

HEAD OF SCHOOL SEARCH

THE WINSOR SCHOOL

Boston, Massachusetts

winsor.edu

Start Date: July 1, 2025



THE
WINSOR
SCHOOL



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

The Winsor School prepares young women to pursue their aspirations and contribute to the world.

The School

Winsor is a diverse, vibrant community that values intellectual curiosity, authentic engagement and personal integrity. We challenge our students to lead lives of purpose as responsible, generous-minded women.

At a Glance



Established
1886



Enrollment
477



Total faculty and staff
129



Student-faculty ratio
7:1



Towns represented
60+



Financial aid awarded
\$5.5M



Faculty with advanced degrees
79%



Campus size
7 acres

Lower School enrollment (grades 5-8): 210
Upper School enrollment (grades 9-12): 267
Students of color: 62%
Faculty of color: 25%

Average class size: 13
Students receiving aid: 24.7%
Endowment: \$128.9M
Annual operating budget: \$30.1M



Overview

Since its founding, Winsor has empowered generations of girls to pursue their aspirations, discover new talents, hone critical skills, and contribute to the world. Serving students in grades five through 12, Winsor is unwavering in its commitment to develop students with strong voices who know what matters most to them and who go out into the world determined to make a difference. Located in Boston near Fenway Park and the Longwood Medical Area, the school attracts and nurtures students who are ambitious, intellectually curious, academically confident, and authentically themselves. While classroom learning is at its core, the academic experience is just the beginning. Students are not only thinkers and scholars but also athletes, artists, community volunteers, club members, leaders, mentors, and friends.

In 1886, Mary Pickard Winsor opened a six-month school for eight girls at 334 Boylston Street in Boston's Back Bay, the first of six locations in various townhouses in the neighborhood. Ahead of her time, Miss Winsor wanted to prepare women to be self-supporting, competent, responsible and generous-minded. By 1900 the student body had grown to 99 girls; in 1910 the school relocated to its current location in the Longwood area. Now serving nearly 500 students on a united campus, Winsor's state-of-the-art facilities, including the Lubin-O'Donnell Center for the performing arts, athletics, and wellness, which opened in 2015, reflect and enhance the excellent education each student receives.

The incoming Head of School will build on the highly successful nine-year tenure of current Head Sarah Pelmas and will benefit from the school's strong financial position, engaged Board of Trustees, pervasive commitment to equity and inclusion, and excellent faculty, staff, and administration. With a \$100M capital campaign nearing its end—ensuring that Winsor will continue to welcome the most qualified students, retain exceptional faculty, and remain nimble for innovation through unrestricted funds—the incoming Head will build on Winsor's exceptional history as the school continues to prepare students to “lead lives of purpose as responsible, generous-minded” citizens of the world.



Opportunities and Challenges

Specific opportunities and challenges will include:

- Leveraging the momentum of the current strategic plan and ongoing capital campaign to further solidify and augment Winsor’s powerful sense of community, extraordinary academic program, and commitment to diversity, equity, and inclusion;
- Supporting the continued excellence of the academic program by realizing the insights and recommendations of the ongoing curriculum review, embracing the tremendous resources of the city of Boston, furthering the school’s commitment to rigorous civil discourse, and welcoming innovation in the academic and co-curricular programs while honoring the school’s rich history;
- Retaining (and, as necessary, recruiting) an excellent, diverse, and mission-aligned faculty, staff, and senior administrative team and supporting them in order to make full use of their talents;
- Exploring the intersection of academic excellence, joyful learning, and mental and emotional health, challenging students as they build confidence, resilience, and the sense of accomplishment that come from engaging fully and joyfully in intellectual inquiry;
- Communicating with inspiration and clarity to a wide variety of stakeholders, serving as the school’s chief storyteller and greatest advocate for both internal and external audiences;
- Partnering with the Advancement office to successfully conclude an ambitious capital campaign and support ongoing relationship-building and fundraising efforts, further cementing the school’s financial sustainability for generations to come;
- Shepherding a devoted employee base, dynamic student body, passionate parent body, and extensive alumnae network.

Qualifications and Personal Attributes

The Winsor School seeks in its next Head of School an inspiring educational leader who fully embraces the school’s mission, vision, and culture and who will engage fully in the daily life of Winsor’s dynamic community. The most compelling candidates will offer the following qualifications and qualities:



Professional Qualifications

- Successful history of navigating the demands of a complex educational organization and deep understanding of and appreciation for Winsor’s commitment to educating young women;
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity across a wide range of audiences;
- Experience recruiting, hiring, supporting, and retaining talented, broadly diverse, and mission-aligned faculty;
- The ability to articulate vision and strategy and the tactical skills necessary to manage the systems and processes necessary to implement strategy;
- Understanding, care, and curiosity about best practices in teaching and learning;
- Personal and professional commitment to equity and inclusion and the required skillfulness to further the school’s commitment to learning and belonging at Winsor and in the wider community;
- Depth of experience in school operations, fundraising, and board relations; and
- Experience working in partnership with a highly engaged parent community that has high expectations of the school.

Leadership Style

- A strategic thinker who understands the interplay of internal and external systems, constituents, and priorities;
- A commitment to honoring multiple perspectives in order to maintain an authentic, inclusive community;
- A history of thoughtful innovation and a sensitive approach to change; and
- The confidence and humility to advocate for new ideas, invite alternative perspectives, and welcome feedback, engaging in challenging conversations with grace.

Personal Qualities

- The courage to make challenging choices, upholding the highest standards of integrity;
- Excitement to embrace the city of Boston professionally and personally; and
- Eagerness to engage actively and joyfully with students, parents, and faculty and willingness to prioritize visibility amidst the demands of a busy professional schedule.

Learn More

Click on the links below to learn more about The Winsor School.

[School Website](#)

[Equity and Inclusion](#)

[Strategic Vision](#)

[School Profile](#)

[Winsor Leads Campaign](#)

[About Boston, Massachusetts](#)



To Apply

Interested candidates are asked 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:

- Writing samples specific to this search
- 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)

Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter to:

Marsha Little
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