

DIRECTOR OF MIDDLE SCHOOL SEARCH

BALDWIN SCHOOL

Bryn Mawr, Pennsylvania

baldwinschool.org

Start Date: July 2025

Baldwin

A Pre-K – Grade 12 School for Girls



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

The Baldwin School, an independent college preparatory school, develops talented girls into confident young women with vision, global understanding, and the competency to make significant and enduring contributions to the world. The School nurtures our students' passion for intellectual rigor in academics, creativity in the arts and competition in athletics, forming women capable of leading their generation while living balanced lives.

At a Glance



Established
1888



Middle School enrollment
139



Middle School faculty
35



Endowment
\$40.7M



Students of color
51%



Financial aid awarded
\$3.5M



Faculty with advanced degrees
82%



Campus size
25 acres

Total enrollment: 560

Zip codes represented: 76

Students receiving aid: 28%

Annual operating budget: \$23.3M

Athletic teams: 16

Clubs and activities: 45



Overview

A PreK-12 all girls community on Philadelphia's mainline, The Baldwin School is dedicated to a tradition of excellence in education. In a nurturing atmosphere that reflects socioeconomic, ethnic, and religious diversity, Baldwin's nearly 600 students develop scholarship, leadership, and citizenship within a community that emphasizes intellectual rigor, ethical integrity, and independence of thought. The Baldwin School fosters confident and resilient learners who take pride in their work and are eager to apply their learning in the world beyond Baldwin's campus. Deeply invested in how girls learn best, Baldwin is intentional in helping every girl to reach her full potential. The sense of community and connection is palpable, and the Baldwin sisterhood is one of bonds that last a lifetime.

Founded in 1888 by Miss Florence Baldwin as "Miss Baldwin's School for Girls," the school has flourished for more than 135 years. Baldwin offers a rich curriculum that emphasizes interdisciplinary studies and real-world problem solving in state-of-the-art facilities, and students are mentored and taught by an exceptional faculty, who challenge their students as thinkers, leaders, and community members. Adults and students alike are excited about learning and continually push each other to be better. Grounded in a rich history and meaningful traditions, Baldwin is also a place where new perspectives are welcomed and embraced and where growth and change are a natural part of the culture.

Baldwin School seeks a dynamic and collaborative leader as its next Director of Middle School. The successful candidate will be an experienced educator who personifies both the school's mission and its commitment to delivering rigorous academics, coupled with a robust social and emotional program to support the complete middle school student experience. This is an exceptional opportunity to help shape a division in a highly regarded independent school with an unwavering commitment to student success. The Director of Middle School will join a highly functional, driven, and collaborative senior leadership team and serve alongside Head of School, Lynne Macziewski, who joined Baldwin as the ninth Head of School in July 2023.



The Opportunity

The next Director of Middle School will lead and foster a learning environment that is empowering, joyful, and inclusive, and that nurtures every student's intellectual, social, emotional, and physical well-being. The Director will inherit a robust division committed to adolescent girls' holistic development with a focus on excellence in academics and continue to elevate the division while supporting the school's developing strategic initiatives. The most promising candidates will be highly visible, relational, collaborative, and energetic educators who are passionate about middle school girls' education.

The successful candidate will:

- Partner closely with the directors of the Lower and Upper Divisions and the newly appointed Associate Head of school, advocating for the Middle School while understanding and appreciating the unique role it plays in a PreK-12 school, sharing resources across divisions;
- Evaluate and refine curriculum and pedagogy, including enhancing student-centered instruction within a joyful learning environment in grades 6-8;
- Continue to hone divisional instructional methods with an eye toward best practices in all-girls education;
- Serve as an inspirational voice of innovation and incorporate new curricular ideas;
- Champion diversity, equity, and inclusion for the division, both culturally and programmatically;
- Support and retain a diverse community of students and faculty; sustain an inclusive and welcoming experience for every member of the Baldwin community;
- Demonstrate understanding of school traditions and achievements as well as the courage and vision to continue to enhance the educational experience of faculty and students;
- Support a dynamic, experienced, and mission-focused faculty and build a positive school culture;
- Serve as a key spokesperson for Baldwin's academic program with internal and external constituencies;
- Ensure effective communication between and among Middle School parents, faculty, and students;
- Support and cultivate a culture of high standards and accountability for students, faculty, and staff.



Qualities and Professional Characteristics

- Alignment with Baldwin’s mission, beliefs, and values and the ability to synthesize and articulate them so as to inspire and lead the faculty in implementing them.
- Recognize the joys, challenges, and opportunities of working with pre-adolescents as they advance from 6th to 8th grade.
- A courageous, inspirational, and collaborative leader who invites and respects the views of others yet is decisive when needed.
- Strong familiarity with research- and evidence-based middle school girls; teaching, learning, and technology; cognitive development; and social-emotional learning.
- Excellent written and verbal communication skills.
- Genuine enthusiasm for being a highly visible member of a community and collaborating with colleagues, divisions, parents, and students.
- Ability to communicate with all constituencies thoroughly, systematically, and with clarity.
- A true champion for middle school-aged children.

Learn More

Click on the links below to learn more about Baldwin School.

[School Website](#)

[School Profile](#)

[School History](#)

[Head of School](#)

[Why an All-Girls School](#)

[About Bryn Mawr, Pennsylvania](#)

[Diversity, Equity, and Inclusion](#)

[About Philadelphia, Pennsylvania](#)

To Apply

Interested and qualified candidates are invited to contact the consultant in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing interest in this particular position
- A current résumé

As the process moves forward, selected candidates may be asked to submit:

- Responses to writing prompts specific to this search
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission)

Candidates are invited to contact the consultant in confidence and to submit a résumé and cover letter as soon as possible to:

Burke Zalosh

Consultant

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