

HEAD OF SCHOOL SEARCH

FOXCROFT SCHOOL

Middleburg, Virginia

foxcroft.org

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

To help every girl explore her unique voice and to develop the skills, confidence, and courage to share it with the world.

At a Glance



Established
1914



Enrollment
150



Total faculty
31



Student-faculty ratio
5:1



U.S. students of color
23%



Financial aid awarded
\$2.58M



Faculty with advanced degrees
70%



Campus size
500 acres

Faculty and staff of color: 20%

Boarding students: 81% (20 states, 17 nations)

International students: 20%

Students receiving aid: 51%

Endowment: ~\$95.4M

Advanced placement courses: 17

Athletic teams: 16



Overview

Nestled into 500 acres of beautiful countryside 43 miles outside Washington, DC, Foxcroft School, a girls' boarding and day school for grades 9-12, has helped girls find and share their unique voices for more than 100 years. Foxcroft's many strengths include its close-knit and supportive community, uncommonly beautiful campus, a strong culture of philanthropy, and a long tradition of educating confident and courageous young women.

In an all-girls residential environment, Foxcroft students find their voice, develop confidence, and learn to advocate for themselves and others. They benefit from individualized attention from faculty, who celebrate and support each girl in the process of becoming herself. Within a culture that values tradition and simultaneously commits to meeting the needs of today's young women, students form lifelong friendships across the country and the globe and continue to support one another long after their high school years.

At Foxcroft, every girl is known and valued. Foxcroft students live and learn in a notably supportive community where students lift each other up and exhibit "understanding hearts" as the school's founder, Miss Charlotte, would have wanted of and for her students. Foxcroft graduates develop their potential, and are ready to learn and lead in their communities.

With the announcement of Cathy McGehee's retirement in June of 2025, Foxcroft seeks a new Head of School to lead the vital work of educating young women.



Opportunities and Challenges

Refine the Promise of a Foxcroft Education

Within the intentionally small community, Foxcroft's faculty meets the needs of a range of learners. Students have opportunities to excel in AP and self-paced courses like the Exceptional Proficiency program, and they can also access extra support through the Learning Center and their dedicated teachers. The next head of school will want to ensure that the core courses at the heart of Foxcroft's rich curricular menu are clearly defined and delivered to meet the needs of all students. Elevating best practices in girls' education and encouraging the creative faculty to help the program evolve will be important responsibilities as Foxcroft continues to deliver what's best for girls. The next head will have an opportunity to work with the faculty to clarify the character of the academic program and to define academic excellence at Foxcroft.

Steward Campus Master Plan to Completion

Cathy McGehee and the Board of Trustees have embarked on an ambitious Building for Our Future campaign, which has already accomplished the renovation of the Music Building and broken ground on the new STEAM wing to bring science, technology, engineering, art and math front and center. This building is fully funded and is scheduled to be completed for fall 2025. Phases 3 and 4 of the project call for the construction of a new performing arts space and the renovation of Schoolhouse, where most academic classes meet. The 10-year campaign launched in April of 2022 and has already raised approximately \$30 million towards its \$65 million goal from generous alumnae and community members. The next head of school will have the opportunity to sustain the current momentum, grow alumnae engagement, and bring this transformative project to completion.

Bolster Enrollment and Retention and Sharpen Brand Identity

With new leadership and a committed team in the Office of Enrollment Management, the next Head of School will help Foxcroft attract mission-aligned students to meet its enrollment goals and optimize net tuition revenue to support financial aid and programmatic excellence. The mid-Atlantic and Southeast region continue to be areas of growth for families, and Loudoun County's population increase represents a potential growth market for the school. Additionally, the next head, in partnership with the Director of Communication, will embrace a messaging strategy that communicates Foxcroft's strengths and differentiators in a clear and compelling fashion, helping everyone understand who Foxcroft is.



Champion Excellence in All-Girls Education

The next Head of School will continue a long legacy of championing and strengthening all-girls education to amplify the confidence, leadership, and self-advocacy skills girls develop in single-gender schools. As the brand ambassador, the Head of School will embody the mission, and participate fully in the life of the school, from the unbridled school spirit and healthy rivalry of the Foxes and Hounds (the spirit teams) to quiet check-ins during dorm duty. She will understand the power of her presence on campus and in the surrounding community as a symbol of female leadership and accomplishment, and she will relish the opportunity to mentor and elevate faculty, staff, students, and alumnae.

Recruit and Retain Talented Faculty and Staff With a Focus on Residential Life

Changes in adolescents and in employee expectations have impacted the teaching profession in unique ways and boarding schools have felt those impacts particularly acutely. Are there creative ways to think about attracting and retaining excellent teachers to a small, rural boarding school? The new head will also have an opportunity to review the faculty experience at Foxcroft with an eye towards clarity of expectations throughout the hiring and onboarding process as well as ongoing training, and accountability and evaluation for employees, particularly with regard to residential life. As the school upgrades its facilities, it needs to continue addressing the quality of faculty housing, especially in the dorms.



Qualifications and Personal Attributes

Foxcroft School is seeking in its next Head of School an innovative 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:

- Attention to current educational research and ability to combine that understanding with an appreciation for Foxcroft's mission, values, and history;
- 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, as well as personal commitment to fundraising;
- Good business sense to strengthen the financial state of the school;
- A dynamic and engaging presence, visible and active in all areas of school life;
- A love for adolescent girls and appreciation of their developmental differences and delights, which are apparent daily in a Grade 9-12 school;
- Ability to work effectively with the school's Board of Trustees;
- A spirit that encourages innovation in pedagogical and technological skills.

Learn More

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

[School Website](#)

[Portrait of a Graduate](#)

[School History](#)

[College Matriculation](#)

[Diversity, Equity, and Inclusion](#)

[About Middleburg, Virginia](#)

[Signature Programs](#)



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 by August 1, 2024:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A writing sample demonstrating ability to communicate effectively with school community;
- 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:

Karen Whitaker

Senior Consultant

karen.whitaker@carneysandoe.com

Susanna Jones

Senior Consultant

susanna.jones@carneysandoe.com