



**SAINT PAUL'S
EPISCOPAL SCHOOL**

Head of School Search

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START DATE: JULY 2026



**The
Education
Group**

Mission Statement

The mission of Saint Paul's Episcopal School is to educate the whole child in mind, body, and spirit.

Educational Philosophy

We value a living spirituality that:

- accepts each person as a unique child of God
- includes regular worship of God
- develops self-discipline, responsibility, and integrity

We value an inclusive community that:

- welcomes all races and creeds
- strives toward economic, ethnic, and religious diversity
- admits students with abilities ranging from average to superior
- fosters open communication
- fosters inquiry and outreach

We value an educational environment that:

- offers a curriculum through which children can construct meaning and experience diverse points of view
- promotes inquiry-based learning
- challenges and motivates students to learn
- prepares students for success in high school and college and as citizens of the world

We value a student-centered program that:

- encourages critical thinking
- accommodates a variety of learning styles
- uses student assessments to design learning experiences directed at student needs and interests
- promotes the development of leadership skills
- supports and nurtures each person in the pursuit of personal goals





Overview

Saint Paul's Episcopal Day School, a vibrant parish day school in historic downtown Waco, Texas, seeks its next Head of School to begin July 1, 2026. Grounded in Episcopal identity and a joyful tradition of faith and learning, Saint Paul's serves children from early childhood through sixth grade and is exploring growth.

Founded in 1956 with a vision for a school of strong Christian values and high academic standards, Saint Paul's has built a proud legacy of excellence for nearly 70 years. Located alongside the parish of Saint Paul's, Waco's oldest, continually-used church building, the School provides a rigorous, well-rounded education that develops the whole child in mind, body, and spirit. Episcopal values of inclusivity, inquiry, and character formation shape daily life, while small class sizes and dedicated faculty foster intellectual curiosity and academic achievement. Over the decades, the campus has grown to include the Carolyn Haluska Memorial Library, a computer lab, and a modernized academic building ensuring that students benefit from both tradition and innovation. Whether in chapel, classroom, or community, Saint Paul's offers a welcoming, faith-anchored environment committed to nurturing inquisitive minds, compassionate hearts, and resilient spirits in the heart of Waco.



THE SCHOOL

Established: 1956
Grades: 18 months - 6th grade
Enrollment: 248
Students of Color: 27%
Student/Teacher Ratio: 10:1
Average Class Size: 15



FACULTY

Faculty & Staff:
 Full time: 36
 Part Time: 8



FINANCIALS

Tuition: \$5,320 - \$11,130
Operating Budget: \$3M+
Annual Giving:
 2024-2025 - \$92,000
 2023-2024 - \$127,000
Tuition Assistance: 18% of student body

Associations & Affiliations





Episcopal Identity

Episcopal schools strive to integrate religious and spiritual formation into the overall curriculum and life of each school community. They invite all who attend and work with them—Episcopalians and non-Episcopalians, Christians and non-Christians, people of no faith tradition—to seek clarity about their own beliefs and religions and to honor those traditions more fully and faithfully in their own lives. Above all, Episcopal schools exist not merely to educate, but to demonstrate and proclaim the unique worth and beauty of all human beings as creations of a loving and empowering God.

Chapel is an integral part of the student experience for every student, nurturing character, grace, community fellowship, and spiritual wellness. Every elementary student participates in Chapel services weekly as a dedicated time in the school schedule for proclamation, celebration, solace and reflection of God's goodness and unconditional love, and every person as a unique and special being created by God. Students take active roles in all Chapel services in multi-age teams which build cross-grade relationships.



Academics

Episcopal schools are recognized nationwide for their strong academic programs, and Saint Paul's Episcopal School is proud to be part of this tradition. From our founding to today, we have surrounded students with caring, dedicated faculty who bring the best curricula and teaching practices into the classroom.

At Saint Paul's, we embrace the dynamic yet complementary relationship between faith and reason. For us, it is never an "either/or," but rather a both/and: a faith-filled community committed to the pursuit of academic excellence.

Our program nurtures the whole child—mind, body, and spirit—from our Early Learning program through Sixth Grade. This continuum of care and learning allows Saint Paul's educators to prepare students wholeheartedly for the challenges and opportunities of their next stages in life.

Explore our Curriculum

[Early School](#)

[Elementary School](#)

[Co-Curriculars](#)



Living in Waco, Texas

With its low-traffic volume, abundance of city parks and amenities and strong housing marketing, Waco is a great place to call home. The population in the Waco area is close to a quarter-million people and growing. The past several years have brought new shopping and restaurant options to the city and more are planned for the coming year.

The promise of new development along the river has locals excited about the city's future. With the recent additions of Baylor University's Foster Pavilion, which hosts our National Championship Men's and Women's basketball teams, Magnolia Market and the Balcones Distillery bringing national exposure to the city of Waco, city leaders and influencers are working to develop a "Riverwalk" along the Brazos that will potentially bring retail, restaurant and entertainment venues together. Major industries that have established a presence in the area include SpaceX and Amazon.

