



Head of School Search

ST. MICHAEL'S SCHOOL, TUCSON, AZ

START DATE: JULY 1 2026



The
Education
Group

Mission Statement

Our Mission is to educate students in mind, body, and spirit to prepare them for lives of meaning and purpose.



Core Values

Balance in mind, body, and spirit: Balance is essential to the healthy growth and development of the whole child. Through a careful blending of academics, wellness, and spirituality and the fostering of resilience and joy in student life and learning, the school nurtures students' understanding of the important role each plays in leading well-balanced and fulfilling lives.

Community: Relationships begin with empathy for one another and expand to ever-widening circles that positively impact the world around us. As a faith-based community of love and kindness, we welcome all and work together for the betterment of society through acts of friendship, service, and compassion.

Diversity and Inclusion: Episcopal identity calls us to respect the dignity of every human being and to strive for peace and justice for all people. In this spirit, we prioritize the value that diversity adds to our world by demonstrating authentic inclusion and ensuring every person's inherent right to belong as a child of a loving God.

Excellence: We pursue excellence to achieve potential, not perfection. We nurture the discovery and growth of each person's unique abilities and interests for the enrichment of our community and beyond. We embrace innovation, creativity, and critical thinking as pathways to excellence in teaching, learning, and leadership.

Integrity: Integrity is the cornerstone upon which all our values rest. We create a culture of trust that is safe, honest, and ethical by holding each other accountable to living the values that define us.



Our School

Established in 1958 as a ministry of St. Michael's and All Angels Episcopal Church, St. Michael's School is a PreK through 8th grade coed, independent Episcopal school with approximately 300 students located in Tucson, Arizona. St. Michael's offers early childhood, elementary, and middle school programming designed to help each child achieve his or her personal best. St. Michael's is accredited by the Southwestern Association of Episcopal Schools, which is recognized by the National Association of Independent Schools and the State of Arizona. St. Michael's School is listed on the Register of Historic Places and is situated on a three-acre campus in east-central Tucson. A true marriage of the old and the new, the School encompasses 21 classrooms built around four traditional Spanish courtyards. In everything it does, the School emphasizes personal care for the whole child, helping and nurturing each student to grow and develop intellectually, socially, emotionally, physically, and spiritually. In short, they educate, as its Mission clearly states, in mind, body, and spirit to prepare its students for lives of meaning and purpose.



THE SCHOOL



FACULTY & STAFF



FINANCIAL

THE SCHOOL

Established: 1958

Grades: PreK – 8th

Enrollment: 294

Ethnicity: Hispanic/Latino 22.41%, Not Hispanic 72.41%

Racial Identity: Caucasian/White 73.79%, Asian 4.48%, Black or African-American 2.41%, Multi-Racial 12.41%, Other 3%

Student/Teacher Ratio: Range 8:1

Average Class Size: 15

FACULTY & STAFF

Average years tenure at St. Michael's: 10 years

More than 50% of faculty hold advanced degrees

FINANCIALS

Tuition 2025-2026: Ranges from \$10,450 to \$14,255

Tuition Assistance: \$6,000 average Tuition Award

18% of students receive need-based tuition assistance

55% of families utilize Empowerment Scholarship funds* to offset tuition

Annual Giving: 2022/23: \$270,818; 2023/24: \$263,956; 2024/2025 \$261,740

Budget 2024/2025: \$3,900,000

Outstanding debt: \$0

Operating Reserves: \$2,290,000

***EMPOWERMENT SCHOLARSHIP FUND** In Arizona, parents have the right to choose their school and have their education tax dollars pay for the school they believe meets their child's needs. Many SMS parents take advantage of these Empowerment Scholarship Accounts (ESA) to make St. Michael's affordable for their families.

Associations & Affiliations

- Accredited by the Southwestern Association of Episcopal Schools (SAES).
- Memberships include National Association of Episcopal Schools, ASCD, Common Sense Education, National Council of Teachers of English, National Council for Teachers of Mathematics.

Awards & Recognition

- Designation as a National Historic Site
- Top Workplace in Arizona 2023, 2024, 2025
- Many other awards and recognitions



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 in them—Episcopalians and non-Episcopalians, Christians and non-Christians, people of no faith tradition—both 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.

School Worship is a regular part of school life for all faculty and students. At St. Michael's, students gather each Monday for a school-wide Chapel to celebrate the school's community life and student learning. In turn, the Lower and Upper School divisions gather weekly for Mass and Chapel.



