

HEAD OF SCHOOL SEARCH

MONTESSORI INTERNATIONAL CHILDREN'S HOUSE

Annapolis, Maryland

montessoriinternational.org

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Purpose Statement

Our purpose is to develop the full potential of each student as an individual and responsible member of our world society.

Mission Statement

Our mission is to provide a Montessori education, guided by AMI principles, that fosters the intellectual curiosity and creativity of our students. At MICH, children, staff and families collaborate to build and maintain a respectful, diverse and nurturing school community.

At a Glance



Established
1985



Enrollment
151



Total faculty
27



Student-faculty ratio
8:1



Students of color
35%



Financial aid awarded
\$154,500



Faculty with advanced degrees
41%



Campus size
5.3 acres

Faculty of color: 26%

Students receiving aid: 10%

Annual operating budget: \$2.5M



Overview

Montessori International Children's House (MICH), an AMI accredited school serving children from 18 months through age 12, has created an idyllic setting for young learners in its 40-year history. Situated on a verdant, wooded campus, and with a highly dedicated faculty and staff, the school community has a clear sense of purpose: to provide the best, age-appropriate education for young learners, following the philosophy of Maria Montessori.

MICH is seeking a Head of School. This is an exciting opportunity to lead a passionate and dedicated team of educators in fostering an environment where every child is empowered to reach their full potential while upholding the principles of the Montessori philosophy and embracing innovation and best practices in education to ensure continued growth and success. This executive leadership role is responsible for the comprehensive management and day-to-day operations of all school functions. Acting as the chief executive and chief operations officer, the Head of School ensures that the school operates at a standard of excellence, within the policies and directions established by the Board of Directors.

This leadership role offers a chance to engage with a diverse community of students, families, staff, and stakeholders, while fostering strong partnerships and promoting a culture of collaboration, inclusivity, and mutual respect. The Head of School will have the autonomy to implement strategic initiatives that enhance the educational experience, support the professional development of faculty and staff, and continue to enrich the school's reputation as an excellent Montessori school in the greater Annapolis area and beyond. Montessori International Children's House is primed for growth, offering the incoming Head of School the opportunity to leave a lasting legacy in the field of education.



Opportunities and Challenges

MICH has entered a point in its history that presents the community with myriad opportunities. The school is in great shape financially, enrollment is strong, and it has enjoyed years of stability in its faculty and staff. As it looks to the next five years and beyond, it sees strong potential to build on its current strengths, and the community is eager to hire a confident leader to guide them in the process of creating a strategic plan and implementing the goals that come out of the strategic planning process in the years that follow. The faculty and staff are dedicated Montessori educators and role models who inspire students to reach their highest potential. With several faculty reaching retirement in the coming years, the next Head of School will have an opportunity to develop a pipeline of Montessori trained educators to bring to MICH.

MICH enjoys a strong reputation and market position, and the next Head of School will continue to strengthen the school to ensure it is the destination for students and families seeking an excellent Montessori education. Staying current about the robust and competitive independent school market in Annapolis, fostering strong relationships with students, families, faculty, and staff, and exploring ways to ensure affordability and access will all be essential responsibilities for the next Head. The next Head of School will partner with a committed Board to ensure strong governance and serve as a strategic leader that respects MICH's history while also planning for sustainability and growth in the future.

Among the other opportunities the new Head will find are:

- Fostering community through authentic engagement with students, faculty, staff, parents, caregivers, and the greater Annapolis community; and between the divisions of the school.
- Ensuring that the School remains fiscally sound while exploring ways to enhance and improve the School's physical plant and continue to invest in its faculty and programs as outlined in the school's most recent strategic and master plans.



- Connecting and communicating effectively with faculty members, administration, parents, caregivers, students, community members, and the Board so that these groups are appropriately informed of School matters, potential issues, and needs.
- As the next Head of School articulates the vision of MICH, there is opportunity to make the school more well-known in the market as a school committed to early childhood through Grade 6 Montessori education.
- Partnering with the Board on “best practice” governance and serving as a strategic leader to facilitate the established strengths of MICH while planning for the future.
- Leading with an equitable and inclusive approach to internalize and evolve the DEIB program so all students and adults feel safe and recognized.

Preferred Qualifications and Personal Attributes

MICH 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 Montessori International’s mission, values, and history;
- Strong interpersonal skills and the ability to communicate with inspiration, clarity, and decisiveness, both in writing and in person;



- Excellent organizational and communication skills;
- 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;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty;
- 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 Trustees;
- A visionary leader who encourages innovation in pedagogical and technological skills;
- A love for children and appreciation of their developmental differences and delights.

Learn More

Click on the links below to learn more about Montessori International Children's House.

[School Website](#)

[Montessori Education](#)

[School History](#)

[About Annapolis, Maryland](#)



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;
- 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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