



SAINT JAMES SCHOOL

Head of School Search

SAINT JAMES SCHOOL | HAGERSTOWN, MD

START DATE: JULY 2027



The
Education
Group





Mission Statement

Saint James School prepares young men and women for success in college and inspires them to be leaders for good in the world. We do this within a small and familial residential community that encourages their moral and spiritual growth.

Overview

Founded in 1842 by Bishop Whittingham of Maryland and William Augustus Muhlenberg, Saint James School is a coeducational, Episcopal boarding and day school for grades 8-12, located on a pastoral 850-acre campus in the rolling countryside of western Maryland. With its stately chapel, Georgian-style academic buildings, and centuries-old poplar tree, Saint James exudes a sense of timelessness and purpose. For more than 180 years, Saint James School has prepared young men and women to lead lives of honor, faith, service, and intellectual curiosity.

As Saint James approaches a new chapter in its history, it does so from a place of strength and deep affection. Under the extraordinary leadership of Father Stuart Dunnan, the School has flourished in mission and spirit, rooted in the rhythms of daily chapel, a well-enforced dress code, seated meals, and community traditions that shape character as much as intellect. The next Head of School will inherit a community that clearly knows who it is, cherishes its Anglo-Catholic heritage, and aspires to remain both grounded and forward-looking as it faces the opportunities and challenges of modern independent school education.

Saint James is a school family united by its values: faith, warmth, integrity, community, and tradition. The school understands that the next Head will need to continue to strengthen enrollment, support and retain outstanding faculty and administrative staff, ensure financial sustainability, and continue to elevate academic programming. The right leader will understand that these goals are not separate from Saint James's core values, instead extensions of them and goals that are tied to the School's enduring commitment to "forming leaders for good in the world."



The School

Saint James is a small school with a big spirit. Students are part of an 180-plus year tradition of strong academics, enduring community, personal growth, and character development. With an enrollment of 250 students divided 70/30 between boarding and day, the school attracts learners from 30 countries and 20 states. Saint James welcomes students with diverse backgrounds and beliefs, offering a moral framework where faith, education, and character are developed side by side. Its size fosters personal and meaningful relationships, with 95% of full-time faculty residing on campus and deeply knowing and caring for their students. Academics, teaching, extracurricular offerings, diversity, college preparation, and athletics are all hallmarks of excellence at Saint James School. Niche.com gives Saint James School a national average of A+ in Academics, Teachers, Clubs and Activities, Diversity, College Prep, and Sports.

The School's blend of academic excellence, spiritual formation, and a vibrant co-curricular life creates an environment where students grow in confidence, empathy, and purpose. Saint James encourages students to grow academically, artistically, socially, and morally. Its enduring traditions of daily chapel, the Honor Code, family-style meals, and a shared commitment to service bind generations of Saints together.

The Campus

Situated just 5 miles southwest of Hagerstown and approximately 70 miles from both Washington, D.C. and Baltimore, the School occupies a position that offers both accessibility to metropolitan areas and a serene, country-campus feel. The campus itself spans about 100 acres of built-up grounds surrounded by roughly 750 rural acres of school-owned farmland, giving students room to breathe, to roam, and to settle into a community-oriented environment. The architectural style leans into Georgian-inspired design, reinforcing a sense of tradition and continuity in a residential boarding context.



Dormitories & Residential Life

Boarding is at the heart of campus life, with about 70% of students living in one of five dormitories: Claggett Hall, Holloway House, Coors Hall, Mattingly Hall, and Onderdonk Hall. Construction began in Fall 2025 on Dunnan Hall, a new residence that celebrates the School's history and looks ahead to its future, providing space for the growing number of students who wish to call Saint James home.

