



HEAD OF SCHOOL SEARCH

Bainbridge Island, Washington

Position Starts July 1, 2027

PS-5TH GRADE



Introduction

Imagine the first week of school beginning with the entire community—students, faculty, staff, and families—gathered in the cozy school library for the Monday Morning Sing. Together, they welcome the week with a mix of silly songs and beloved favorites, a few shared laughs, birthday wishes, and moments that bring everyone closer. As the gathering comes to a close, the community heads into the week ahead carrying a warm sense of connection, belonging, and joy that sets the tone for all that follows. At the end of the week, the entire school gathers for Friday Forum, where the adults and children learn together about a topic that feeds curiosity. On any given day students of various ages and members of multi-generational families may collaborate on a project.

The Island School in Bainbridge Island, WA, is this school.

Located on a 5 acre wooded campus, founded almost 50 years ago, The Island School serves preschool through fifth grade students. This school year, 2025-2026, the school launched an outdoor preschool which is a half-day, nature-based program for curious and energetic learners ages 3 to 5. The Island School believes that learning should be joyful, challenging and fun. Families choosing to enroll their children in the program seek a supportive community where their child is celebrated for their strengths as well as their potential. The teaching model is one that actively involves student voice and perspectives to create an educational environment that fosters respect and care for others; where students are seen as capable citizens who can make a positive difference. The talented faculty use research-backed instruction techniques to deliver hands-on, meaningful learning experience for the diverse population of learners in a classroom.



TIS Mission

The Island School provides a flexible learning environment where each child is known and celebrated.

TIS Vision

Children at The Island School become lifelong learners with a strong sense of self, an appreciation for community and the skills to thrive.

As The Island School prepares to celebrate its first half century and set a course for the next, the Board of Trustees has launched a search to identify their next Head of School for July 1, 2027. To that end, they have retained Mark Crotty and Joan Beauregard of Educators Collaborative, who have solicited input from members of the school community during an on-campus visit and through an electronic survey: parents, teaching faculty, administrators, support staff, and trustees. While these constituents represent vantage points that differ, their responses show a striking degree of alignment about what The Island School does well, where opportunities lie, and what the next Head of School must bring to the role.

This is an incredible opportunity for a dynamic educator to propel a strong, mission-driven school towards realizing its full potential.

Core Academic Pillars

- **Project-Based Learning:** Students engage in multidisciplinary, inquiry-based projects covering core concepts like math, literacy, and sciences. Science lessons often center around local phenomena like salmon and the local native food forest.
- **Low-Tech by Design:** The school intentionally limits screen-based instruction. They introduce technology thoughtfully as a tool rather than the main driver of learning.
- **Social-Emotional Growth:** Development of the whole child is integrated directly into the daily routine, prioritizing compassion, kindness, and community responsibility.
- **Small Class Sizes:** Low student-to-teacher ratios allow educators to provide highly personalized instruction tailored to where each child is academically.

Fast Facts

TIS School At a Glance

Day School, Coed, Preschool (3-5 years),
Elementary Independent Co-Ed School
Founded: 1977

Finances (2025-2026: Projected, fiscal year ends 6/30/2026)

Total Operating Budget: \$2,036,606.80
Endowment (Unrestricted/Restricted):
\$ 282,681.55
Reserve: (Operations Reserve) \$500,000.00
(Total Reserves) \$1,460,000.00
Project Equity: NA
Debt: \$0

Development (2025-2026: Projected, fiscal year ends 6/30/2026)

Annual Fund:

- Goal: \$94,000.00
- Actual: \$89,517.07

Gala (Contributions & Ticket Sales):

- Goal: \$121,000.00
 - » Financial Aid paddle raise goal: \$100,000
- Projected Ticket Sales, silent and live auction: \$148,756.55
 - » Please note these numbers are not final as the event was on 5/9/2026.

