



THE  
**MERIDIAN**  
SCHOOL

# Position Statement Head of School Search The Meridian School

Seattle, Washington

Start Date: July 1, 2026







# Head of School

## Position Statement

### Overview

Imagine leading a school where joy, curiosity, and community are foundational—and where children grow not only as learners but as kind and resilient human beings.

The Meridian School, an independent PreK–5 institution in the heart of Seattle, seeks its next Head of School to begin July 1, 2026. Tucked into the Good Shepherd Center in Wallingford, a landmark building surrounded by gardens and public parkland, Meridian capitalizes on its surroundings and embraces its place in the world with care, curiosity, and courage. Meridian is a warm, inclusive, and mission-driven school that helps students find their voices and take joy in becoming themselves.

Founded in 1976, Meridian has evolved into a school that embodies a strong sense of belonging and purpose. Serving approximately 185 students, Meridian combines a rigorous, integrated environment where connection and collaboration shape everything from classroom practice to leadership culture to the parenting adult community.

Following a time of leadership transitions, and currently being led by an impactful, steady and strong Interim Head, Meridian has emerged into a space of possibility. With a dedicated and engaged faculty and staff, a community of families who care deeply about the school, and a leadership team eager to support, dream, and grow, Meridian is well-positioned for its next chapter. The school is accredited by the Northwest Association of Independent Schools (NWAIS), with its next accreditation self-study scheduled during the incoming Head's first year—an opportunity to reflect, affirm, and refine a shared vision for the future.

The school seeks a Head of School who will be present and joyful, lead with integrity and humility, and partner with the community to carry forward its values-based mission while continuing to articulate and enhance its academic program.

*"We're ready to embrace the next Head, give them a group hug, and move forward together."*

— Current Meridian Parenting Adult





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### *I care for our place:*

We are dedicated stewards of our campus, including our classrooms, shared community spaces, and the beautiful public park we are fortunate to have nearby. Our students are deeply embedded in the community and learn to embrace our interconnectedness.

## Location and Campus

Meridian is in the heart of Seattle's Wallingford neighborhood, nestled within the historic Good Shepherd Center. Just minutes from downtown Seattle and easily accessible from surrounding neighborhoods, the campus offers the best of both worlds: an immersive natural environment within a vibrant urban center. This unique urban campus offers a blend of natural beauty, architectural charm, and accessibility. The school benefits from shared access to Meridian Park, community gardens, and green spaces that serve as outdoor classrooms and gathering places.

Classrooms are filled with light and creativity, surrounded by the hum of learning and collaboration. Being part of the Good Shepherd Center allows for strong partnerships with local arts, education, and nonprofit organizations. Meridian's physical space reflects the school's values: open, integrated, and part of something larger than itself.

*"We love that our children spend time outdoors and feel connected to the space and community around them."*

— Current Meridian Parenting Adult



## Mission and Guiding Pillars

### **Mission**

*"The Meridian School cultivates a balance of mind and heart to nurture caring and confident learners prepared to thrive in and contribute to their local and global communities."*

### **Guiding Pillars**

**Meridian Cares:** At Meridian, students are guided toward compassion and respect for themselves, others, and their environment. The school practices Meridian Cares to serve as the foundation for our school-wide expectations.

### *I care for myself:*

We recognize and address both our inward and outward needs and feelings. We advocate for ourselves, seek support when needed, and work to regulate and grow emotionally while celebrating our authentic identities.

### *I care for others:*

We care for and respect others, demonstrating empathy and kindness within our communities. Our students are empowered to advocate for meaningful change in the world.





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### The Program

Meridian offers a child-centered, values-based program where inquiry, creativity, and connection guide learning. With one PreK classroom and two classrooms per grade, kindergarten through fifth grade, students enjoy an intimate environment with rich support: two lead teachers per grade/1 per class (and associate support), a robust team of specialists, and dedicated learning support and SEL staff.

The curriculum emphasizes integrated thematic learning, project-based exploration, and environmental education that extends beyond the classroom into Meridian's unique urban park setting. Students build deep connections with one another, their teachers, and the broader world—from planting in gardens to building “cities” with chestnuts. Students are known, encouraged to take risks, and celebrated for who they are.

Specialist programs in Spanish, art, music, library, science lab, health and fitness, and creativity lab are essential to the Meridian experience. The school is proud of its commitment to inclusive practices and the social-emotional growth of every child.

*"My children are supported as individuals and challenged as thinkers. Teachers go above and beyond to make them feel known."*

— Current Meridian Parenting Adult

### The Community

Meridian is beloved for its joyful, collaborative, and welcoming culture. It is sustained by an exceptionally strong team of educational leaders who work well together and genuinely enjoy one another, as educators and as people.



**Leadership Team:** With a nice mix of veteran and new members, the Meridian School's leadership team is a dedicated, mission-aligned group of professionals who bring a balance of institutional knowledge, creativity, and a collaborative spirit to their work. As the school has weathered leadership transitions in recent years, the current team has provided stability and vision to support faculty, engage families, and guide the school through this period. The team is eager to partner with a new Head of School who can provide strategic direction, empower leaders across roles, and strengthen organizational systems. With the right leadership, this team is ready to thrive and partner in leading the school.