Learn More

[Explore Our Lower School](#)

[Explore Our Upper School](#)

[Fine and Performing Arts](#)

[Athletics](#)

[Our Vision and Strategic Plan](#)

Academics

At St. Michael's School, we believe that fostering lifelong learning and academic success requires the ability to think critically, demonstrate good character, communicate effectively, and collaborate with others as future leaders.

A St. Michael's education is designed to help students develop reflective, creative, and disciplined approaches to learning. Its broad-based curriculum is designed to foster positive self-concepts, helping students grow into caring, competent, and confident young adults. This is achieved through a dynamic teaching staff that incorporates a variety of methodologies in a climate of high expectations, with attention to the individual needs of each learner. The curriculum builds a foundation for future academic success and creates coherence and connectedness to everyday life experiences through interdisciplinary, integrated, and cross-curricular approaches to learning.

Teachers encourage creative problem-solving, collaboration, and independent thinking throughout their curriculum, while fostering and nurturing social and emotional well-being. St. Michael's is, at its core, child-centered and learner-centered.



Living in Tucson, AZ

Tucson, Arizona, is a vibrant city in the Sonoran Desert, known for its rich cultural heritage, dramatic landscapes, and sunny climate. As of 2025, Tucson, Arizona, has an estimated population of approximately 550,306, making it the second-largest city in the state after Phoenix. The broader Tucson metropolitan area, encompassing all of Pima County, has experienced significant growth in recent years, with a population of over 1,000,000.

Located in southern Arizona near the U.S.-Mexico border, Tucson blends Native American, Spanish, Mexican, and Anglo-American influences, visible in its architecture, cuisine, and traditions.

Key features of Tucson include:

- **Scenic Beauty:** Surrounded by five mountain ranges and home to Saguaro National Park, Tucson offers striking desert vistas, hiking trails, and iconic cacti.
- **University Town:** The University of Arizona brings academic energy, research activity, and a youthful population to the city.
- **Climate:** Tucson has a hot desert climate, with over 300 sunny days a year and mild winters, making it attractive for outdoor activities year-round.
- **Arts and Culture:** It boasts a lively arts scene, historic districts, and numerous festivals, such as the Tucson Gem and Mineral Show and All Souls Procession.
- **Astronomy Hub:** With clear skies and several observatories nearby, it's a world-renowned center for astronomy.
- **Food Scene:** Recognized by UNESCO as a City of Gastronomy, Tucson's food culture celebrates its agricultural roots and diverse culinary influences.



The Position

St. Michael's is seeking a Head of School who will embrace the heart of its mission and the promise of its future. This is a call to lead a community rooted in faith, tradition, and academic innovation and excellence- a community where students are known, challenged, and inspired to grow in mind, body, and spirit. The next Head will be a visionary, a gifted leader and manager, a steward, a relationship builder, an innovator, and a person of character who leads with both strength and grace. The next Head of School will assume office on July 1, 2026. For the full job description, [CLICK HERE](#)



