



INFORMATION FOR CANDIDATES



Overview

ST. PAUL'S EPISCOPAL SCHOOL

Mission

St. Paul's Episcopal School is dedicated to instilling in our children strength of intellect and strength of character in a Christian environment that is positive, respectful, and familial. We encourage our students to strive to do their best, to be compassionate, and to appreciate and preserve the beauty of life.

Honor



Students at St. Paul's believe that personal honor is one of their most cherished possessions; therefore students at St. Paul's strive to tell the truth, act honestly in all situations, respect other people and their property, and expect the same behavior from others.

Diversity



St. Paul's Episcopal School, in support of its mission, is committed to the cultivation of a diverse and inclusive community. We strive to honor the dignity inherent in all people in a just and equitable environment. We embrace and celebrate diversity and inclusion as essential to learning and making positive contributions to the world.

Sustainability



St. Paul's Episcopal School commits to embrace a global understanding of the social, economic, and environmental impact of the use of our resources as they relate to the sustainability of water, food, environment, energy, and the reduction of waste.



INTRODUCTION

As St. Paul's Episcopal School (SPES) continues to build on a proud history begun in 1960, the Board of Trustees has launched a search to identify a new Head of School to start July 1, 2027. To that end, and to assist the Board in clarifying the goals and opportunities the new Head will face, Andre Withers and Mark Crotty of Educators Collaborative have solicited input from members of the school community during an on-campus visit and through an electronic survey: faculty, students, administrators, staff, parents/guardians, church members, and trustees. The following represents a summary of SPES' strengths, its challenges and opportunities for the next three to five years, and the personal and professional qualities trustees and the school community seek in the next Head of School.

St. Paul's Episcopal School distinguishes itself as a place where, in one person's words, "the focus is on learning how to be good people." Similarly, the school celebrates childhood while giving students "the tools of how to be an adult." SPES is a warm, friendly community that "earns a place in people's hearts."



OVERVIEW

Fast Facts

- St. Paul's Episcopal is co-educational and serves students from Nursery through Grade 8. 2025-26 enrollment is 284 students.
- Average class size is 12 students.
- 69 full and part-time employees.
- 2025/2026 Tuition Range: \$14,515 to \$17,940 plus fees
- 36% of students receive some financial assistance
- 24% of students/families and 16% of faculty identify as diverse.
- Annual Budget: \$5,051,652

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Philosophy: “St. Paul's Episcopal School is an outreach of St. Paul's Episcopal Church. The school community consists of teachers and administrators, children, parents, grandparents, church members, and friends. We serve children of all socio-economic groups, races, and religions because we want our children to see and recognize the beauty inherent in a richly varied and diverse world.

“At St. Paul's, we educate children in an atmosphere that is close-knit and nurturing, without undue pressures of competitiveness. It is this atmosphere that allows us to develop the full potential that exists within each child.

“We teach to a curriculum that gives our students the knowledge and skills to perform at a high academic level and thrive in a technological and rapidly changing world. Just as importantly, we believe we must instill in our children at an early age a sense of the joy of learning, so that they will not only become good students, but also lifelong learners.

Intellectual development is vital. Equally vital is the development of moral character. Integrity. Respect. Kindness. Service. Accountability to self, family, and community. These are the ideals we teach our children, and these are the behaviors we expect.

“We support the structure in which learning can take place, but we allow for the freedom in which discovery can happen. Our school life is rich with music, art, and opportunities for play. These, too, are necessary to lead our children toward discovering and appreciating their own unique gifts and contributions. We encourage every student to participate fully in the life of St. Paul's.”

HIGHLIGHTS

Program

SPES offers an appropriately challenging program that blends traditional and innovative curricula and pedagogy. Students receive excellent academic preparation and perform strongly on both testing and in high school. Along with core subjects, the students have extensive exposure to arts, music, and technology (coding and robotics). Public speaking and social-emotional learning are woven throughout the program. There is a learning specialist and counselor. Of particular note are the sustainability and service learning programs, often intertwined. The sustainability program focuses on three areas: economic, environmental, and cultural. The school has partnered with various organizations to make the learning very real here. For example, in a program called Coastal Roots, students grow and then plant grass vital to preserving the Louisiana coastline. The mission-driven program emphasizes “desired habits of mind,” such as empathy, awareness of the needs of others, willingness to take action, and the ability to communicate effectively and to work collaboratively.