**Faculty and Staff:** Teachers and staff are committed to the students and the mission. They regularly describe their work as both exhausting and profoundly rewarding. Faculty enjoy a culture of collaboration across grade levels and disciplines, frequent opportunities for professional development, and meaningful involvement in decision-making. While recent years have brought leadership turnover, the current faculty and staff are strong, supportive, and committed to stabilizing and sustaining a thriving school culture.



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### Diversity, Equity, Inclusion, and Belonging

Meridian has a long-standing and deeply held commitment to diversity, equity, inclusion, and belonging (DEIB). Rather than separate or superficial, this work is foundational to the school's mission and integrated into classroom practice, school events, community partnerships, and professional learning. The Director of Equity and Inclusion is a long-time Meridian educator and leader, and DEIB efforts are not just sustained but continually evolving.

Students engage with age-appropriate discussions of identity, social justice, and systems of power. From kindergarten conversations about fairness to the fifth grade capstone centered on the UN Sustainable Development Goals, Meridian nurtures students' sense of agency and responsibility.



### Finances, Fundraising, and Governance

Meridian is financially stable, with substantial reserves and a prudent board. While the school faces similar challenging enrollment trends to other big cities across the country, it is well-positioned to weather this period. With healthy reserves for a school of its size and a modest endowment, Meridian has the assets and the board leadership to plan wisely.

Tuition is somewhere in the middle of Seattle independent schools, while financial assistance is among the highest (20% of students receiving aid). The school leases its space in the Good Shepherd Center on a long-term lease and owns two additional adjacent properties, one that houses the Pre-K and administrative offices and another that is being considered for development. The Board is very much engaged and includes a skilled Finance Committee with a clear understanding of the current moment and a steady eye on the future.

Meridian's culture of philanthropy remains strong and, as with many independent schools, presents opportunities for continued growth. To support this trajectory, the school recently welcomed a new Director of Advancement—an experienced professional with over 20 years in the field—poised to build on recent momentum. Notably, even during a time of transition, Meridian exceeded fundraising expectations by more than \$100,000 this past year.





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### Strengths

Meridian has many distinctive strengths:

- A dynamic, integrated academic program infused with project-based and outdoor learning.
- A beloved and mission-aligned faculty with strong collaboration across grades and disciplines.
- A leadership team that is a dedicated, mission-aligned group of professionals who bring a balance of institutional knowledge, creativity, and a collaborative spirit to their work.
- A deeply engaged parent community.
- A strong DEIB program with full-time leadership.
- A culture that values kindness, quirkiness, and authenticity in children.
- Access to rich natural spaces and community partnerships within the Good Shepherd Center.

### Challenges and Opportunities

The next Head of School will join a community grounded in care and optimism, while also navigating the complexities that come with multiple leadership transitions. With a capable and experienced Interim Head currently at the helm—who, notably, is not a candidate for the permanent position—Meridian is benefiting from steady leadership as its team steps up and essential systems are being thoughtfully rebuilt. The school is poised for a leader who can provide clarity, stability, and a compelling long-term vision.

Key areas of focus for the next Head include:

- **Academic Identity:** Continue to define and articulate the school's academic program in relationship to its values-based approach and project-based pedagogy.
- **Enrollment and Marketing:** Reset expectations around enrollment, tell the Meridian story with confidence and clarity, and reinforce that Meridian is a first-choice school.
- **Leadership Stability:** Rebuild trust in leadership through consistency, communication, and presence; continue to align and empower the administrative team.
- **Community Connection:** Deepen relationships within and across micro-communities on campus; be a visible, active presence with students, faculty, and families.
- **Space and Place:** Manage the unique joys and constraints of an urban, shared-space campus while preserving safety, nurturing partnerships, and expanding opportunity.
- **Financial Strategy:** Steward resources thoughtfully, plan for future capital needs, and grow advancement efforts.





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### Leadership Experience and Attributes

The ideal candidate for the Head of School at Meridian will be:

- A visible leader who finds joy in their relations with students and who students gravitate towards
- A leader with elementary school experience
- A collaborative, humble and supportive partner to faculty, families, and the Board
- A systems thinker with the ability to bring order to complexity
- A strategic communicator and relationship builder
- An advocate for DEIB and inclusive education
- A curious listener who values feedback and knows how to lead with both compassion and clarity
- A person who is ready to love and be loved by this unique and powerful school community

### Salary Range and Benefits

**Salary Range:** The anticipated salary range for this role is \$200k- \$230k. Compensation slightly above this range may be considered for candidates with exceptional experience. The Meridian School offers a comprehensive benefits package including a retirement plan with an employer contribution, comprehensive insurance benefits, and support for professional growth.

### The Application Process

The Meridian School has retained Resource Group 175 (RG175) to support the search for its next Head of School. Interested candidates should submit a resume, cover letter, personal statement, and references (references will not be contacted without permission) on the RG175 website. To apply, please visit: <https://rg175.com/candidate/signup>

Application Deadline: **Monday, May 26, 2025**  
Start Date: **July 1, 2026**

For inquiries or to nominate a candidate, please contact: Steve Morris, [steve.morris@rg175.com](mailto:steve.morris@rg175.com)

To learn more about The Meridian School, visit: <https://www.meridianschool.edu>

#### Non-Discrimination Policy

*The Meridian School is an Equal Opportunity Employer and is committed to creating a workplace free of discrimination and harassment. We encourage applicants from all backgrounds and experiences to apply.*