Key Qualities

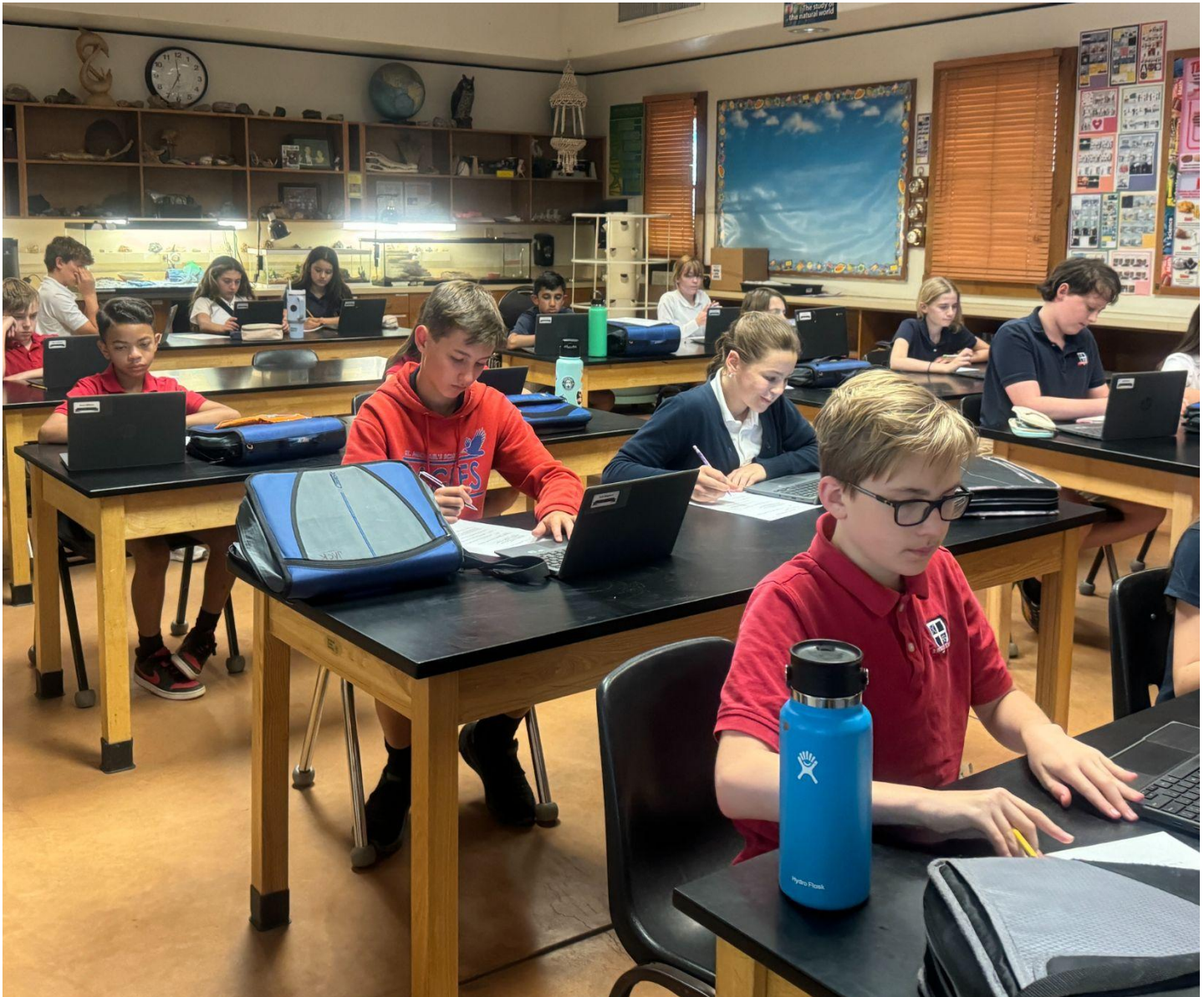
Mission Driven Head of School. St. Michael's exists to educate students in mind, body, and spirit for lives of meaning and purpose. St. Michael's has established a strong and clear mission, values, and vision, with a clear Episcopal Identity and a cohesive community. The next head of school must embody and lead through this mission at every level.

Exceptional Communicator and Community Builder. St. Michael's thrives on strong, enduring relationships rooted in trust, mutual respect, and shared values. The next Head must be a visible, approachable leader who actively listens and communicates with warmth and transparency, and is fully present in the life of the school, engaging authentically with faculty, families, students, alumni, and parish leadership.

An Academic Leader with a Commitment to Faculty Excellence and Inspirational Dedication to Innovative Teaching and Learning. At St. Michael's, exceptional teaching is the cornerstone of student success. Its faculty is deeply dedicated to the intellectual and personal growth of each child. The next head must actively support and elevate the work of teachers as professionals, mentors, and leaders.

Strategic Thinker with Managerial Savvy. St. Michael's is a school with deep roots and bold aspirations. The next Head must guide both day-to-day excellence and long-term growth, including stewardship of its historic campus, continued enrollment strength, and faculty/administrative support. In 2021, the school adopted and implemented a comprehensive strategic plan. The next head of school, in collaboration with the board, will have the opportunity to further develop the plan, identifying new goals and initiatives that will further establish St. Michael's as a leader in the Tucson educational market.

Financial Leader who will Continue to Ensure St. Michael's Sustainability. The continued vitality of St. Michael's depends on strong financial leadership. The next Head must possess strong and keen financial acumen and be able to steward the school's resources responsibly, identify additional sources of revenue, while inspiring philanthropy to support faculty, expand access, and sustain the historic campus for future generations.



Key Challenges

- Maintaining a Strong Sense of Community while leading growth and innovation.
- Honoring the School's Mission of educating students in mind, body, and spirit.
- Upholding Standards of Excellence academically, socially, and spiritually.
- Recruitment and Retention of Students to ensure healthy enrollment.
- Recruitment and Retention of Faculty and Staff to support a strong, consistent academic program.
- Transitioning smoothly as a New Head by respecting and integrating into the existing culture.
- Fundraising and growing the Endowment to secure financial sustainability and enhance resources.



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, by July 30, 2025. These materials should be sent to one of the consultants to this search listed below.

Candidates will be evaluated as received.

Search Consultants



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