



Seattle, Washington

HEAD OF SCHOOL SEARCH

Start Date: July 1, 2026



MISSION

Billings Middle School inspires students through academic challenge, personal discovery, outdoor and experiential learning, and community connection.

Philosophy

“We are passionate about providing a transformational middle school experience for our students and families. We empower students to be supportive friends for life, equitable leaders in our society, and explorers prepared for the challenges ahead. Our graduates are confident and competent both inside and outside the classroom.”

Core Values

Individuality, inclusivity, exploration, intellectual challenge, social justice, integrity, creativity, collaboration, and fun!

As Billings Middle School builds on its 46 year history, the Board of Trustees has launched a search to identify a new Head of School for July 1, 2026. To that end, and to assist the Board in clarifying the goals and opportunities the new Head will face, Joan Beauregard and Mark Crotty of Educators Collaborative have solicited input from members of the school community during an on-campus visit and by means of an electronic survey. Those interviewed and surveyed included faculty, students, administrators, staff, parents/guardians and trustees. Based on this input, the following represents a summary of Billing’s strengths, the challenges and opportunities it faces in the next three to five years, and the personal and professional qualities the trustees and the school community seek in the next Head of School.

Billings Middle School has been called “the best place in Seattle for 6th-8th graders.” While small by design, the school offers a comprehensive experience in a dynamic environment. What one person describes as “quiet awesomeness” permeates the atmosphere. At Billings people “do incredible things with great intentionality” in a nexus of values and action.



WHO WE ARE

FAST FACTS

- Billings is co-educational and serves 70-90 students in grades 6-8. 2025-26 enrollment is 72 students
- Average class size is 15 students
- 23 full- and part-time employees
- 2025/2026 All-inclusive Tuition: \$41,990
- Annual Budget: \$3,420,884
- Billings Middle School awards more than \$800,000 annually in need-based Tuition Assistance
- 40% of Billings families receive some need-based tuition assistance, with \$28,949 as the average awarded
- 31% of the student body are students of color

Billings Middle School is a 501 (c)(3) nonprofit organization and a fully accredited member of the Northwest Association of Independent Schools (NWAIS). Billings also is recognized by the Washington State Board of Education, and is a member of the Washington Federation of Independent Schools (WFIS) and Puget Sound Independent Schools (PSIS).

FOCUS ON MIDDLE SCHOOL

Billings is uniquely attuned and responsive to the needs of middle school students. All the adults there have chosen to work with middle schoolers, and the adult-student relationships instill what one parent describes as “unusual motivation.” Furthermore, students feel permission to be who and where they are developmentally. Students feel seen, known, and cared for, which trickles down into how they treat each other. The students proclaim their appreciation of the school and each other.

SENSE OF COMMUNITY

“What does it mean to live in a community with each other?” People at Billings ask this question regularly, and the answers explain why everyone extols the tight, supportive community as Billings’ strongest attribute. Some of this is a function of size, but it also flourishes through conscious effort. Everyone knows everyone, and people operate with a sense of connection and collaboration—what one person described as a “web of partnerships.” The culture and practices encourage people to consider the community and not just their own needs.

PROGRAM

The academic program at Billings offers what one person calls “rigor, but in a fun way.” Another says, “The academic quality is high, but it’s not a hothouse.” The school offers the traditional middle school subjects, but primarily approaches academics as part of their holistic approach. SEL, leadership, collaboration, and other soft skills are woven throughout the learning. Teachers believe in exploratory, hands-on learning. One explains, “We like to expose kids and let them figure it out.” The curriculum changes as teachers respond to student needs; they differentiate extensively. The program also includes extensive exposure to visual, musical, and dramatic arts. In fact, the school adjusts its schedule for the school-wide Winter Play to be produced and performed. Athletic teams compete in local leagues, and there are myriad student-led clubs. This approach extends beyond the classroom and into the community. Classes regularly embrace what they call a “Go”—Go outside—philosophy to, for example, explore a local creek as part of science. One ongoing highlight is joint research conducted with Children’s Hospital. Overall, one parent reflects, “It’s amazing to see how everything builds on itself through the three years.”

EXPEDITIONARY PROGRAM

Along with the palpable sense of community, expeditionary learning sets Billings apart. Each year students embark on major outdoor expeditions (two in sixth and seventh grades; three in eighth grade). These are true back country trips, during which students must exercise extensive leadership, collaboration, and problem solving. During the winter the school goes on regular snowshoeing trips as a community. Students use the climbing wall regularly, and they can leave Billings certified as belayers. Further, the expeditionary program is fully integrated with the rest of the Billings experience in deeply intentional fashion.



FACULTY AND STAFF

Employees at Billings are truly committed to the school's mission and values—and particularly to middle school education. They are well-versed in their subjects, pedagogy, and early adolescent psychology. Most wear multiple hats and serve in various roles, a large reason Billings can offer such a rich program. After some heavy turnover the past few years, things have stabilized through strong hires. Moreover, the leadership team is extremely talented and supportive of the head and entire staff.