Episcopal Identity

As a vestry member noted, a strong Episcopal identity permeates the school. The “St. Paul’s way” echoes the Episcopal covenant of respecting the dignity of every human being. Students attend chapel, based on morning prayer, thrice weekly and Eucharist monthly. This spiritual direction allows students to know each day they will be challenged in the classroom; it is safe to explore, take risks, and gain confidence; they will learn by doing; and they will be reaching for the highest level of learning. Within this culture, the religious backgrounds and beliefs of all families and children who constitute the enrollment and community are both valued and respected.



Faculty/Staff

Employees at SPES are truly committed to the school’s mission and values and to the age students with whom they work. Many have served the school for long tenures, and strong new hires have joined recently. They are well-versed in their subjects and pedagogy; in fact, many of the middle school teachers are also certified to teach high school. They value the sense of mastery, autonomy, and purpose which allows them room to be creative in best meeting the needs of students in designing program.

Students

While the majority of SPES students come from the immediate Lakeview neighborhood and Metairie, the school draws from 21 different zip codes around the area. Given the competition for students in New Orleans, that reach is significant. After SPES, students matriculate at a wide range of top public, private, and Catholic schools around the area. The school faces two key enrollment challenges. One, within three blocks of SPES are both a strong Catholic elementary school and a pre-k—8th charter school with a gifted program. Two, Catholic high schools in New Orleans begin in the 8th grade, leading some students to leave after seventh grade.

Campus/Plant

Entirely reconstructed after Hurricane Katrina and renovated after Hurricane Ida, the Lakeview campus contains multiple appealing features. The main 60,000 square foot building has large, bright classrooms with plenty of windows. There are well-equipped technology labs and art studios, a science lab, a gymnasium, and a central multi-use space. Student work adorns the walls. Administrative offices are primarily in a central location. The school also uses the church's stunning sanctuary. There are separate buildings for the nursery and "the littles." The school also has many exciting outdoor spaces: two playgrounds, a small turf field, a full outdoor kitchen, individual grade-level gardens, a courtyard (by the sanctuary), and a greenhouse for hydroponics. The school shares a facilities manager with the church, and it contracts cleaning and security services.



Governance

SPES exists as an outreach of St. Paul's Episcopal Church, and the school works in close partnership with the church, particularly at the governance level. Currently 18 trustees sit on the board. Three trustees must be church members; the head of school and the rector and senior warden also serve as ex officio members. Recently the board has been striving to strengthen their relationship through ongoing professional development and review of the cost-share arrangement. They also have reworked their bylaws. As one trustee remarked, "We're very focused on moving forward." This positive spirit runs through the board, primarily in its growth mindset for its own work and the future of the school. They are thinking strategically and excited to partner with the next head of school.



Community

Every constituency lauded the "very family-centered" sense of community at SPES. They talked about the intimacy, the safe and homey feeling, the concern for each other's well-being. Everyone knows each other, and people revel in the many events that unite community members.



Strengths

OPPORTUNITIES

Strengths

- Strong sense of community with a warm, inviting atmosphere; everyone loves the school.
- Clear understanding of the values that inform the St. Paul's Way.
- A palpable Episcopal identity that undergirds the school's holistic approach.
- Highly qualified, talented adults who are dedicated to the school and care deeply about the students.
- A rich program responsive to the specific needs of children without rushing their growth.
- Innovative, mission-driven sustainability and service learning programs.
- Small class sizes.
- Growth-minded Board, eager to partner with the new Head of School to create strategic vision and direction for the school.
- Spacious facilities, with well-equipped indoor and outdoor spaces.

Challenges / Opportunities

- Following a leader who has served the school for 42 years, the last 16 as head of school.
- Partnering with the board on the next strategic direction and implementation for the next era in SPES's history.
- Continuing to foster a strengthening relationship with St. Paul's Episcopal Church.
- Inspiring, leading, and mentoring a group of committed, talented employees while honoring their sense of mastery, autonomy, and purpose.
- Developing a model for the sustainability of a unique small school in a highly competitive independent school market, moving from an admissions mindset to an aggressive enrollment management model.
- Nurturing a culture of philanthropy.
- Improved campus security systems and infrastructure.
- Programmatic review that honors tradition while streamlining, creating coherence, and fostering further innovation.
- Continuing to nurture the relationships with alumnae, parents, past parents and friends of the school to solidify the foundation for fundraising.