Student-Body

Students: 98
Preschool: 16
Elementary (grades K-5): 82
Student to Adult Ratio: 9:1

Student Diversity

- Female: 37
- Male: 60
- Non-binary: 1
- Students of Color: 13

Teachers, Staff, Administrators for 2025-2026: 24 Total

- # Teachers: 12
 - » Classroom Teachers: 7 (4th grade has two teachers)
 - » Specialists: 4 (Spanish specialist is a split role with TA)
 - » Preschool Teachers: 1
- # Teaching Assistants: 3
 - » Teaching Assistants: 2
 - » Preschool Assistants: 1
- # Support Staff: 5
 - » Extended Day: 1
 - » Extended Day & Roaming Substitute: 1
 - » Maintenance Specialist: 1
 - » Roving Resource: 1
 - » Administrative Assistant: 1
- # Administrators: 4 (including Head of School)
- Board of Trustees: 8 voting board members (there will be 10 in 2026-2027), 1 nonvoting members (Head of School)

Affiliations and Memberships

Northwest Association of Independent Schools
National Association of Independent Schools
Washington Federation of Independent Schools
Puget Sound Independent Schools
National Business Officers Association
EarthGen

Accredited

Northwest Association of Independent Schools

2025-2026 Tuition and Fees

One-Time Application Fee:

\$60.00 (K-5 Only)

Preschool 2-day week, 3-day week, 5-day week:

2025-2026:

Deposit:

2 Days: \$250.00

3 Days: \$350.00

5 Days: \$550.00

Monthly Tuition

2 Days: \$395.00

3 Days: \$575.00

5 Days: \$950.00

2026-2027:

Deposit:

2 Days: \$255.00

3 Days: \$355.00

5 Days: \$555.00

Monthly Tuition

2 Days: \$397.00

3 Days: \$577.00

5 Days: \$952.00

Elementary School (Grades K-5):

2025-2026: \$21,955.00

2026-2027: \$22,455.00

Deposit:

2025-2026: \$550.00

2026-2027: \$555.00

Tuition Assistance

- Families receive Needs-Based Tuition Assistance:
 - » 2025-2026: 33
 - » Projected 2026-2027: 28
- Amount of Needs-Based Tuition Assistance awarded annually:
 - » 2025-2026: \$408,079.40
 - » Projected 2026-2027: \$406,868.00

“The Island School has been a transformative experience for our child. The emphasis on holistic growth and outdoor exploration has truly made a difference.”

-parent



Program

Situated on a corner of the forested property, the Outdoor Preschool features experienced staff, a developmentally engaging program, and connections with the elementary community.

Grades kindergarten through 5 receive rich, hands-on, project-based instruction in math, science, reading, writing, social studies, with social-emotional learning woven throughout the program. In addition, students have classes in art, library, music, physical education, and Spanish.

The Island School approaches technology in classrooms with intentionality and transparency. In line with the school's founding and emphasis on hands-on learning that engages all the senses through 3rd grade only the teachers use digital technology. In 4th and 5th grades, students engage in very intentional use of Chromebooks for specific projects, with a focus on skill building and digital literacy. Content is filtered and monitored.

Some other highlights of the program are Outdoor Exploration and Annual Cultural Study. Students receive more than an hour of outdoor playtime and learning every single day on a wooded campus featuring trees to climb and space to dig. And at a certain time of the year, depending on the rainfall Bainbridge Island has received, there is a small water attraction for the students to play in called Lake Leak. For the entire month of March, schedules are paused for an immersive month-long Cultural Study. The whole school community dives into the history, food, traditions, and arts of a chosen country, culminating in a school-wide musical.

“I am an alum of The Island School and know firsthand how it provided me with the educational and personal foundation which has carried me through my years. I now am a parent with two daughters at the school, and I delight in seeing the joy, energy, and commitment they give to their teachers and peers.”

—alum and current parent



The Campus

Since its humble beginnings in a converted garage, The Island School has blossomed on its Day Road campus, home to six classrooms, administrative offices, a gym, a library, and welcoming community spaces. Cozy nooks invite quiet moments of reading, while thoughtfully designed indoor and outdoor areas create a nurturing environment that feels like home. Families and students often describe the campus as magical—a place that warmly embraces the youngest learners and inspires curiosity and growth at every turn.

