

# HEAD OF SCHOOL SEARCH

## THE BUSH SCHOOL

Seattle, Washington

[bush.edu](http://bush.edu)

Start Date: July 2025 (preferred) or 2026



The Bush School  
EXPERIENCE EDUCATION



Carney  
Sandoe  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

To spark in students of diverse backgrounds and talents a passion for learning, accomplishment, and contribution to their communities.

# Vision

The Bush School is committed to preparing students to lead purposeful lives, setting them on a path to change the world. Founded on the principles of progressive education, our experiential program inspires students to drive inquiry, actively engaging their teachers, curricula, and environment.

# Belief Statement

At Bush, we believe a great education challenges you to develop your *own* great mind. Every day in every grade, students are introduced to new ideas, varied perspectives, and bold questions. Because when we nurture our students' innate curiosity and ambition, they become confident intellectual explorers ready to blaze new trails in college and beyond.

# At a Glance



Established  
**1924**



Total enrollment  
**715**



Total faculty  
**87**



Campus size  
**9 acres**



Students of color  
**49%**



Financial aid awarded  
**\$4.9M**



Faculty with advanced degrees  
**73%**



Student-faculty ratio  
**7:1**

Zip codes represented: 63  
Faculty of color: 29%  
Students receiving aid: 22%  
Endowment: \$30M

Annual operating budget: \$28M  
Participation in athletics: 73%  
Art studios: 7





## Overview

Located in Seattle's charming Madison Valley neighborhood, The Bush School is the only independent school in the Seattle area offering a K-12 education on a single campus. In a dynamic, inclusive, and joyful learning community, students at Bush not only love to learn, but learn to lead. Bush acknowledges that students live in a diverse and multidimensional world that requires them to be problem solvers, clear thinkers, ethical actors, and global stewards; these critical skills are taught intentionally from Kindergarten through Twelfth Grade in all areas of the school program. Education based on these foundations prepares students and graduates to make a meaningful difference in the world.

For the past 100 years, the school's educational philosophy has centered on the belief that students learn most effectively through active engagement with ideas. Bush offers unique, stimulating educational experiences, characterized by experiential learning. Students learn how to learn, and are eager to continue learning—confidence, curiosity, and a thirst for challenge become a part of who they are. The professional community seeks to encourage and support the whole child, and students are encouraged to take risks and to strive. Reflected one parent, "One of the best things about Bush is that there are a lot of ways to be excellent here. We celebrate academic excellence. We celebrate athletic excellence. We celebrate artistic excellence. There are many ways to be great—and that's a really healthy thing to keep telling our kids." The Bush School has a history of educating students to use ethical judgment and to lead through action. As such, the School encourages all community members to work to broaden their perspectives and to recognize that differences create strength in the community and help all to be more engaged citizens. Bush is committed to promoting equity, justice, and peace.

Under Dr. Percy Abram's visionary leadership since 2014, Bush has thrived. He increased enrollment and diversity in the student and professional communities, improved employee compensation, initiated greater opportunity for experiential learning, including acquisition of the Methow Campus, and renovated and expanded the Upper School. The next Head of School inherits a healthy, hopeful and aspirational school and community. As the school moves into its second century, the next Head has the opportunity to partner with a strong and strategic board, highly capable and collaborative Senior Leadership Team, dynamic and student-centered faculty and staff, engaged and community-oriented families, and curious, inspiring, and bright students. Adding to the appeal of the opportunity is affiliation with the Northwest Association of Independent Schools (NWAIS) and a collaborative and supportive community of educational leaders in the Pacific Northwest.



## Opportunities and Challenges

The next Head of School at Bush will begin after the school's next accreditation self-study and on the cusp of construction of a new [Center Campus and Middle School](#). They will join the community at a time of great anticipation and excitement. The next Head of School will be welcomed by a thoughtful community that has identified the following priorities, opportunities and challenges.

### **Articulating and refining Bush's identity**

The next Head, in partnership with community members, will continue to identify ways to clarify, celebrate, and share Bush's excellent academic and co-curricular programs and values that distinguish the school from other well-regarded independent and public schools and that will attract prospective students and their families as well as retain current students. Recent work around curricular scope and sequence, as well as a branding process, will aid in clearly sharing the school's compelling stories and value proposition.

