

POSITION STATEMENT

Saint Ann's School

BROOKLYN, NEW YORK



LEADERSHIP SEARCH

HEAD OF SCHOOL

Start Date: July 1, 2027 or July 1, 2028



A Leadership Search conducted by
RG175 Search Consultants Marcia Prewitt Spiller & Diego Merino



Overview

Saint Ann's School exists to nurture the wonder of children.

The magic of Saint Ann's School is best summed up by this first line of its mission statement.

Founded in 1965, the school embraces a commitment to education for its own sake: to the thrill of discovery, to nurturing each student's unique gifts, to the transformative experiences that happen when talented teachers and creative and motivated students pursue learning together.

Along the way, Saint Ann's grew into one of New York City's largest independent schools and has long been recognized for its intellectual and artistic vibrancy and

excellence. The school's ethos is rooted in a profound respect for young people and for learning itself. From its founding, a core practice has been to use detailed narrative reports instead of grades or rankings of any kind. Nevertheless, few schools anywhere can match Saint Ann's track record of sending students to highly selective colleges and universities.

Saint Ann's now seeks its fifth Head of School, who will begin their service to the school in 2027 or 2028. The new Head will be a wise, insightful and accomplished school leader, who brings exceptional breadth, skill, and judgment to the role while championing and advancing Saint Ann's distinctive mission and values.





Mission and Values

Mission

Saint Ann's exists to nurture the wonder of children. Unfettered by grades, teachers and students embark on journeys of discovery in which the arts are central. Through an ambitious curriculum and a culture of inquiry, we question the world. We invite each other to take risks, pursue knowledge for its own sake, and celebrate growth. We seek to create a community rooted in trust and equity. Here, every subject is an art and every child is an artist.

Values

A Saint Ann's education imparts the best of human traditions and discoveries while cultivating intellectual adventure. Students and teachers alike are given remarkable freedom at Saint Ann's. In addition to freedom, students are encouraged to trust themselves and to find deep satisfaction in learning for its own sake. From the earliest

ages, the school fosters students' agency in their education and nourishes their curiosity. For older students, this freedom manifests in ways ranging from open-campus lunch periods to expansive choices about the focus, pace, and depth of their studies.

The school is committed to the ideal of a shared community dedicated to learning, questioning, and growing, grounded in the belief that education is "a celebration of life and that life is wondrous, ephemeral, and for those reasons, sacred." By eschewing formal grades, Saint Ann's creates a place where passionate teachers engage and instruct children who participate actively and take intellectual risks.

The arts are central to Saint Ann's. [Student artwork is everywhere and every school year is packed with performances and arts exhibitions](#). Theater, music, and arts each have their own dedicated, expert faculty, and the [Puppet Parade](#) is a cherished tradition. As the school's mission underscores, this ethos isn't only for the arts disciplines. For example, the [latest Saint Ann's Times](#) includes the article "What does it mean to teach math as an art?" by the chair of the mathematics department. Sports and movement education are the "recreational arts."

Saint Ann's is "systematically asystematic." By this, the school means that each student's journey is their own, because of the freedom granted to—and trust placed in—students and faculty to experiment, innovate and explore within the curriculum.



The People

Saint Ann's enrolls approximately 1200 students from age three through twelfth grade. Around 40% of students live in the surrounding neighborhood of Brooklyn Heights, with most of the rest coming from across New York City. **What is most important about them, though, can't be captured in statistics: kids at Saint Ann's, in all their beautiful diversity, are alight with the joy of learning.** They are curious, passionate, articulate, interesting, creative, and engaged. Around 40% of students are children of color.

"I really love the art program here because it allows you to see a different world or unlock another part of your brain." —Saint Ann's student



The teaching faculty is made up of over 300 passionate and expert scholars, researchers, mathematicians, musicians, artists, writers and educators. There is a wide range of faculty tenure at the school: while around a quarter of teachers have been at Saint Ann's for 20 years or more, close to half have joined in the last five years. Teachers at Saint Ann's are chosen for their dedication to supporting young people to explore the wonders and possibilities of each discipline. "We are able to teach what lights us on fire!", said one long-serving teacher. Around a third of faculty members identify as people of color.

The school is the hub of a thriving community of diverse families. With nearly everyone coming to school on foot, the lobby and front steps reflect a hubbub of activity in the mornings and afternoons, with spontaneous meetings and chats over coffee just a part of the routine. Families are encouraged to nurture their child's growing independence and agency in learning. Families bring questions or concerns to divisional heads, who support the student, family, and teacher in addressing them.