Community

The Island School truly is a community, with all the constituencies united by a joyful celebration of traditions and experiential learning. It's palpable on a daily basis and in annual events such as the Carnival. Interaction is regular and lively, and those connections remain after a child leaves The Island School. An unusually high percentage of survey respondents were alumni and alum families.

Governance

The 8-member board is comprised of talented, committed current and former parents who are committed to The Island School. A working board, they focus on strategy and fiduciary oversight, leaving the daily operations of the school to the Head. They are very conscious of fostering a positive partnership and improving their understanding of effective independent school governance.



Bainbridge Island, WA

Living and/or working on Bainbridge Island has many pluses—too many to list here. Spend some time at the official tourism site for a glimpse of its special charm: [visitBainbridgeisland.org](https://www.visitbainbridgeisland.org). Plus it's only a 35 minute ferry ride to cross from Seattle to Bainbridge Island. This 8.6 mile scenic trip across Puget Sound is the busiest route in Washington's ferry system with many commuters scanning the water for orcas, reading the paper, visiting with each other, completing jigsaw puzzles, or closing their eyes for a quick few zzzz's. Seattle is the jewel city of the Pacific Northwest, with everything and more that a major metropolis offers. The opportunities for outdoor recreation can't be beat.

“
The Island School is a wonderful school. I really wish I could have gone to this school. As soon as you walk in you can feel the comfy and caring environment. Excitement about learning and curiosity about the world are really paramount here. I am a parent who has honestly always been a bit skeptical and judgmental about private schools. But The Island School really changed my mind in many ways. I wish every kid could go to school in a place like the Island School.”

—parent



Leadership Profile

Strengths of the School

- A school community (present parents and alumni parents) is especially proud of *their* school.
- Constituents of the school are proud and appreciative of the sense of community that permeates daily life at The Island School.
- Across all groups the four themes that define The Island School's identity:
 1. Outdoor education—a significant element of the school's philosophy and daily experience.
 2. Low-tech, whole-child development—cited as essential to the school's ethos.
 3. Dedicated and talented faculty and staff—referred to as the "heart" of the school.
 4. A caring, inclusive community—a defining cultural anchor.
- Small class sizes where faculty know each student as well as a small school where faculty know students in other grades.
- Caring and inspired teachers supported by the Head of School and staff to provide an optimal learning environment for all students.
- Kind, happy, bright students well prepared for life after The Island School.

Priorities for the Next Head

Four priorities emerge with notable consistency:

- **Enrollment Management (enrollment and retention):** In a region facing demographic and economic pressures there is an increased need to focus on enrollment without compromising the school's mission, culture, or whole-child approach.
 1. Clearly articulate the value proposition and strengthen the brand and image.
 2. Effectively build connections with and for the parent community who are experiencing independent education for the first time.
- **Financial stability:** Continue strong budgetary oversight to assure the long-term financial health of the school.
- **Fundraising:** Build further on advancement efforts. Work with the Board of Trustees, the administrators and the faculty and staff to enhance the culture of philanthropy and implement industry best practices for development.
- **Supporting faculty excellence and program coherence:** The community wants a leader who can recruit, retain, and support high-quality teachers.

Additional areas of importance include maintaining the school's unique culture; strengthening communication; and preparing students for success in middle school and beyond.



Ideal Characteristics of the Next Head of School

Desired Characteristics and Skills in The Island School's next Head of School

The next Head of The Island School will be an approachable, fair-minded, strategic leader who will embrace the culture of The Island School. That person will understand best practices in independent school leadership. Even beyond that, ideally that person will possess the following qualities:

Educator and Life Long Learner:

- An educator with a strong background and passion to work in a progressive school with students in Preschool through Grade 5.
- A “life-long” learner with a growth mindset committed to education and maintaining a culture of excellence by keeping abreast of current pedagogy, latest research, and innovative practices.