### **Championing equity and belonging**

Increasing the diversity of the Bush community has been an intentional priority. From Board composition to the student body (48% identify as BIPOC) to the Senior Leadership Team (50% women, 50% BIPOC), The Bush School recognizes that a diverse community supports intellectual, educational, and institutional excellence. Neurodiversity amongst the student body is a particular area of interest and attention. The next Head has the opportunity to ensure the professional community has the professional development and support it needs to support an increasingly diverse student body, as well as the opportunity to continually examine and refine systems and structures to support the community and to ensure all feel a sense of belonging.





### **Deepening connection and collaboration K-12**

The community celebrates the unique learning opportunities provided by a K-12 school and appreciates the formal and informal connections between students, faculty, and staff - there is a genuine joy in learning with and from one another. Using an Understanding By Design Framework, the faculty and academic leadership have made strong progress in articulating curricular scope and sequence. Looking ahead, Bush will benefit from continuing to develop systems, communication practices, and intentional connections to ensure smooth transitions and a cohesive K-12 program.

### **Supporting community through growth**

Bush is currently in the midst of an ongoing capital campaign to support construction of the new [Center Campus and Middle School Building](#). Construction is anticipated to begin in January 2026 with the goal of inhabiting the new space in the Fall of 2027. It is an exciting project that will have a tremendously positive impact on teaching and learning and on supporting the community. As the next Head begins and seeks to acclimate themselves, they will also need to engage in active campaign fundraising and support the community members as the school navigates the exciting but disruptive aspects of construction.

### **Developing the Methow Campus**

The Bush School campus extends beyond the urban landscape of Seattle across the Cascade mountains to The Bush School Methow Campus in the Methow Valley in Mazama, WA. Acquired in 2016, the [Methow Campus](#) includes 20 acres and facilities that currently support grade level retreats and outdoor and immersive experiential opportunities for the school community. Bush anticipates beginning a semester program in Fall 2026. Plans for renovation of the campus to support the first few years of the semester program are underway and funded. A second phase that would support expansion of the program and further development of the campus is being explored and the next Head of School will be an important leader and collaborator of that work.



## Qualifications and Personal Attributes

Bush School is seeking in its next Head of School a progressive, innovative, visionary, and inspiring educational leader who is eager to make a long-term commitment to the community and the work. The next Head of School will offer the following qualifications and qualities:

- A love for children and appreciation of their developmental differences and delights, which are apparent daily in a K- 12 school
- A passion for and belief in the importance of experiential learning
- Strong interpersonal skills and the ability to communicate with inspiration, clarity, and decisiveness, both in writing and in person
- A collaborative leadership style built on approachability, responsiveness, humility, and transparency
- Experience identifying, supporting, developing, and empowering other educational leaders and fostering effective, collaborative and goal-oriented teams
- The ability to articulate vision and strategy and the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy, policies and practices
- Personal and professional commitment to diversity, equity, and belonging work and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, and programs
- Experience recruiting, hiring, supporting, retaining, and leading talented, student-centered, diverse, and mission-aligned faculty
- Experience with campaign fundraising and the ability to support effective fundraising/development/ advancement functions in a school
- Good business sense to strengthen the financial state of the school and an openness to innovation that will allow for new revenue streams
- A dynamic and engaging presence, visible and active in all areas of school life
- Ability to work effectively and collaboratively with the school's Board of Trustees



# Learn More

Click on the links below to learn more about The Bush School.

[School Website](#)

[Education Master Plan](#)

[School History](#)

[Wilderness Program](#)

[Community, Equity, and Inclusion](#)

[Virtual Campus Tour](#)

[Experience Education](#)

[College Profile 2023-24 \*\(student designed!\)\*](#)

[Strategic Framework](#)

[About Seattle, Washington](#)



## To Apply

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

- A cover letter expressing their interest in this particular position;
- A current résumé;
- Selected candidates may be asked to submit responses to writing prompts and a list of professional references to:

**Jennifer Wong Christensen**

Senior Consultant

[jennifer.christensen@carneysandoe.com](mailto:jennifer.christensen@carneysandoe.com)

**Dr. Karen Neitzel, Ed.D.**

Senior Consultant

[karen.neitzel@carneysandoe.com](mailto:karen.neitzel@carneysandoe.com)

### Search Calendar

June-July: Interested candidates to reach out to consultants to express interest

August 1: Deadline to submit materials

Mid-August: Semifinalist interviews with Search Committee

September: Finalists visits to campus

Late September-Early October: Appointment

*The full-time equivalent salary range for this position is \$450,000 – 525,000. Important context: The State of Washington does not collect income tax. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.*