Academic & Extracurricular Facilities

The campus is well-equipped to support academic rigor, arts, and athletics. The facilities, especially in arts and athletics, reflect modern investments, while the campus retains its historic character. Among the standout features:

- A state-of-the-art 65-yard indoor turf field, along with multiple playing fields, tennis courts, and dedicated practice areas, supports a strong and versatile athletics program.
- The 22,000-square-foot Pohanka Fine Arts Center, an AIA Honor Award recipient, brings together music, visual arts, digital media labs, and private studios in a modern, creative environment.
- A new MIT-certified fabrication lab, equipped with 3D printers, a laser cutter, a CNC router, and additional tools, is under construction, reinforcing the School's commitment to innovative STEM learning.
- The fully renovated 260-seat theater, with upgraded sound and lighting systems, offers a flexible performance venue. The Theater Department stages three main-stage productions each year, providing students with meaningful, project-based experiences across all areas of theater arts.



Academic Programming

From its inception, the School has been recognized for its academic excellence and enduring honor code. Its tradition of strong academics offers a rigorous academic program with a broad liberal arts foundation curriculum. Academic programs include 19 Advanced Placement Courses in core programs of Math, Science, English, Classical and Modern Languages, History, and Fine Arts. Personalized educational growth through expert teaching and advising helps identify and develop student strengths and improve academic skills. Average class size of 10-12 fosters individual attention and academic growth. The MIT-certified FAB Lab (fabrication laboratory) was an initiative established by MIT to develop secondary school STEM. The Saint James Fab Lab is one of only two in Maryland and is a platform for innovation and also a multimedia resource. Students at Saint James average SAT score is 1300, with an average ACT score of 28. Saint James has attained Platinum Recognition in the AP School Honor Roll, the highest achievement level.

Campus Life & Atmosphere

The rural expansiveness of the campus offers a calm and spacious backdrop, yet the School remains highly connected through weekend trips (to Washington, Baltimore, ski or hiking outings), and robust on-campus programming. Students live, learn, and grow together in community, with 95% of full-time faculty residing on campus, reinforcing the residential ethos and fostering strong mentoring relationships. The student body is richly diverse, with students representing 30 countries and 20 states.



Athletics

Saint James School offers a wide variety of programs and levels of competition in the athletic program. Twelve sports are on offer with a total of 30 teams. Students are required to participate in three athletic or comparable activities and one competitive sport per year. Athletics emphasize important concepts of teamwork, leadership, sportsmanship and discipline, all important life skills. The Turner Athletic Center is central to all students in daily athletics and includes the Barr Gymnasium, Bell Gymnasium, Stockton Smith Fieldhouse, Holloway Wrestling Center, and Root Weight Room. The boys' teams compete in the Mid-Atlantic Conference (MAC).



Fast Facts



FOUNDED
1842



TOTAL STUDENTS
250



CLASS SIZE
11 Students



FACULTY
33 (74% With
Advanced Degrees)



STUDENT:FACULTY
6:1



SCHOOL SIZE
850 ACRES



AP COURSES
19



SPORT TEAMS
30



FINANCIAL AID %
61% of Students



ANNUAL FUND
\$1.3M (10%
School's Budget)



TUITION
\$62,000 (Boarding)
\$38,000 (Day)



GLOBAL COMMUNITY
Students from:
30 Countries
20 States

Membership & Affiliations



**National Association
of Episcopal Schools**
Excellence Through Association

SAIS
serving and accrediting
INDEPENDENT SCHOOLS



The Opportunity

The next Head of School will join Saint James at a pivotal moment. The School enjoys an exceptional reputation for moral formation, spiritual grounding, and close-knit community, yet faces familiar challenges shared by many small boarding schools: enrollment pressure, faculty retention, and financial sustainability. The community's vision for the future includes preserving its Anglo-Catholic identity and family-like environment while strengthening academic rigor, expanding local and diverse enrollment, and supporting dedicated faculty. A **community of balance**, where academics, athletics, and the arts flourish together. A **model of Episcopal education**, steadfast in faith yet responsive to the changing world.



Key Responsibilities

Mission and Leadership – Serve as the spiritual, educational, and community leader of Saint James, embodying and promoting the School’s values of faith, integrity, and compassion.