The "Brazos Commons" has received approval for millions of dollars in public support for its riverfront development project along the Brazos. Developers are slated to begin construction of the mixed-use project in the next year, which will include retail and residential space and an 11-story hotel that includes 8,000 square feet of conference space and a rooftop bar.

All this activity is creating a more inviting, competitive environment which is attracting a wider array of development, including high-end shopping and dining, the arts, entertainment, hotels, offices, residences and green spaces.



The Position

The next Head of School at Saint Paul's Episcopal School will embrace the unique strengths of the parish day school model—championing academic excellence, fostering innovative programs, nurturing a close-knit community, honoring Episcopal values, and building strong partnerships with both church and school. This is an exciting opportunity for a mission-driven, relational, and innovative leader to guide a thriving community into its next chapter, shaping academic achievement, spiritual formation, and community engagement.

The successful candidate will bring proven leadership experience in preschool, elementary, and middle school programs, with the ability to inspire and support exceptional teaching and learning. An engaging and approachable presence, paired with excellent communication skills, will be essential in building trust and collaboration among faculty, families, parish partners, and the broader community. Prior experience in an Episcopal parish day school is strongly preferred, as the next Head must fully embrace the spiritual ethos and traditions that define Saint Paul's identity.

The ideal candidate will be both visionary and grounded—capable of strategic thinking while remaining attentive to the daily rhythms of school life. Warmth, empathy, and a collaborative spirit will distinguish the next Head of School, ensuring that Saint Paul's continues to grow in both purpose and possibility while remaining a joyful, faith-anchored community dedicated to developing inquisitive minds, compassionate hearts, and resilient spirits.



Desired Qualities in the Next Head of School

- **Independent School Leadership Experience:** Brings proven success as a Head of School or senior administrator in an independent school setting, with a deep understanding of governance, board relations, and the unique culture of independent education.
- **Faculty Leadership and Mentorship:** Inspires and empowers teachers, offering mentorship and professional growth opportunities that strengthen faculty excellence and, in turn, student learning.
- **Strategic Thinking and Long-Range Planning:** Envisions the school's future with clarity, sets achievable goals, and implements thoughtful strategies to ensure sustainability and long-term growth.
- **Strong Management Skills:** Oversees operations with efficiency and effectiveness, balancing the needs of students, faculty, and families while maintaining a well-organized school environment.
- **Business and Financial Acumen:** Understands budgeting, enrollment management, and resource allocation, ensuring that the school remains financially healthy and mission-driven.
- **Passion for Education:** Demonstrates a genuine love of teaching and learning, keeping students at the center of decision-making and inspiring a culture of curiosity and achievement.
- **Openness to Diverse Views and New Ideas:** Welcomes differing perspectives and fosters inclusivity, ensuring that the school community benefits from a wide range of voices and innovative approaches.
- **Exceptional Communication Skills:** Communicates with clarity, empathy, and transparency across all constituencies—students, parents, faculty, staff, trustees, and the broader community.
- **Collaborative Leadership:** Builds strong partnerships, models teamwork, and brings people together around a shared vision, reinforcing the school's sense of unity and purpose.



Opportunities and Challenges for the Next Head of School

- **Uphold Standards of Excellence:** Continue to advance the strong academic, spiritual, and co-curricular programs that define Saint Paul's, ensuring that students are consistently challenged and supported at every stage.
- **Recruitment and Retention of Faculty and Staff:** Attract, develop, and retain exceptional educators and staff, while fostering a culture of professional growth, collaboration, and stability.
- **Maintaining a Strong Sense of Community:** Nurture and strengthen the close-knit, welcoming community that is central to Saint Paul's identity, even as the school grows and evolves.
- **Implementation of Strategic Plan:** Lead the community in carrying forward the strategic plan, turning vision into action through clear priorities, accountability, and thoughtful leadership.
- **Recruitment and Retention of Students:** Sustain healthy enrollment by attracting new families to the school while retaining current students through exceptional programming, communication, and engagement.
- **Fundraising:** Build upon existing advancement efforts by cultivating donor relationships throughout the Central Texas community, engaging alumni and parents, and broadening philanthropic support for the school.
- **Expanded Facilities:** Oversee planned campus improvements and consider future facility needs that align with growth, innovation, and the mission of the school.
- **Increased Endowment and Annual Giving:** Strengthen the school's financial foundation by growing the endowment and annual giving, ensuring long-term sustainability and new opportunities for students and faculty.

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. These materials should be sent to one of the consultants to this search listed below.

Candidates will be evaluated as materials are received. Saint Paul's Episcopal School welcomes applicants of any race, color, creed, national, or ethnic origin.



Search Consultants



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