

# HEAD OF SCHOOL SEARCH

## CHURCH FARM SCHOOL

Exton, Pennsylvania

[gocfs.net](http://gocfs.net)

Start Date: July 2025



Inspiring Boys • Fulfilling Dreams



**Carney  
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& ASSOCIATES

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# Mission Statement

The Church Farm School prepares a diverse group of boys in grades 9-12 with academic ability and good character to lead productive and fulfilling lives by making a college preparatory education financially accessible.

## Motto

Inspiring Boys – Fulfilling Dreams

## At a Glance



Established  
**1918**



Enrollment  
**123**



Total faculty and staff  
**71**



Student-faculty ratio  
**5:1**



Students of color  
**95%**



Financial aid awarded  
**\$6M**



Faculty with advanced degrees  
**70%**



Campus size  
**150 acres**

International students: 20%

States represented: 11

Faculty of color: 27%

Students receiving aid: 99%

Annual operating budget: \$11.9M

Endowment: \$168 million

Sports: 11



## Overview

Nestled in the scenic landscape of Exton, Pennsylvania, Church Farm School (CFS), an independent Episcopal boarding and day school dedicated to empowering young men in grades 9-12, provides scholars with a transformative educational experience that transcends the confines of the classroom. Established in 1918, CFS's mission is to provide a high-quality education to young men regardless of their economic circumstance (99% of students receive financial assistance), and the School offers state-of-the-art facilities and resources to support the holistic development of its students. From modern classrooms and science labs to athletic fields and performance spaces, the campus provides a dynamic environment where students can learn, grow, and explore their passions.

Rooted in its Episcopal traditions, Church Farm School embraces a holistic approach to education and combines rigorous academics, robust extracurricular activities, and a nurturing community ethos to foster the intellectual, moral, and personal growth of each student. Beyond the classroom, CFS provides a vibrant, supportive, and safe environment where students thrive socially, emotionally, and personally and learn the lessons of being in community with each other and their faculty and staff. Whether participating in athletics, fine arts, community service, or student-led organizations, students are encouraged to pursue their interests and discover new ones, develop leadership skills, and forge a "brotherhood" of mutual support and lifelong friendships.

At CFS, scholars benefit from a shared experience of "challenge through growth and growth through challenge."

Central to the ethos of Church Farm School is a commitment to diversity, equity, and inclusion. The school embraces students from all backgrounds and fosters a culture of respect, empathy, and understanding. Through dialogue, collaboration, and community engagement, CFS strives to cultivate global citizens who are prepared to navigate an increasingly interconnected world with compassion and integrity.





At its core, Church Farm School is a school dedicated to empowering scholars to achieve their fullest potential. Academically, CFS offers a challenging and comprehensive curriculum designed to prepare students for success in college and beyond. From honors courses to opportunities for independent study and research, and travel, students are encouraged to explore their interests, cultivate critical thinking skills, and pursue excellence in their academic pursuits. With a strong foundation in scholarship, character, and service, graduates go forth into the world as compassionate leaders, critical thinkers, and lifelong learners, poised to make a positive impact on their communities and beyond. The faculty and staff are dedicated mentors and role models who inspire students to reach their highest potential. Through personalized attention, mentorship, and guidance, educators empower students to discover their strengths, overcome challenges, and pursue their dreams with confidence and resilience.

Church Farm School seeks a dynamic and visionary leader to serve as Head of School to begin July 1, 2025. The Head of School will be responsible for providing strategic leadership, fostering a culture of academic excellence, and ensuring the overall well-being and success of students and faculty. CFS looks forward to a Head of School who will partner with a supportive Board of Directors to develop and articulate a compelling vision for the school's future in alignment with its mission and values while supporting an inclusive school environment where students feel valued, respected, and empowered to reach their fullest potential. This is a unique opportunity to lead a vibrant educational community dedicated to empowering young men to excel academically, grow personally, and make positive contributions to society.



## Opportunities and Challenges

For over 100 years, Church Farm School has “prepared a diverse group of boys in grades 9-12 with academic ability and good character to lead productive and fulfilling lives by making a college preparatory education financially accessible.” CFS is proudly dedicated to its mission and is enthusiastic about the School’s future. The next Head of School will bring visionary leadership and executive presence to support strategic growth and an engaging, personable demeanor to connect with the entire CFS educational community, as well as a collaborative leadership style to inspire a talented group of faculty. In addition to the duties regularly associated with overseeing the daily operations of the School, the next leader will possess qualities to effectively address the following:

- Leading CFS community to review “Unlocking the Potential: The CFS Strategic Plan” and working with the Board of Directors to determine if these are the right priorities for the School today and moving forward.
- Articulating the value proposition of the School to address financial sustainability by focusing on enrollment growth and management, tuition, and the optimization of facilities.
- Fostering positive school community and culture through authentic, genuine engagement with students, faculty, staff, parents, and alumni.
- Enhancing equity between the academic faculty and staff and the residential faculty and staff so that there is one CFS faculty and staff.
- Inspiring educational innovation and building on the existing academic program with a focus on excellence so that the quality of the CFS academic program is well known and recognized as an exemplary school for boys’ learning.
- Effectively recruit, hire, and retain excellent, mission-aligned faculty and staff and deploy their skills in full service to the community.
- Supporting exploration of promising new teaching methods and curricula to meet the evolving needs of students while also supporting professional development opportunities that allow CFS faculty to bring the best new ideas to the school.
- Partnering with the CFS Board of Directors to build the School’s endowment to benefit the School’s current and future needs.
- Partnering with the Board of Directors to masterplan and create excellent residential facilities for students and for cottage faculty.
- Further developing connections within the surrounding areas of Exton and greater Philadelphia in addition to the greater independent school community.





## Qualifications and Personal Attributes

Church Farm School is seeking in its next Head of School an 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 personal and professional commitment to Episcopal values, education, and practices that drive the mission of the school;
- Attention to current educational research and ability to combine that understanding with an appreciation for Church Farm School's mission, values, history, and traditions;
- 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;
- The ability to articulate vision and strategy and the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy;
- 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, diverse, and mission-aligned faculty;
- Experience with what effective fundraising/development/advancement functions look like in a school and the ability to put in place an optimal structure;
- 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 with the school's Board of Directors;
- A spirit that encourages innovation in pedagogical and technological skills.

# Learn More

Click on the links below to learn more about Church Farm School.

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[School History](#)

[School Profile](#)

[Strategic Plan](#)

[About Exton, Pennsylvania](#)



## 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;

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

- Responses to small set of writing prompts
- 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) to:

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