A Saint Ann's Education

*A puppet can come out of
My pocket. An apple can come
Out of my pocket. Sheila shark
Can come out of my pocket.
Jon can come out of my pocket.
Art can come out of my pocket.
A mountain can come out of
My pocket.*

—First grade student

A Saint Ann's education is about wonder and whimsy. Invention and imagination. Experimentation and exploration. Storytelling. Risk-taking. Challenge and curiosity. The joy of learning for its own sake.

Most critically, it is about the profound alchemy that happens when expert teachers, trusted and well supported, combine with bright and curious students to pursue ambitious journeys of learning together.

On a recent visit, for instance, preschool students were creating artwork depicting caves, inspired by an artist they had studied. This class's year-long curriculum will investigate caves both literal and metaphorical—from cave-dwelling animals to the mystery of the unknown, the bravery of exploration, and reflection on surfaces and the depths.

Curriculum at Saint Ann's is a vast realm of possibilities, as the remarkable [High School course catalog](#) reveals. Saint Ann's provides extensive opportunities for advanced work, based on talents and interests rather than age or grade. Students we met were pursuing, alongside their rigorous core academic courses, electives including West African dance, ancient Greek, graffiti art, oboe, costume design, and the history of Black resistance. The arts—including a tremendous array and caliber of dance, music, theater, film, visual arts and creative writing—are a central, distinguishing feature of a Saint Ann's education.

Faculty have wide latitude in how and what they teach. In younger grades, head teachers shape classroom curriculum according to their own intellectual interests and expertise. Teaching becomes departmentalized from fourth grade, and faculty typically teach across multiple grade levels. All faculty are trusted with the freedom to experiment, innovate and create. Students who take the same course with different teachers may well take different journeys, as each teacher brings their own perspective, passions, and ways of bringing the learning to life.





One senior, reflecting on the risk-taking enabled by not having grades, described a risk they took: taking six theater electives in a single year! (Yes: that really is possible at Saint Ann's, although this student doesn't recommend it, given the workload required.)

The school has long been committed to progressing toward being a more equitable place to learn and work. This has involved sustained attention toward every dimension of the school, including diversifying the community and shaping the curriculum. The work of creating a more equitable school focuses on race and racism, while incorporating many other aspects of identity that contribute to disparity, inequity, or injustice.

The school has a remarkable track record of graduates matriculating to fine colleges and universities, which is shown in detail by the [school profile](#).

The Place

Saint Ann's is nestled in Brooklyn Heights, one of Brooklyn's oldest and loveliest neighborhoods. The school is highly accessible by public transportation, with several subway lines a short walk away. The school's setting in the heart of New York City offers endless possibilities for connection and deep learning, and Saint Ann's teachers and families capitalize on those opportunities. In 2025-26, students extended their learning at places like the iFly wind tunnel, the American Museum of Natural History, and an epidemiology conference analyzing the Covid-19 pandemic—to say nothing of expeditions beyond the city's limits.





Finances, Enrollment and Fundraising

Saint Ann's distinctive identity and humanistic and intellectual tradition keep it highly sought after, and the school maintains an excellent enrollment position. Notwithstanding a tightening market, particularly at younger grades, Saint Ann's has a healthy admissions pipeline and thoughtfully shapes its classes with diverse students who thrive in and enrich the school. Student retention is high. Full tuition ranges from \$58,000 - \$66,400 in 2026-27, and Saint Ann's provides generous financial aid, with ~20% of students receiving financial support.

The endowment is now over \$70M, representing a significant increase during the last decade. Around half of current families have participated in the Annual Fund in recent years, with 8% of alumni giving to the school. The 2025-26 Annual Fund raised ~\$2.7 million.

In 2024, the school acquired a new building at 142 Pierrepont Street, and a current capital campaign has secured nearly \$20 million in funding for its renovation. The new building will achieve a longtime goal of bringing the four-classroom Kindergarten into a single, intentionally designed space in close proximity to the school's main building. In addition, the new building will house lab space, additional classrooms, a movement space, a rooftop play space, and an arts and community space. Opening this new building will cluster all Saint Ann's students above preschool around the four corners of Pierrepont and Clinton Streets, fostering community cohesion and increased collaboration.



Governance

The Saint Ann's Board of Trustees is an engaged, diverse, thoughtful and committed group that provides governance for the school. Most Trustees are current parents and/or alumni and bring a wide range of skills and experience. The Board is structured with an Executive Committee and eight standing committees, including advancement, risk, governance and others. The Board is seeking a high-trust and mutually supportive relationship with the next Head. The Board is committed to operating as a generative and supportive governing body, which aligns goals with and facilitates effective leadership by the Head of School.



Opportunities and Challenges

The next Head of School will partner with the whole Saint Ann's community around an invigorated pursuit of its mission.

This leader's central charge is to foster the special magic and unique potential of Saint Ann's: an intellectually and artistically vibrant, never-standardized education centered in the alchemy of talented, trusted, well-supported teachers and bright and curious students.

