

# HEAD OF SCHOOL SEARCH

## BRIDGTON ACADEMY

North Bridgton, Maine

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

Start Date: July 2023



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

Bridgton Academy’s mission is to provide a program for young men in a unique, one-year postgraduate environment to prepare for the competitive rigors of college and beyond.

## Values

**CURIOSITY**, which is characterized by learning, creativity, and critical thinking.

**COMMUNITY**, which is characterized by a culture that is ethical, diverse, and collaborative, and which practices empathy, fairness, trust, and civility.

**SPORTSMANSHIP**, which is characterized by fair play, hard work, and mutual respect.  
Individual and institutional **ACCOUNTABILITY**, which is characterized by honesty, openness, clarity, and shared ethical standards.

**EXCELLENCE**, which is characterized by a continuous, unending pursuit of quality.

## At a Glance



Established  
1808



Enrollment  
150



Financial aid awarded  
\$3.8M



Campus size  
55 acres



Students of color  
28%



Total Faculty  
55



Faculty with advanced degrees  
31%



Student-faculty ratio  
10:1

Faculty of color: 4%  
Students receiving aid: 95%  
Endowment: \$7.1M

Annual operating budget: \$6M  
College credit courses: 12  
Full-year athletic programs: 7





## Overview

Bridgton Academy, the nation's premier boarding school focused exclusively on a postgraduate year for young men, seeks a Head of School for July 2023. Founded in 1808 and located in North Bridgton, Maine, (about an hour northwest of Portland), Bridgton is designed intentionally for students who have completed high school and decide to pursue a postgraduate year before attending college or embarking on their next phase of life.

Academic achievement, NCAA-level athletic development, personal maturity, and responsible independence are areas where Bridgton students thrive and grow. Bridgton's innovative curriculum and engaging faculty develop students who are curious, self-confident learners ready to better navigate the demands of college and go on to lead lives of principle. The Academy is fully accredited by the New England Association of Schools and Colleges (NEASC). This is an outstanding opportunity for a committed leader who relishes helping students make a successful transition to college or their next phase of life.

## Opportunities and Challenges

Bridgton Academy seeks a visionary and strategic leader who believes in the transformational power of the Academy. The next Head of School must embrace the Bridgton experience and recognize the Academy's unique mission – there is simply no other place quite like it.



The next Head of School will inherit a compassionate and enduring school culture, with faculty and staff who are dedicated to the postgraduate year. As one teacher shared, Bridgton Academy is “the college before the college.” The growth and transformation amongst these adolescent young men during their 33 weeks on campus, particularly as they gain independence and learn how to self-advocate, is unparalleled.

The priorities that lay ahead for the next Head of School include:

- Elevate the Academy’s admission outreach, marketing, and fundraising efforts;
- Build on the momentum of increased enrollment and the appreciation of a postgraduate year in a post-pandemic world;
- Demonstrate fiscal discipline and financial acumen in terms of enhancing revenue, raising endowment, improving financial aid, and making capital improvements;
- Bolster philanthropic support to make every aspect of the Bridgton experience more attractive for prospective students;
- Propel the academic culture of the school. The community appreciates the renewed focus on academics over the past decade and would like to continue to create an even more rigorous academic program;
- Demonstrate a commitment to athletics and have an understanding for its relevance in the lives of Bridgton students (prospective and current) as well as their families;
- Embody a high level of commitment to a vision and a strategy, and empower faculty and staff to deliver on that mission, values, and long-term strategy;
- Attract and retain outstanding faculty and staff. Faculty express a high level of trust and support to teach to their strengths and interests;
- Reinforce and enhance Bridgton’s commitment to equity and inclusion in all aspects of school life;
- Continue to maintain a collaborative partnership with the Board of Trustees as the Academy builds a strategic vision for its future;
- Embrace the outstanding sense of community that defines the Bridgton experience.





## Qualifications and Personal Attributes

Given the extraordinary mission of Bridgton Academy and the appropriately high expectations of the community, the next Head of School will need to be a person of stature, integrity, and professional accomplishments who can represent Bridgton effectively and credibly with all constituents, internal and external. The Bridgton Academy community envisions:

- A Head of School with a sense of urgency and persuasion, who will raise the profile and value proposition of a Bridgton education;
- A highly relational leader with the ability to cultivate and maintain strong ties with faculty and staff, the leadership team, students, parents, alumni, donors, sending school representatives, and the Board of Trustees;
- An honest, trustworthy, and transparent Head of School;
- An approachable, accessible, and collaborative leader with a predisposition to empower others to learn and grow, as well as someone who relishes being an active and visible presence in the life of the Academy;
- An individual who can build community around mission and core values, and have a great appreciation for the unique opportunities and challenges facing postgraduates;
- A leader with a personal and professional commitment to diversity, inclusion, and belonging;
- A strategic leader with entrepreneurial spirit who understands the importance of fundraising, marketing, and setting a long-term vision for the Academy;
- An effective communicator with faculty and staff, parents, students, alumni, donors, sending school representatives, and the Board of Trustees, keeping these groups focused on the Academy's vision and goals.

# Learn More

Click on the links below to learn more about Bridgton Academy.

[School Website](#)

[Visit Campus](#)

[School History](#)

[About North Bridgton, Maine](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates choosing to apply will need to submit the following materials as quickly as possible as separate PDF documents:

- A thoughtful cover letter expressing interest in this particular position;
- A current résumé;
- A one-page statement of leadership philosophy and practice;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted until or unless a serious mutual interest is established and not without the candidate's permission) to:

### **Charles Britton**

Senior Search Consultant

[charles.britton@carneysandoe.com](mailto:charles.britton@carneysandoe.com)

### **Jenny Fry**

Search Associate

[jenny.fry@carneysandoe.com](mailto:jenny.fry@carneysandoe.com)