Academic Excellence – Partner with faculty and administrators to sustain rigorous, relevant, and well-balanced programs that prepare students for college and life.

Enrollment - Continue to strengthen enrollment and retention by building on recent growth through strategic marketing, admissions, and development initiatives.

Advancement – Maintain and build on a strong history of successful, consecutive capital campaigns, the current Make A Difference Campaign is transforming the campus through \$52 million in support for the Annual Fund, Endowment, and major capital projects.

Faculty and Staff Support – Recruit, develop, and retain exceptional educators, fostering a culture of professional growth, collaboration, and respect.

Financial Stewardship – Ensure prudent fiscal management, advance strategic planning, and cultivate philanthropic support for endowment, access, and innovation.

Community Engagement – Nurture strong relationships among students, families, alumni, faculty, trustees, and the wider Episcopal and Hagerstown communities.



Desired Professional Qualities

The Saint James community seeks a Head who is:

- Deeply knowledgeable about educational leadership and the life of both boarding and day schools.
- A proven leader, coach, and mentor who inspires confidence and growth in others.
- A strategic and forward-thinking planner, guided by sound judgment, and collaboration.
- Appreciative of the School's Anglo-Catholic tradition and the role of faith-based education.
- Ideally, an Episcopal priest.
- Skilled in business and financial management, leading with sustainability, clarity, and vision.

(Survey data: 52% ranked “educational leadership” and 42% “mentoring ability” as top priorities; fundraising and financial aid management ranked lowest.)

Desired Personal Qualities

The Saint James community seeks a Head who is:

- Warm, approachable, engaging, and energetic.
- A strong communicator and active listener who unites people around a shared purpose.
- Fair, steady, and principled—able to make firm decisions with grace, empathy, and integrity.
- Rooted in Christian faith and guided by moral courage, reflecting the School's enduring mission and values in both word and deed.
- Diplomatic, flexible, and attuned to the needs of all community members.



Opportunities & Challenges

The Saint James community was candid about its hopes and concerns for the coming years. The top challenges include:

1. **Continuing Success with Enrollment and Visibility** – Articulating Saint James’s distinctive mission to a broader audience and ensuring sustained interest from local, regional, national, and international families.
2. **Maintaining Community and Tradition** – Preserving the School’s family atmosphere, daily chapel, and cherished customs even as the School grows and evolves.
3. **Recruiting and Retaining Faculty and Staff** – Addressing workload and compensation to ensure that Saint James remains a place where teachers thrive and grow.
4. **Maintaining and Strengthening the Academic Program** – Ensuring rigor, balance, and relevance across disciplines, while maintaining a commitment to the whole child.
5. **Controlling Costs and Enhancing Financial Health** – Balancing accessibility with sustainability through thoughtful stewardship and strategic advancement.

Survey responses also highlight an important truth: the community believes in Saint James. Families, alumni, and faculty alike described the School as “a moral compass,” “a family,” and “a rare place that raises good people, not just smart ones.”



Community Values

Saint James School is distinguished by:

- Student focused and caring faculty
- Commitment to educating the whole student
- Traditional values and the Honor Code
- Anglo-Catholic identity and daily Chapel
- Balance of academics, athletics, and the arts

“Saint James cares deeply about forming good people, not just smart ones.”

The Ideal Next Head

The ideal candidate will be a relational, mission-driven leader who:

- Leads with humility, emotional intelligence, and faith.
- Listens deeply and communicates transparently.
- Balances respect for tradition with a readiness to innovate thoughtfully.
- Champions both academic and spiritual growth.
- Inspires trust and community through integrity, warmth, and steady leadership.



How to Apply

Interested candidates should provide a résumé, cover letter highlighting their interest in and fit for the position, a statement of leadership philosophy, and a list of five (5) professional references with contact information, as a single PDF attachment, ideally by March 1, 2026. These materials should be sent to the consultants for this search listed below.

Candidates will be evaluated as materials are received.

Search Consultants



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