The Head of School will work collaboratively with all constituencies of the school to address these core challenges and opportunities.

Speak to the meaning and relevance of a Saint Ann's education today and into the future. Inspire the community around SAS's distinctive relevance in a rapidly changing world, elevating the life of the mind and pursuit

of learning. Honor and champion Saint Ann's spirit of exuberance and artistry through a classical, humanistic education. Convey nuance, clarity, insight and empathy in speech and writing. Be a compelling ambassador of Saint Ann's values in the wider education landscape.

Enable a thriving, engaged and collaborative Saint Ann's faculty, who expertly support all students. Foster a culture that supports faculty to grow, collaborate and thrive, with special attention to the experience of new teachers and teachers of color. Foster meaningful learning experiences and productive teamwork for all. Ensure just enough of the right structure to help all this happen.

Thoughtfully assess school structures, practices and effectiveness, in service of academic exceptionalism. Guide careful conversation around how the school can evolve, improve how it serves students, and continue to foster both freedom and excellence. Involve faculty, students, administrators and families in assessing potential changes and improvements. Make wise, judicious changes that are well communicated and implemented.

Lead a healthy and high-functioning school administration. Foster pursuit of the mission, effective teamwork and clarity of purpose across all leadership roles and teams. Hire exceptionally well for leadership roles and develop leaders at all levels in the school. Clarify administrative structures in order to best serve the mission and support students, teachers and families.



Ensure that Saint Ann's remains financially healthy and sustainable for the coming decades. Preserve the school's full enrollment with mission-aligned students. Build energetically toward substantial endowment growth in coming years, which enables Saint Ann's to support teacher compensation, financial aid, and growing programs and facilities. Deeply engage alumni, families, and other supporters. Prudently manage the school's ~\$65M budget, ensuring balanced operating budgets well aligned with the school's mission and values.

Foster healthy governance. With the Board, build a high-trust, productive and mutually supportive partnership. Engage together in rich, generative, strategic explorations around keeping the school financially healthy and maintaining the promise of a Saint Ann's education far into the future.

Key Attributes of the Next Head of School

"The next Head should recognize that what can sometimes appear unconventional from the outside—the extraordinary freedom, the seriousness of the arts, the absence of traditional markers of competition and status, the delight in intellectual exploration, and the willingness to make space for unusual kids and unusual interests—is precisely what makes Saint Ann's extraordinary." –Saint Ann's parent

The ideal candidate to lead Saint Ann's will bring most or all of the following mindsets, skills, and experience to the position:

- A deep thinker about education, with a humanistic spirit and keen intellectual curiosity
- An inspirational and visionary leader who champions Saint Ann's values, unique character and continued relevance in education



- A compelling communicator who conveys nuance, clarity, and empathy
- Experience as a successful Head or senior leader in a high-caliber school, university, or college
- Administrative skill to carefully assess and lead judicious changes that make things better for students, teachers and families
- Nuanced sensibility for fostering healthy school and faculty culture, including negotiating built-in trade-offs, such as between individuality and community interests
- Commitment to lead significant fundraising, both personally and institutionally, galvanizing the community in support of the school's future
- A close, engaged listener who builds meaningful relationships throughout the community
- Skills to hire, develop and retain exceptional teachers and leaders and build great leadership teams
- Strategic acumen and understanding of institutional finances and sustainability
- Confidence and humility in equal measure

Last but not least, a touch of irreverence and whimsy is more than welcome!



To Apply

Saint Ann's School has retained Resource Group 175 to support the search for its next Head of School.

The application deadline is November 30, 2026 for a start date of either July 1, 2027 or July 1, 2028. Serious candidates are encouraged to submit their materials well in advance of the deadline at:

<https://rg175.com/candidate/register>

To express interest and learn more, please contact the RG175 consultants directly:

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Compensation

The estimated salary range for this position is \$650,000 to \$750,000 per year, based on skills, experience, and organizational needs. Saint Ann's also offers generous and comprehensive benefits.

Equal Opportunity Statement

Saint Ann's School hires employees of any race, color, religion, creed, gender, disability, national or ethnic origin, sexual orientation or any other category protected by applicable federal, state or local law, to all the rights privileges, programs, and activities generally accorded or made available to employees at the School. The School does not discriminate on the basis of race, color, religion, creed, gender (which includes a person's actual or perceived sex, as well as gender identity and expression), age, marital status, disability, national or ethnic origin, sexual orientation, familial status, predisposing genetic characteristics, actual or perceived domestic violence victim status, unemployment status, caregiver status or any other category protected by applicable federal, state or local law, in carrying on its educational activities or in administration of its educational policies, admissions policies, employment policies, financial aid programs, and athletic and other school administered programs.