

# MIDDLE SCHOOL DIVISION HEAD SEARCH

## SEATTLE ACADEMY OF ARTS AND SCIENCES

Seattle, Washington  
seattleacademy.org

Start Date: July 2025



**Carney  
Sandoe**  
& ASSOCIATES

CARNEYSANDOE.COM

# Mission Statement

Seattle Academy is a dynamic community that challenges students to QUESTION, IMAGINE, and CREATE in order to CONTRIBUTE boldly to a changing world.

## At a Glance



Established  
1983



Middle School enrollment  
418



Faculty in the Middle School  
69



Student-teacher ratio  
7:1



Students of color  
44%



Financial aid awarded  
\$11.3M



Faculty with advanced degrees  
50%



Campus size  
1 city block

Enrollment: 1,256

Zip codes represented: 70

Languages spoken: 43

Total faculty: 184

Faculty of color: 32%

Average class size in the Middle School: 18

Students receiving aid: 25%

Endowment: \$26M

Annual operating budget: \$59.5M



## Overview

Seattle Academy is a vibrant and innovative independent school serving students in grades 6 through 12 on an urban Capitol Hill campus setting in Seattle, Washington. Families choose Seattle Academy (also known as SAAS) because it is a place that, above all else, strives to embrace and honor each and every community member. To know SAAS is to know that its students and faculty have varying interests, capabilities, and learning styles; and these differences aren't just accommodated at SAAS – they're celebrated.

Deep interpersonal relationships form the foundation of teaching, learning, and life at SAAS. Faculty and staff provide students with tailored support and challenges that guide them on their path to becoming active citizens and conscientious leaders. Mentoring and coaching are intentionally flexible and layered, allowing students to seek and receive guidance from various adults at SAAS. The diverse SAAS faculty is exceptionally qualified, bringing impressive academic achievements and rich life experiences, along with a passionate dedication to their disciplines. Each faculty member integrates the SAAS mission and guiding principles (Culture of Performance, College and Life, Know the Kid, and Inclusive Community) into daily lessons and interactions. They also model a growth mindset and a sense of humor for their students. At SAAS, serious learning is balanced with the joy of discovery and growth.

Seattle Academy's current Middle School Division Head is moving into a new role within the school, as Assistant Head of School and Upper School Division Head. Accordingly, SAAS seeks a new Middle School Division Head for 2025.

## Opportunities and Challenges

The next Middle School Division Head will have the opportunity to work with a talented and dynamic student body and faculty, as well as an engaged leadership team. They will join a culture deeply committed to equipping students with the skills and mindset for a successful and healthy experience in school and life, while building an inclusive culture and community that truly knows the kid. This is an exciting opportunity for a dynamic, visionary, and community-oriented educator.





As the school emerged from COVID, it has focused on rebuilding community and strengthening connections, adding new roles to its academic leadership team. Moving into 2025 and beyond, the school is ready to align more closely its 6-12 academic and co-curricular experiences, with the Middle School Division Head playing a key role. The new upper school building, opening in 2025-2026, will bring fresh opportunities for learning in newly designed and reimagined spaces.

Seattle Academy has preserved its entrepreneurial mindset throughout its 40+ years, so a successful leader here will match this energy, see potential in every situation, and consistently place students at the heart of decision-making and problem-solving.

The priorities, opportunities, and challenges ahead include:

- Provide educational vision, leadership and execution to the Middle School;
- Increase cohesion across grades 6-12 while simultaneously establishing the Middle School as a destination in its own right;
- Embrace and further Seattle Academy's commitment to diversity, equity, and inclusion;
- Maintain systems and structures to ensure effective communication between and among Middle School parents, employees, and students;
- Continue the work of nurturing community among adults and further infuse the culture with a sense of collaboration and spirit;
- Support ongoing work to evaluate and refine curriculum and pedagogy, including furthering opportunities for interdisciplinary experiences, student-centered instruction, student travel experiences, and a standard-based grading framework;
- Coordinate and communicate a model of distributed leadership and supporting the growth and development of teacher-leaders;
- Unify the academic and co-curricular programs and provide an even more fully integrated student experience.



## Qualifications and Personal Attributes

- Fortright and authentic, skilled in delivering constructive feedback for growth and development.
- Fair, empathetic, and culturally aware, adept at navigating diverse social contexts with understanding.
- Engaging and relatable to middle schoolers, sparking lifelong learning through humor and connection.
- Strong communicator and collaborative problem solver, committed to adaptable and restorative approaches for students.
- Accessible and actively present in all areas of student life, from academics to extracurriculars.
- Strong communication skills, verbally and in writing.

## Learn More

Click on the links below to learn more about Seattle Academy of Arts and Sciences.

[School Website](#)

[Virtual Campus Tour](#)

[Guiding Principles and Values](#)

[School Profile](#)

[Diversity, Equity, Inclusion, and Belonging](#)

[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;
- 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. Please submit materials to:

**John Faubert**  
Consultant  
john.faubert@carneysandoe.com

**Sabrina Zurkuhlen**  
Consultant  
sabrina.zurkuhlen@carneysandoe.com

*The full-time equivalent salary range for this position is \$190-210K. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise. Learn more about [employee benefits here](#).*