

# LATIN

## SCHOOL of CHICAGO

Head of School  
Latin School of Chicago  
Chicago, IL

*Latin School of Chicago provides its students with a rigorous and innovative educational program in a community that embraces diversity of people, cultures, and ideas. Latin inspires its students to pursue their passions and lead lives of purpose and excellence.*

### THE SEARCH

Latin School of Chicago—one of the nation’s leading independent schools—seeks a strategic and inspirational leader to serve as its next Head of School. This is an exciting opportunity to join a dynamic school community committed to academic excellence, student-centered learning, and community belonging.

Latin School of Chicago (Latin) is a co-ed, independent day school serving 1,190 students from junior kindergarten through 12<sup>th</sup> grade with approximately 155 faculty. The shared values of excellence, community, and integrity define Latin and unite its many constituents. Latin delivers a best-in-class academic experience, nurturing every learner’s unique strengths, sparking their curiosity, and inspiring their growth in the classroom and across myriad extra- and co-curricular pursuits.

The successful candidate will be a strategic leader and community builder—someone who models excellence in their work and inspires those around them to meet the same high bar. Latin is distinguished by a talented faculty and staff, deeply engaged students and families, dedicated trustees, and loyal alumni, all of whom care profoundly about Latin and its future. This vibrant community looks forward to welcoming a new Head who will lead with confidence and passion, and who will articulate and execute a compelling strategic direction for the School’s next chapter.

Latin School of Chicago has retained Isaacson, Miller, a national executive search firm, to assist with this important recruitment. Please direct all inquiries, nominations, and applications to the search firm, as indicated at the end of this document.

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## THE HEAD OF SCHOOL

Latin seeks an experienced and confident leader who appreciates that academic rigor and excellence in the classroom are integrally linked with community connectedness, robust athletics and co-curricular offerings, and the overall well-being of students, faculty, and staff. The Head will model people-centered leadership by mentoring and empowering administrators across campus and by ensuring open and ongoing engagement with parents and caregivers.

The Head of School leads Latin's academic, financial, and administrative strategies and operations, and serves in close partnership with an engaged board of trustees with approximately 30 members, composed of parents, alumni, and other community leaders who deeply support the School's mission and long-term success. The Head will work collaboratively with the board and senior administrative team to implement strategic priorities, plan for the School's future, and support best practices in independent school governance.

The next Head will mentor and support a strong leadership team; recruit, retain, and support exceptional educators; and foster meaningful connections with students, families, and alumni. In addition, the Head will ensure that Latin embraces pedagogical and technological innovations that support academic excellence; defines its identity clearly and persuasively in a competitive, rapidly evolving educational landscape; and ensures that student well-being and educating the whole child remain at the center of all institutional priorities.

Latin's senior leadership team includes an Assistant Head of School, three Divisional Directors, and leaders overseeing student life; academic affairs; enrollment management and financial aid; finance; human resources; development and alumni engagement; marketing and communications; diversity, equity, and inclusion; and auxiliary programs. Through effective delegation, support, and accountability, the Head will empower this team to lead with excellence and cohesion in service of the School's mission.

For more information about Latin School of Chicago, please visit: <https://www.latinschool.org/>

## KEY OPPORTUNITIES AND PRIORITIES

To be successful, the Board and the Latin community expect the next Head of School to address the following priorities:

### **Build on Latin's current strategic plan and set ambitious goals for the future**

The current strategic plan, *Forging Lives of Purpose Through Excellence, Community & Integrity (2025-2029)*, focuses on three main pillars: (I) Cultivating Educational Excellence, (II) Fostering Engaged Community, and (III) Developing Talent & Resources. The next Head of School will lean into these priorities, building on the strong work already underway and ensuring community-wide investment. In partnership with the board and school community, the next Head will also set goals and priorities for 2029 and beyond. The diversity of Latin's community is an asset, and the Head will prioritize incorporating input

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from the full range of Latin stakeholders—students, faculty, staff, alumni, parents, trustees, and the local community—in strategic conversations about the School’s future.

### **Serve as Latin’s chief ambassador, making clear the School’s distinctive identity in a competitive education market**

Latin is a school *in the city* and *of the city* of Chicago, and building strong relationships across the School and the greater Chicagoland area will remain an important priority. The Head will articulate a compelling value proposition for prospective families, alumni, and other friends of the School, which will continue to be important in a local education market with other strong independent and parochial school options. The Head must be confident and conversant across a wide range of topics, evidencing an intellectual nimbleness that enables Latin to be a prominent and respected voice among independent schools in the Chicago area and nationwide.

