

Position Statement
Head of School Search

Holy Trinity: An Episcopal School
Bowie, Maryland
Start Date: July 1, 2025

Head of School Position Statement



Overview

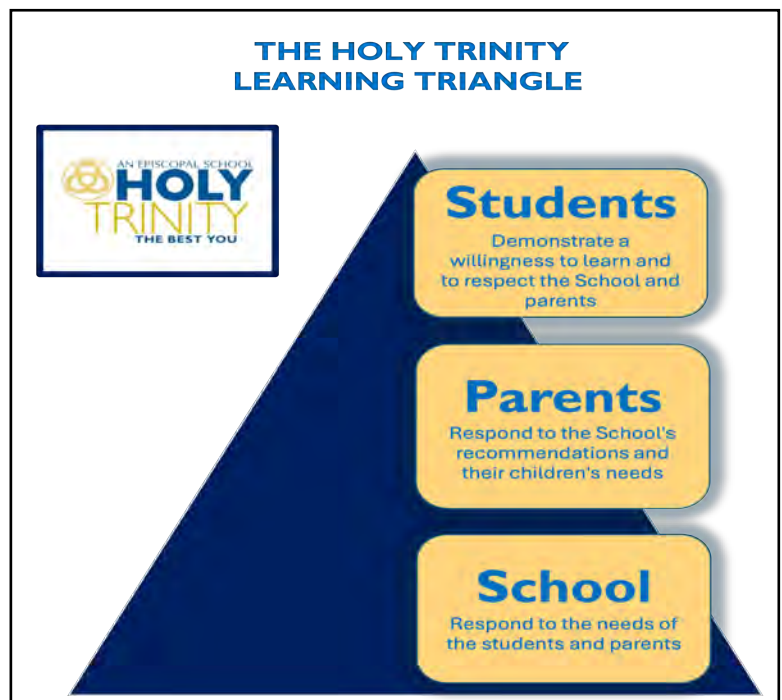
Nestled in a bucolic setting in Prince George’s County Maryland, only a half hour’s drive from the nation’s capital lies a remarkable school. Founded in 1963 by the vestry of the Episcopal Church that shares the same property, Holy Trinity: An Episcopal School started as a preschool, but now, as they celebrate their 60th anniversary, Holy Trinity enrolls 440 students on two campuses spanning grades PK- 8. The original campus in Bowie, Maryland houses the Primary School, grades 1-4, and the church building, dating from 1836, on 14 tree lined acres, while the Daisy Lane Campus, added in 1999, includes the Daisy Lane School, grades PS-K and High School Prep, grades 5-8. The Daisy Lane Campus is just 3 miles up the road from the Bowie campus on 18 green, open and inviting acres.

Over the 60 years of Holy Trinity’s existence the demographics of the school and Prince George’s County have changed remarkably. The county is now 61% African American/Black, 14% Hispanic, and 12% White. Over 95% of the students now attending Holy Trinity are African American/Black, a near complete reversal from the school’s earliest days. For the last 14 years Michael Mullin has been the head of school, but Michael will step down in June 2025 and Holy Trinity, with the help of consultants from RG175, is now beginning a search for their next leader.

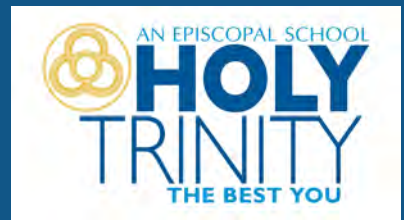
“The Best You” is the ethos of the school and the mission is, “Serving Preschool through 8th grade, Holy Trinity is a private, Independent Episcopal School with campuses in Glenn Dale and Bowie, Maryland. We apply new thinking and best practices in education to empower preschool, kindergarten, elementary, and middle school students of diverse backgrounds and abilities to become their best selves. Partnering with families in Prince George’s County and across the Baltimore

and Washington DC metropolitan areas, our alumni thrive in high school and live with purpose, empathy, and character.” The learning triangle of “the child, the parent and the school” guides the school principles.

Holy Trinity is a community of happy and talented young people who are eager to learn. The school focuses on the “whole child,” on getting to know and catering to the individual needs of each and every student in a caring, safe, and supportive environment. Holy Trinity fosters a love of learning as each student is exposed to a comprehensive curriculum that honors their natural curiosity and sense of wonder. Each child is encouraged to develop his or her personal gifts and talents. Holy Trinity graduates well-rounded students who are academically and socially prepared to succeed in secondary education and in life. Each child participates in a faith based curriculum.