NEW ORLEANS

The City

For generations, New Orleans has been defined by its "soul"—a vibrant tapestry of jazz, Creole cuisine, and centuries-old architecture. But in 2026, New Orleans has become a city as much about innovation as about intergenerational tradition. For the modern, visionary professional educator, New Orleans offers a rare proposition: a world-class cultural classroom paired with a skyrocketing contemporary economy.

Education here extends far beyond the four walls of a school. From the expanded Besthoff Sculpture Garden at the New Orleans Museum of Art to the immersive exhibits of the National WWII Museum, the city serves as a primary source for history, STEM, and the arts. High-quality schools dot the city, and the education continues at the area's world-class universities

New Orleans is a community that prioritizes "play with purpose." Whether it is exploring the 1,300 acres of City Park—home to the Louisiana Children's Museum—or participating in the Cultural Curriculum Project, children grow up in an environment where heritage is a hands-on experience. In New Orleans "field trip" is a way of life, fostering a brand of creativity and cultural literacy that traditional suburbs simply cannot replicate.

For entertainment, few things top the crowd roar at a Saints football game or Pelicans basketball game, the ebullience of the French Quarter, and the joy of Jazzfest.

While the rhythm remains timeless, the economy is moving at a modern pace. New Orleans has evolved into a diverse hub for advanced manufacturing, life sciences, and digital media. With over \$44 billion in industrial projects currently under construction in the region, the city is witnessing a "gold rush" of opportunity.

From the BioInnovation Center downtown to the burgeoning tech corridor, New Orleans is attracting global investment in AI-resilient sectors and green energy. This economic shift provides high-wage career paths in 2026 without sacrificing the "Big Easy" quality of life.

Look past the postcards. New Orleans is a city where people can build a legacy at a global tech firm in the morning and catch a brass band on their walk home. It is a place where children will learn the value of history while gaining the tools to write the future.



The

IDEAL CANDIDATE

St. Paul's Episcopal School desires key qualities, characteristics and skills in its next Head of School. Most importantly, the next Head of School will be committed to--and embody--its mission and core values. More particularly, an ideal candidate will reflect:

- Experience with small school leadership and child-centered education.
- A visionary who explores multiple approaches to meeting challenges and cultivating growth.
- Financial savvy, with particular focus on budget management and auxiliary revenue.
- A community builder who offers a positive, inspiring presence, sometimes while negotiating difficult situations.
- Someone who can tell the St. Paul's story in engaging, compelling fashion.
- Open and available; trustworthy and trusting.
- A clear, direct, and honest communicator.
- An effective manager who can handle multiple responsibilities and act decisively after appropriate process and input.
- Knowledge of, or excitement about, the uniqueness of New Orleans.

TO APPLY

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Dossiers will be reviewed as received.

A preliminary conversation is encouraged with Andre Withers and/or Mark Crotty (see below) of Educators Collaborative to learn more about this opportunity. Those interested are asked to submit the following materials, in the order listed, in a Single Merged Document:

- EC Candidate Summary Sheet (contact consultants for this document)
- Letter of Interest, addressed to the Search Committee
- Current résumé
- Statement of Educational Leadership
- A list of five or more references with contact information (including phone numbers and email addresses)
- EC Disclosure Form (contact consultants for this document)

Please Address Inquiries to:

Mark Crotty, Partner, Educators Collaborative - (214) 808-6550 MCrotty@educatorscollaborative.com and/or
Andre Withers, Partner, Educators Collaborative awithers@educatorscollaborative.com - (202) 528-1705

Statement of Non-Discrimination: St. Paul's Episcopal School admits students of any race, religion, national and ethnic origin, sex, sexual orientation, gender identity, or disability to all the rights, privileges, programs, and activities generally made available to students at our school.

St. Paul's does not discriminate on the basis of race, religion, national and ethnic origin, sex, sexual orientation, gender identity, or disability in violation of state or federal law or regulations in administration of its educational policies, admission policies, scholarship and loan programs, athletic and other school-administered programs.

St. Paul's does not discriminate against any person in employment, or otherwise because of race, religion, national and ethnic origin, sex, sexual orientation, gender identity, or disability in violation of existing state or federal law or regulations.

