

HEAD OF SCHOOL SEARCH

THE BLAKE SCHOOL
Minneapolis, Minnesota
blakeschool.org

Start Date: July 2026

BLAKE



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Blake engages students with a dynamic, academically challenging education in a diverse and supportive community committed to pluralism and a common set of values. Students pursue an integrated program of academic, artistic and athletic activities, preparing for college, lifelong learning and purposeful lives as community and global citizens.

At a Glance



Established
1900



Total enrollment
1,316



Total faculty and staff
335



Endowment
\$90M



Students of color
38%



Financial aid awarded
\$9.1M



Faculty with advanced degrees
77%



Campus size
54 acres

Lower School enrollment: 443
Middle School enrollment: 332
Upper School enrollment: 541
Faculty of color: 20%

Students receiving aid: 26%
Annual operating budget: \$46.8M
Athletics: 32 sports and 77 teams
Languages spoken at home: 46



Overview

The Blake School, an academically rigorous PK-12 independent school serving just over 1,300 students on two campuses in greater Minneapolis, seeks an exceptional Head of School to begin July 2026.

Even the most casual observer of Blake's teaching and learning spaces, hallways, and co-curricular programs will come away impressed by the school's intellectually curious and engaged students, who are guided and inspired by expert, deeply caring teachers in small class sizes. Indeed, academic excellence and a longstanding commitment to pluralism unite intellectual growth and care for others throughout the Blake experience. As Blake teachers inspire, challenge, and empower students, students discover a sense of purpose and an awareness of the innate value of learning. The student experience is grounded in Blake's values: curiosity, kindness, inclusivity, and resilience, and the exceptional academic program is augmented by robust and highly successful arts, athletics, and global programs.

A spirit of continuous growth and improvement has animated Blake since its founding in 1900, revealed most recently in the unification of two Lower School campuses and the creation of the innovative Early Learning Center (PK-1) on the Hopkins campus, which also serves as home to the Middle School. The ELC, completed in 2023, is purpose-built for Blake's youngest learners as a green facility that connects the indoors and outdoors and supports the school's Reggio-inspired early childhood program.

Under the leadership of Head of School Anne Stavney, Blake raised \$80 million in its most recent campaign, enabling the school to make significant capital investments in its campuses, enhance faculty professional development support, and double the endowed funds dedicated to financial assistance, making a Blake education accessible to an even greater number of students. Although Blake richly deserves its standing among the nation's finest schools, it refuses to rest on its laurels, striving instead to find new pathways to excellence on the foundation of its existing methods, programs, and core strengths. The strategic plan – [Vision 2030](#) – charts an ambitious path forward.

With Dr. Stavney's planned departure in 2026, the next Head of School will lead a thriving school, robust in reputation and resources, led by talented and dedicated senior administrators and governed by a strategic and seasoned Board of Trustees with a long-term vision for continuing to build on the school's strong foundation. The extraordinary cultural, professional, and lifestyle offerings of the Twin Cities make this exceptional leadership opportunity even more attractive.



About the Twin Cities, Minnesota

The distinct urban cultures of St. Paul and Minneapolis offer a rich and diverse metropolitan community with dramatic skylines, exciting professional sports, award-winning theater, notable restaurants, and a thriving economy based in commerce, finance, agriculture, medical technology, and healthcare. The Twin Cities boasts more theater seats per capita than any U.S. city except New York, and its live music venues (headlined by the famous First Avenue) are legendary. Foodies enjoy the wide range of Twin Cities restaurants and chefs, and sports fans can cheer on Minnesota's professional sports teams: the Vikings (NFL), the Wild (NHL), the Frost (PWL), the Twins (MLB), the Timberwolves (NBA), the United FC (MLS), and the Lynx (WNBA). Families and visitors also enjoy the Minnesota Children's Museum, Como Park Zoo & Conservatory (the nation's oldest free zoo), and the Science Museum of Minnesota. Eighteen Fortune 500 companies are headquartered in the Twin Cities area, including General Mills, Medtronic, UnitedHealth Group, Target, Best Buy, 3M, U.S. Bancorp, and The Travelers Companies. The University of Minnesota Twin Cities campus enrolls more than 50,000 students.