Cultural Alignment and Commitment:

- A leader who exemplifies the philosophy and believes in the three core pillars of [The Island School](#): Joyful & Rigorous Learning, Small, Low-Tech by Design, and Whole-Child Growth.
- An authentic and enthusiastic commitment and genuine interest in being part of the community of The Island School.
- High cultural competency with the knowledge of and demonstrate commitment to engage with and lead groups of diverse individuals—students and adults—in respectful, equitable and inclusive ways.



Collaborative & Empathetic Leadership Style:

- A confident administrator who will work with a lean administrative team and has the experience, skills, and capacity to nurture change and growth as needed.
- An outgoing, warm, positive leader who will maintain high visibility and continually engage in/ with the school community.
- An approachable, diplomatic, fair-minded, joyful person who leads joyfully with a sense of humor and warmth.
- A confident leader with a collaborative mindset who partners, manages, and/or leads depending on the situation.
- An astute listener and observer who takes the time to understand the culture and community of TIS (as well as Bainbridge Island).
- Leader who makes decisions based on thoughtful reflection and input from others.
- The ability to delegate and hold others accountable with fairness and clarity.
- The foresight and patience to take steps that move TIS towards a continued strong and sustainable future.

Exceptional Interpersonal & Communications Skills:

- An approachable leader with exceptional interpersonal and communication skills who will build mutually beneficial and creative relationships with the School's various constituencies.
- An excellent communicator who enjoys being the public face of the school and will build relationships with the broader community.
- An articulate, charismatic spokesperson for TIS in and beyond the school community.



Strategic Leader:

- The ability to create a vision, set the direction, and inspire the community to support the short/ long range priorities.
- Vision and conviction to keep the school dynamic and evolving.
- Proven ability to successfully partner with—and sometimes lead—a Board of Trustees to ensure the appropriate strategic direction of the School.
- A proven record of identifying, developing, motivating, and retaining talented faculty, administration and staff who improve the overall quality of the School.

Strong Business Acumen:

- Sound financial acumen and working knowledge of school budgeting, fiscal management, and plant maintenance.
- Demonstrated experience and success in fundraising and marketing and a willingness to participate in a leadership role in both these areas.
- A willingness and deep interest in taking a critical leadership role in enrollment management (retention, recruitment, and growth) and marketing.



The Island School
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Bainbridge Island, WA 98110
www.theislandschool.org

Application Process

Joan Beauregard and Mark Crotty of Educators Collaborative (EC) are assisting in this search. Please reach out to Joan and/or Mark (contact info below) to receive the EC Candidate Summary Sheet and the EC Disclosure Form, both required for a complete application.

Interested and qualified candidates should electronically submit the following materials in a single merged pdf by **August 15, 2026**.

- EC Candidate Summary (contact consultants for this document)
- Formal cover letter to the The Island School Search Committee, stating reasons for interest
- Current résumé
- Statement of Educational Leadership Philosophy
- A list of five professional references, including phone and email contact info and a brief explanation of connection to the candidate
- EC Disclosure Form (contact consultants for this document)

We are available for a preliminary conversation before you apply. We'd like to establish a supportive relationship with you, which will ultimately benefit you in the process.

The salary range is \$180,000-\$200,000. The Island School (TIS) provides competitive employee benefits which includes TIS contributing 4.25% of gross pay to a TIAA retirement plan on behalf of the employee. The employee is not required to contribute a matching amount but may contribute an additional amount if desired. Housing will not be provided.

The Island School does not discriminate in its hiring or employment practices on the basis of race, color, creed, religion, gender, national or ethnic origin, citizenship or immigration status, sex, ancestry, age, family or marital status, sexual orientation, gender identity or expression, genetic information, honorably discharged veteran or military status, and/or the presence of any physical disability (including pregnancy), mental disability, or sensory disability, or any other legally protected characteristic or status.

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