### **Prioritize excellence, personalization, and future-focused learning across Latin’s academic program**

Latin enjoys a longstanding reputation for academic rigor, intellectual curiosity, and individualized attention to students. The next Head will inherit a robust academic foundation and will confidently reaffirm and articulate Latin’s academic identity. This work will require sustaining high standards while supporting thoughtful innovation in pedagogy, assessment, and curriculum. The Head will encourage leadership and faculty to meet advances in artificial intelligence, technology, and the future of learning with curiosity, and will guide necessary and timely conversations about how best to prepare students for the world tomorrow while remaining anchored in Latin’s values and commitment to whole-child development.

### **Recruit, retain, and develop a talented faculty, staff, and leadership team**

Latin’s faculty and staff are best in class, and the next Head will continue to prioritize a culture that recognizes their many contributions to Latin. Out of the approximately 155-member faculty, 86 percent hold advanced degrees, and 43 percent have taught at Latin for more than a decade. In addition, the next Head will nurture and strengthen the School’s leadership team, continuing to empower divisional heads and other senior administrators to lead with confidence.

In partnership with other senior leaders, the next Head will shepherd efforts to strengthen cross-divisional collaboration and clarify shared academic and developmental expectations, including articulating core competencies and a unified Portrait of a Latin Learner. This work will honor divisional strengths and autonomy while creating clearer throughlines in curriculum, student support, and culture.

### **Raise funds, steward resources, and ensure operational excellence**

Latin is a large and complex organization that requires sophisticated operational and fiscal leadership alongside a strong educational vision. The next Head will partner with senior administrators to strengthen systems, clarify decision-making, and ensure that resources—financial, human, and physical—are aligned with strategic priorities. The Head will have the opportunity to play a pivotal role in Latin’s next capital

campaign, partnering with the board and school leaders to outline a compelling set of priorities for, and generate excitement about, the School's future.

### **Partner effectively with the board**

The Board of Trustees is an engaged, thoughtful group of volunteers who are deeply invested in Latin's success. The next Head will work closely with the board and board leadership to strategically steward the School, plan confidently for its future, and ensure clear governance policies and best practices.

## **QUALIFICATIONS AND CHARACTERISTICS**

The successful candidate will bring many of the following professional qualifications and personal attributes:

- A deep appreciation and respect for Latin's history, culture, values, and founding mission, and an unwavering commitment to academic excellence;
- Demonstrated success leading a large, complex, mission-driven organization, preferably in JK–12 independent education;
- A track record of recruiting, developing, empowering, and retaining strong faculty, staff, and senior leadership teams;
- A confident, transparent, and decisive leadership style, with experience navigating difficult decisions and competing perspectives;
- A highly visible, present, and relational leadership style;
- A record of driving academic innovation, including thoughtful engagement with AI and the uses of technology in teaching and learning;
- Exceptional communication and listening skills, with the ability to engage openly and clearly with diverse constituencies;
- Direct experience raising funds for an organization or participating actively in fund- and friend-raising activities; persuasive about the power and importance of a strong culture of philanthropy;
- Strong governance instincts and experience partnering productively with an engaged board of trustees; and
- A nuanced understanding of inclusion and belonging, and the ability to lead through complexity and tension.

As no one ever meets 100 percent of the qualifications, we encourage you to apply if you feel that most of the above qualifications reflect your experience and expertise.

## **COMPENSATION**

The annual salary and benefits will be competitive and consistent with the market for similar roles in the area. The anticipated annual base salary range for this position is \$550,000 to \$625,000. Latin School of Chicago provides this as a good-faith estimate of the annual base salary range for the position of Head of School, predicated on comparable roles and market conditions in the region.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent in confidence via [the Isaacson, Miller website](#).

Katie Rockman, Berkley Braden, Arianna Williams, Maria Connor  
Isaacson, Miller

*Latin School of Chicago is committed to bringing together a diverse faculty, staff, and student body. We encourage candidates who represent the broad, diverse community to which we aspire. Latin School of Chicago is an Equal Opportunity Employer committed to an inclusive school experience for all.*

*This document has been prepared based on the information provided by Latin School of Chicago. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Latin School of Chicago would supersede any conflicting information in this document.*