Minneapolis enjoys four splendid seasons. From spring through autumn, Minnesotans enjoy canoeing, kayaking, sailing, swimming, hiking, and fishing on the abundant lakes and rivers in the region, including the Boundary Waters Canoe Area Wilderness, known for its rugged beauty and world-class paddling. During the winter, Minnesotans enjoy alpine skiing, Nordic skiing, snowshoeing, ice skating, and pond hockey among other sports. The Grand Rounds Scenic Byway is a greenspace series of parks that circles the city. In many areas, unused railroad lines have been converted into walking and bike paths, and Minneapolis was recently rated the number one city in America for bicycling and second for its parks.



Opportunities and Challenges

Knowing its great strengths are matched only by its ambition to improve the experience of students and faculty while remaining a leader among peer independent schools, Blake School seeks an experienced, highly relational, and strategic leader who will connect with and inspire the school community while guiding the school to an even brighter future. Specific opportunities and challenges will include:

- Engaging as a regular and visible presence in the life of the school on both campuses and fostering a community of connection, care, and joy;
- Leading the execution of [Vision 2030](#) with the active partnership of the faculty, senior administrators, and Board of Trustees;
- Advancing academic excellence by cultivating a culture of intellectual curiosity, innovative pedagogy, and high achievement;
- Upholding and centering equity and the school’s commitment to pluralism in planning, decision-making, and student learning;
- Building on the Lower School unification, leading the work of “one school” PK-12 institutional thinking and identity;
- Supporting and developing an exceptionally talented senior administrative team;
- With the active engagement of Upper School faculty, refurbishing and revitalizing the charming but aging Northrop campus to meet the needs and aspirations of Vision 2030;
- Continuing to develop the school’s learning support and counseling services to meet the social, emotional, and learning needs of Blake students; and
- Sharpening and driving Blake’s messaging and value proposition in a highly competitive market that includes both strong independent schools and well-resourced public schools.

Qualifications and Personal Attributes

The Blake School seeks in its next Head of School an inspiring educational leader who embraces the school’s mission, vision, and culture and who will engage fully in the daily life of Blake’s dynamic community. The most compelling candidates will offer the following qualifications and qualities:



Professional Qualifications

- A deep understanding of and appreciation for the joys and compelling qualities of a multidivisional school and experience leading in a large and complex educational organization;
- Personal and professional alignment with the school's mission and its commitment to nurturing an inclusive and equitable community;
- Experience recruiting, hiring, supporting, and retaining talented, broadly diverse, and mission-aligned faculty;
- Depth of experience in curriculum and instruction, school operations, and board relations;
- The ability to articulate vision and strategy and the tactical skills necessary to manage the systems and processes necessary to implement strategy;
- Experience working in partnership with a highly engaged and diverse parent community.

Leadership Style

- A community-builder whose style is collaborative when possible and decisive when necessary, demonstrating approachability, trustworthiness, and transparency as well as a commitment to honoring multiple perspectives;
- A history of thoughtful innovation and a sensitive approach to change;
- An orientation of skilled servant leadership;
- The confidence and humility to advocate for new ideas, invite alternative perspectives, welcome feedback, and engage in challenging conversations with grace;
- Capacity to keep pace with a highly intellectual and high achieving community and the EQ to modulate the pace so that the imperative to support and care for the community is never compromised; and
- The ability to communicate with inspiration and clarity across a wide range of audiences.

Personal Qualities

- The courage to make difficult choices, upholding the highest standards of integrity; and
- Eagerness to engage actively and joyfully with students, parents, and faculty and willingness to prioritize visibility amidst the demands of a busy professional schedule.

Learn More

Click on the links below to learn more about Blake.

[School Website](#)

[School History](#)

[School Profile](#)

[Commitment to Pluralism](#)

[About Minneapolis, Minnesota](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates are encouraged to submit the following materials as separate PDF documents as soon as possible:

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

Selected candidates may be asked to provide:

- Writing samples 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)

Materials should be sent to:

Marsha Little

Senior Consultant

marsha.little@carneysandoe.com

Mark Davis

Senior Consultant

mark.davis@carneysandoe.com

Darryl Ford

Vice President, Education Leadership Services

darryl.ford@carneysandoe.com

The full-time equivalent base salary range for this position is approximately \$530K to \$650K in addition to retirement benefits, housing support, other benefits and annual bonus. The starting salary is based upon, but not limited to, several factors which include years of experience, education level, and expertise.