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Overview, continued

The Holy Trinity Board of Trustees consists of 14 thoughtful and caring individuals, almost all of whom are parents or past parents of the school. The Episcopal Diocese also has one seat on the Board. The Board is self-perpetuating and meets monthly.

The school finances are solid. Holy Trinity was able to acquire the Daisy Lane Campus and build the new school building in 1999, later added the Reiber Arts and Athletic Center, and currently has an endowment of \$7,500,000. Enrollment at one time reached 600 students but the school has successfully downsized to its current 440 students. The facilities are well maintained and in addition to the requisite classrooms, include a soccer field, a bubble for indoor basketball and volleyball, ample music and art rooms, science labs, a tech lab, and several playgrounds.

Admissions were strong during COVID and have continued apace for Holy Trinity with 89-95 new students enrolled in each of the last three years with attrition under 6%. The yield on accepted applicants is also strong with 75-80% of accepted students enrolling in each of the last three years. The 8th grade class is typically 50+ students and



they are highly sought after by top independent and private high schools stretching from Washington D.C. to Baltimore.

Holy Trinity is accredited by AIMS, the Association of Independent Maryland and DC Schools, and belongs to NAIS the National Association of Independent Schools and NAES the National Association of Episcopal Schools.

Annual Giving is an area that is rich with opportunity. Through several separate fund-raising efforts, the school continues to enjoy the generosity of the community.

Special programs at Holy Trinity include a remarkable music program. All Holy Trinity students starting in fifth grade are required to play a musical instrument, student talents are developed, and each year Holy Trinity eighth graders garner most of the available high school music scholarships offered in the area. The wind ensemble has repeatedly won awards and this spring the band will be off to participate and compete in a school music program at Hershey Park.



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Opportunities and Challenges

The Church that founded Holy Trinity is no longer in operation. The new head of school will need to strategize with the Board on how best to move forward with the Diocese while maintaining Holy Trinity's commitment to being a faith-based school.

There is a sense in the parent body that Holy Trinity is not well known in the community and that the school needs to increase its profile and marketing efforts. Admissions are currently fine, but there is a sense that through additional marketing, the applicant pool could become even stronger.

Holy Trinity has an excellent faculty with a number of long-serving teachers. School salaries, however, are not competitive with public schools in Prince George's County or with other AIMS schools, and the new head will have to work hard to recruit and persuade prospective faculty members about the benefits of joining the Holy Trinity community.

The new Head will need to work with the Board to "right-size" the school. Tuition will need to be re-evaluated to adjust to that of other AIMS schools and the leadership will have to assess and evaluate how shrinking enrollment and affordable tuition impact programs.



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Key Qualities and Qualifications

Holy Trinity: An Episcopal School seeks a mission and values-driven leader who will embody and demonstrate most, if not all, of the following skills, qualities, characteristics, and experiences in no particular order.

Holy Trinity seeks a leader who:

- Is a strong visible leader who is culturally responsive;
- Enjoys being a team and relationship builder who can demonstrate empathy and calm;
- Listens, collaborates, and is also decisive;
- Is a visionary with excellent communication skills who is able to inspire and motivate the community, set high standards and hold everyone accountable;
- Possesses strong financial acumen and is able to strategize, plan and manage the business of the school and seize upon opportunities to enhance the school's financial future;
- Is an educator, an individual who has taught and loves school aged children and who can set an excellent example for them;
- Is a strong instructional leader, and displays a strong EQ;
- Is willing to engage with the community, honoring the school's learning triangle of communicating with parents, teachers and students;
- Is knowledgeable of current Human Resource standards and policies and is willing to apply and implement them as needed;
- Is an astute educational researcher who is able to recruit and retain highly qualified faculty and staff;
- Is able to work with a dedicated, committed Board of Trustees;
- Is a fundraiser and is able to lead fundraising efforts, in collaboration with the Advancement Office, to build a culture of philanthropy;
- Possesses a Master's Degree in education or a related field.

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To Apply

Holy Trinity: An Episcopal School has retained Resource Group 175 to support its search for a new Head of School. If you wish to submit your application, you may do so at <https://rg175.com/candidates/signup>.

Application includes:

- Letter of interest (cover letter)
- Resume or CV
- Educational philosophy or other writing sample of your choice
- Names of four current references and contact information (these references will not be contacted until the finalist stage of the process.)

The deadline for receipt of full application materials is **Thursday, May 30, 2024**.

If you have any questions, please contact the RG175 consultants running the search:

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or

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