboration with other school leaders, to better align and integrate these key commitments across all academic, co-curricular, and residential programming.
- The Associate Head of School will play a vital role in the ongoing effort to develop a long term strategic recruitment and retention plan for world class faculty that includes a faculty housing strategy, compensation philosophy, onboarding and ongoing care plan, and holistic professional development program. With many systems already in place and some work still to be done, the Associate Head of School will help lead the school's executive team in building, refining, communicating, and following through on a comprehensive approach to faculty hiring and retainment.
- Mercersburg lives its mission of hard work, character, and community, emphasizing the importance of individual humility while celebrating the power of its collective pride. It is a school that prizes and safeguards the dignity of each member and understands culture to be defined by that which its members will and will not tolerate. The Associate Head of School will be responsible for promoting a healthy and positive climate for all community members and will be expected to serve as an essential leader, role model, and guardian of the Mercersburg Spirit.

KEY QUALITIES & QUALIFICATIONS

The successful candidate to be associate head of school at Mercersburg Academy will be a values-driven and mission-aligned leader who will embody and demonstrate most, if not all, of the following skills, qualities, characteristics and experiences:

- A skilled supervisor and a patient caring mentor of adults.
- Demonstrated success as a visible, wise, approachable, and transparent leader and educator.
- Mature perspective relevant to school leadership and familiarity with every dimension of school life in a complex boarding school.
- Visible, energetic, and engaged presence who can effectively model and articulate the school's mission and vision and values.
- Capacity to forge authentic relationships with a wide variety of people both within and beyond the school community, especially with students.

- “People person” with high emotional intelligence and an inspirational spirit, along with warmth, joy, and a sense of humor.
- Disciplined, results-oriented, self-starter, with exceptional organizational skills and attention to detail.
- Experience with strengthening and supporting inclusive and broadly diverse communities.
- Team member and team builder, able to promote interdepartmental collaboration.
- Outstanding listening skills and the ability and willingness to accept differing points of view to foster trust.
- Ethical, responsible and reliable with personal integrity and courage.
- Strong and persuasive written, oral, and interpersonal communication skills.
- Appropriately manage highly-confidential information.

The Associate Head of School position is a unique leadership opportunity for a visionary, community-focused educator to work closely with the Head of School and other key leaders to help shape the next chapter in Mercersburg's story and to cultivate an exceptional, transformative experience for all members of the school community.





APPLICATION PROCESS

Interested candidates should submit the following materials to Resource Group 175 at <https://rg175.com/current-searches>

- Letter of Interest, explaining why Mercersburg Academy and why now.
- Resume/CV.
- Personal Statement or Educational Philosophy.

Applications will be reviewed on a rolling basis.

Questions may be directed to: **John Green: john.green@rg175.com**

Mercersburg Academy abides by both the spirit and the letter of the law in all its employment and admission policies. The school provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, marital status, religion, gender, sexual orientation, age, national origin, genetic information, or disabilities which do not prevent performance of essential job tasks. This policy applies to all terms and conditions of employment, including recruitment, promotion, demotion or transfer, termination, transfer or layoff, leaves of absence, discipline, compensation, and training.