

# HEAD OF SCHOOL SEARCH

## THE PIKE SCHOOL

Andover, Massachusetts

[pikeschool.org](http://pikeschool.org)

Start Date: July 2025



**Carney  
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& ASSOCIATES

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# Mission, Vision, and Values

A Pike education ignites a lifelong journey of discovery.

The Pike School strives to be an exemplar for transformational education and a center for purposeful learning, leadership, and impact.

A Pike education liberates human potential and possibility to transform ourselves and our world and is rooted in our motto, *Non Sibi Solum*. We value:

- Authenticity: We embrace the identities of every person.
- Intellectual Ambition: We foster curiosity, inquiry, engagement, and initiative in learning.
- Social Good: We care for ourselves, for one another, and for our community.

## At a Glance



Established  
1926



Enrollment  
435



Total faculty  
60



Student-faculty ratio  
8.2:1



Students of color  
48.5%



Faculty with advanced degrees  
82%



Campus size  
35 acres



Physical plant size  
120,000 sqft



Endowment  
\$14M



Annual operating budget  
\$17.3M



Financial aid awarded  
\$2.4M



Students receiving aid  
20%



## Overview

The Pike School, a Pre-K-Grade 8 school in Andover, MA, is seeking a new Head of School to begin July 1, 2025, succeeding an Interim Head of School who will be in place for the 2024-2025 school year.

Pike has a deep commitment to its Mission, Vision, and Values—rooted in its motto of *Non Sibi Solum* (Not for Oneself Alone)—and prides itself on the excellence of the education and student experience the school has provided since 1926. Shaping that experience for students are Pike’s values of Authenticity, Intellectual Ambition, and Social Good, as it strives to ignite a lifelong journey of discovery.

Located 20 miles north of Boston, Pike sits on a 35-acre campus, which includes a 1.5-mile nature trail. This impressive setting for teaching and learning fosters Pike’s intellectually ambitious, inclusive environment, which empowers every child to explore boundless opportunities for deep thinking, creativity, collaboration, and curiosity. Members of the Pike community are quick to identify its essential features of warmth and child-centeredness, qualities that they are eager to sustain and enhance.

The next Head of School will find a talented faculty, staff, and administration; a dedicated Board of Trustees; and an overall engaged community ready to support the important work that Pike continues to do as it celebrates its first century of educating young people and preparing them to lead with impact in an increasingly complex world.

## Opportunities and Challenges

The next Head of School will enter a remarkable learning community, one with a rich legacy of engaging, caring for, and challenging its young learners. The Pike School’s professional culture is built on the foundation of an experienced and dedicated faculty and staff with an average tenure of 12 years, more than 80% of whom have advanced degrees. As The Pike School looks to the future, it also looks to cultivate and support its next generation of educators, with a priority towards recruiting and retaining highly qualified faculty and staff.



Pike completed a broad and thorough strategic planning process in 2021. The next Head of School will play a central role in uplifting opportunities to live into the newly articulated Mission, Vision, and Values. Throughout the academic program, co-curricular offerings, family-school partnerships, and community events, one sees reflections of Authenticity, celebrations of Intellectual Ambition, and the impact of Social Good.

The opportunities and challenges for the next Head of School include:

- Joining a well-established, vibrant learning community with a legacy of excellence and engagement;
- Serving as Pike’s greatest advocate for both internal and external audiences, communicating with inspiration and clarity to a wide variety of stakeholders;
- Working with the strong senior administrative team to determine the appropriate structure and staffing to meet current and projected needs;
- Successfully collaborating with and empowering the administrative team and remaining robustly engaged in the day-to-day life of the school;
- Retaining and recruiting excellent faculty and staff and supporting them in order to make full use of their talents;
- Developing and implementing near- and long-term strategies that balance mission-aligned enrollment priorities, demographics, and financial sustainability;
- Clearly articulating the value proposition for a strong Pre-K-Grade 8 education and ensuring that value proposition extends across grade levels and both Lower School and Upper School divisions;
- Engaging with and listening to the community while modeling transparency and authenticity;
- Partnering with a strong Board of Trustees to achieve the school’s strategic objectives.



## Qualifications and Personal Attributes

The Pike School seeks a Head of School with extensive experience as a strong leader in independent school settings, especially those for preschool, elementary, and middle school learners. That experience should include significant administrative leadership, effective team-building with all constituents, the capacity to inspire and empower professional colleagues, and the ability to work successfully with boards of trustees. The strongest candidates will offer most or all of the following qualifications and qualities:

### Professional Qualifications

- A deep understanding of, and appreciation for, the unique joys and compelling qualities of a Pre-K-Grade 8 school;
- Experience recruiting, hiring, supporting, and retaining talented, diverse, and mission-aligned faculty and staff;
- Experience in academic leadership and understanding of evolving best practices in teaching and learning to maintain and elevate the excellence of the student experience;
- Personal and professional commitment to diversity, equity, inclusion, and justice and the requisite skills to build, lead, and support a culture of belonging for a diverse student body and faculty and staff;
- Strong oral and written communication skills, including the ability to articulate Pike's Mission, Vision, and Values across the community;
- Depth of experience in school operations, strategic planning, and board relations;
- Knowledge of, and commitment to, effective institutional advancement and fundraising in support of community connectedness and financial sustainability;
- The ability to articulate vision and strategy and the tactical skills necessary to implement that vision and strategy;
- Experience working in partnership with a highly engaged parent/guardian community.



### **Leadership Style**

- A style that is collaborative when possible and decisive when necessary, built on approachability, responsiveness, and transparent communication;
- A highly relational, inclusive leader with strong emotional intelligence in building teams, relationships, and communities;
- Skills in helping community members of varying perspectives find common ground and advance shared goals;
- A history of thoughtful innovation moderated by a sensitive approach to change;
- The confidence and humility to advocate for new ideas, invite disagreement, welcome feedback, and engage in challenging conversations with grace.

### **Personal Qualities**

- Alignment with and advocacy of Pike’s Mission and Vision and the Values of Authenticity, Intellectual Ambition, and Social Good;
- Eagerness to engage actively with students, parents/guardians, and faculty and staff and a willingness to prioritize visibility amidst the demands of a busy professional schedule;
- Highly relational, upholding the highest levels of honesty, trustworthiness, and integrity.

## Learn More

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

[School Website](#)

[Equity and Justice](#)

[Portrait of a Graduate](#)

[Secondary School Matriculation](#)

[About Andover, Massachusetts](#)



## 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 and preparation for this particular position;
- A current resume; and
- 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.)

As the process moves forward, selected candidates may be asked to submit additional writing samples and responses to writing prompts.

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