STUDENTS

Billings draws from over 30 different public and private schools throughout Seattle and the surrounding communities, some as far as 30 miles away. After Billings, students matriculate at a wide range of top public and private schools around the area. The student body is diverse in every way. At Billings, the appreciation of diversity helps break down typical middle school hierarchies. Students become extremely well-bonded during their time at Billings, and they articulate heartfelt appreciation for the school. Alumni also remain connected to the school, often returning for traditions such as the Winter Play.

CAMPUS

Billings Middle School is nestled on 1.083 acres in the Northgate/Pinehurst neighborhood, about five miles north of Downtown Seattle. This location places it near the University of Washington and several commuter neighborhoods. Soon a light rail station will be opening within two blocks of the school.

The 32,961 square foot school building has very large, bright rooms (each named after a historical figure), most of which have several south facing windows. The gym also holds both a stage and a climbing wall, and there are excellent art, science, and design labs, along with numerous offices, gathering spaces, and storage closets. Artwork, informational boards, and inspirational messages adorn the walls. To extend the campus, the school takes advantage of nearby parks and a public library branch. It all exudes warmth and energy.

The school sits on the same land as IFGH Church, but they have no formal connections. The relationship is healthy. Also, there is no overlap of time when both groups are present.





Seattle

The jewel metropolis of the Pacific Northwest, Seattle is a visually stunning international city, with a bustling tourist scene and busy seaport; and a hub of innovation, cultural arts, and medical care. The city and surrounding areas comprise distinct neighborhoods, each with its own feel and local establishments. Sports fans strongly support the local teams. The region is home to leading universities and several excellent independent schools. This fits a city with a very learned, intellectual, engaged population. For outdoor enthusiasts, Puget Sound and state and national parks offer abundant opportunities.

You may be asking, how rainy is it in Seattle? Some Seattleites want people to believe it is always raining so they won't move to Seattle. If you rank the top US 50 cities with the highest precipitation, Seattle wouldn't even be in the top 30. It drizzles in Seattle—it rarely rains hard.

LEADERSHIP PROFILE

Strengths of Billings Middle School

- Strong sense of community; everyone LOVES this school
- The unique dedication to a stand-alone middle school
- Quality of the teaching / teachers who are dedicated to the school and who love working with middle school students
- A highly-qualified, supportive leadership team and staff
- Meaningful teacher-student relationships
- The thoughtfully integrated, rich program responsive to the specific needs of young adolescents
- The emphasis on expeditionary and experiential education
- Small class sizes
- A resilient and hardworking Board, eager to partner with the new Head of School to create strategic vision and direction for the school
- Spacious facilities

Challenges/Opportunities

- Creating a vision that captures the history of and future possibilities for Billings Middle School
- Partnering with the board on the next strategic direction and implementation for the next era in Billings history
- Guiding a community that has been through much change and transition
- Inspiring, leading, and mentoring a group of committed, talented faculty and staff, assisted by a strong administrative team
- Developing a model for the sustainability of a unique small school in a highly competitive independent school market
- Strengthening and implementing streamlined systems that improve communication, awareness, understanding, and efficiency
- Clarifying the unique brand and value proposition of Billings as a school and an educational leader while sharpening the school's marketing tactics
- Billing's positioning in the current marketplace and attention to enrollment efforts will be a major focus for the next Head of School
- Continuing to nurture the relationships with alumnae, parents, past parents and friends of the school to solidify the foundation for fundraising

Desired Qualities, Characteristics and Skills in Billings Middle School's next Head of School

The next Head of School will be committed to its mission and core values. With experience in independent schools an ideal candidate will reflect:

- Experience with small school leadership and progressive middle school education
- A community builder who offers a positive, inspiring presence
- Open and available; trustworthy and trusting
- A clear, direct, and honest communicator
- An effective manager who can handle multiple responsibilities and is willing to be decisive after appropriate process and input
- Appreciation for, if limited experience with, expeditionary education

The annual salary for the Head of School position is \$170,000-\$200,000.





TO APPLY

This search will be on an expedited timeline so applications will be reviewed as received.

A preliminary conversation is encouraged with Mark Crotty and/or Joan Beauregard (see below) of Educators Collaborative to learn more about this opportunity. Those interested are asked to submit the following materials, in the order listed, in a Single Merged Document:

- EC Candidate Summary Sheet (contact consultants for this document)
- Letter of Interest, addressed to the Search Committee
- Current résumé
- Statement of Educational Leadership
- A list of five or more references with contact information (including phone numbers and email addresses)
- EC Disclosure Form (contact consultants for this document)

Please Address Inquiries to:

Mark Crotty, Partner, Educators Collaborative
mcrotty@educatorscollaborative.com - (214) 808-6550
and/or

Joan Beauregard, Partner, Educators Collaborative
jbeauregard@educatorscollaborative.com - (206) 851-6616

Search Calendar*
Proposed. We reserve the right to adjust as needed.

- Applications are due by: Saturday, January 31, 2026
- Semi-Finalist Interviews: February 16 and 17, 2026
- Finalist Campus Visits: Early-Mid March
- Announcement of Head Elect: Early April

Statement of Non-Discrimination

Billings Middle School does not discriminate on the basis of race, gender, color, religion, age, national or ethnic origin, sexual orientation, physical ability, gender identity, or any other legally protected status.



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billingsmiddleschool.org