



Roland Park Country School

Head of School
July 1, 2026

Founded in 1894

Independent school for girls in grades K-12
with a co-ed preschool for children ages 2-5

rpcs.org

Roland Park Country School (RPCS), a premier all-girls school with an almost 125-year history in the greater Baltimore area, is looking for a dynamic and inspirational leader to become Head of School beginning on July 1, 2026. The ideal candidate will embrace the benefits of an all-girls education and create an environment that empowers young women to excel. By being visible, accessible and listening carefully, Roland Park Country School's new leader will create a supportive school culture where all students, families and employees feel they are welcomed and valued. The new Head of School will blend high academic expectations with a nurturing environment that meets girls' social and emotional needs and allows them to thrive in and out of the classroom. An understanding of the competitive independent school landscape in Baltimore, a love of working with children and teachers, and an ability to lead confidently yet humbly, are other traits the School will prioritize in its search. In short, when students were asked what makes RPCS special, they described their teachers by saying, "She/He is the best!" Our goal is to hire a Head of School who will earn that same endorsement.

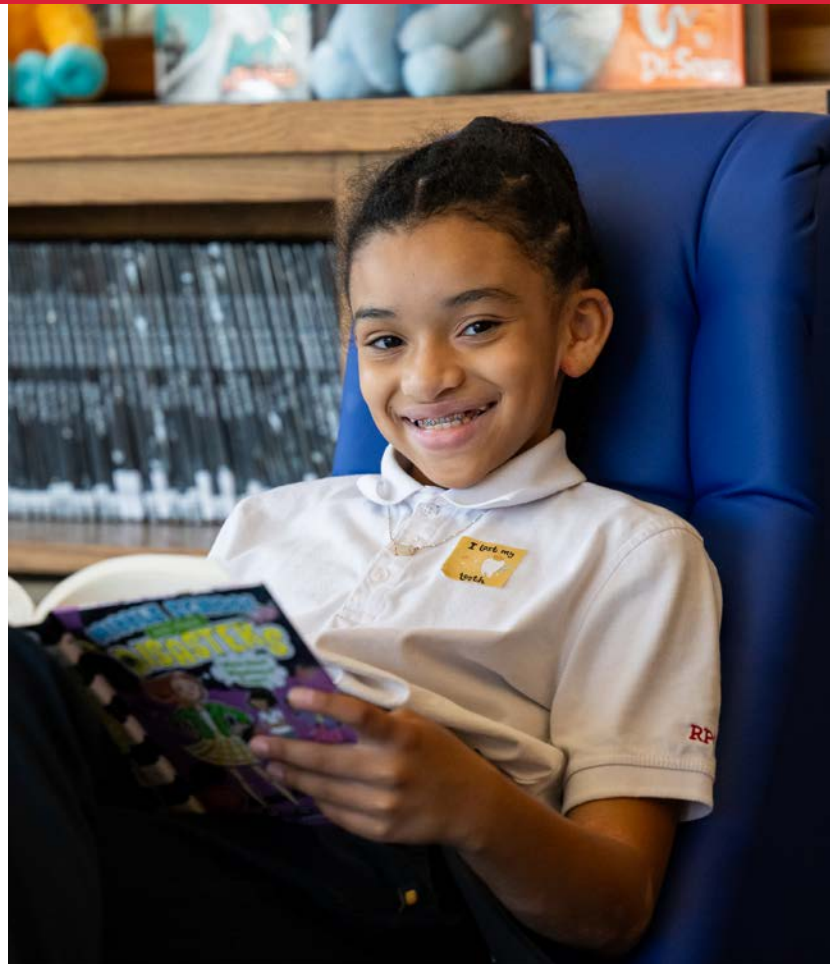


Our Mission

Roland Park Country School (RPCS) students thrive in a collaborative and inclusive community that cultivates intellectual curiosity and emotional intelligence. Striking a balance between tradition and innovation for over a century, RPCS inspires girls and young women to think critically and pursue their passions. Our graduates embody a resilient and purposeful approach to boldly lead for the greater good in college and beyond.

"It was here I learned I had a voice—and it mattered."

– 2004 alumna



Our School Philosophy

Roland Park Country School, a college preparatory school for girls, is dedicated to the intellectual and moral development of its students. We cultivate creativity, independence of thought, tenacity of purpose, self-discipline, and emotional, physical, and spiritual well-being. We maintain high academic standards, uphold tradition, and promote innovation. We nurture a cooperative, resilient spirit within an atmosphere of mutual trust and respect. In a diverse, inclusive, and joyful community, Roland Park Country School strives to instill in its students a lifelong love of learning, as well as the responsibility to look within and beyond themselves to contribute to and serve as stewards and leaders of their communities.

Our Core Values

Our five principles help make us who we are—they are a guiding star for each of us at RPCS and underpin our strategic initiatives throughout the plan.

Build each other up.

We want to see our peers succeed. We are each other's most reliable collaborators and loudest cheerleaders. We know that we're stronger when we work together.

Lead for the greater good.

By encouraging girls to understand and celebrate their strengths and by creating an environment where girls empower each other, they are more likely to step into leadership roles, not just for personal gain, but for the greater good.

Seek and embrace diversity.

We know that diversity results in better educational outcomes, leads to equity, and makes our communities stronger. As an institution educating tomorrow's leaders, pursuing diversity is our responsibility.

Live healthy and be well.

We want our students to live healthy, balanced lives, and that starts with an academic program that demands of them reasonably: they are deeply challenged and engaged in their education because they are allowed to be children and teenagers.

Take your seat at the table.

What the world needs is for girls to lead the way, authentically and frequently. We bring the best of our girls' attributes—which are limitless in a girls-centered environment—to the table to inform better decision-making.

"I am so grateful to be part of a community where everyone wants the best for the person standing next to them."

– 2020 alumna



Inclusion Statement

You Belong. At Roland Park Country School, we strive for equity and understanding in all we do. We cultivate a safe and healthy environment where we welcome and appreciate each student, employee, family, graduate, and guest. As a joyful, diverse community, we celebrate differences for the value and strength they bring to RPCS.

RPCS Anti-Racism and Anti-Discrimination Statement

We dedicate ourselves to addressing our own personal and institutional biases, practices, policies, and procedures. We affirm our commitment to identifying, addressing, and eradicating discrimination based on all oppressive acts including, but not limited to, race and religion, within our community.



RPCS at a Glance:

583
students

Pre-School: **79**
Lower School: **143**
Middle School: **109**
Upper School: **252**

238
employees

70% 
of teachers have
advanced degrees

30.5% are students
of color



6:1 Student to
teacher ratio

15 Average class
size

Accreditation: Association of Independent Maryland and DC Schools (AIMS)



Located in
the historic
neighborhood
of Roland Park

50+
students
clubs and
organizations

 **2**
innovation
spaces

7 
outdoor
classrooms

7 
world
languages

6 signature
programs

26 AP
courses
offered

Campus: 24 acres of land



School History

Roland Park Country School is a very special place, marked by a resilient spirit that has been the School's hallmark since its inception nearly 125 years ago. Sisters Katherine and Adelaide Howard established Roland Park Country School in 1894 as a neighborhood school for girls in Baltimore. In 1901, sponsored by the Roland Park Company, the School officially became known as Roland Park Country School. Bertha Chapman, Roland Park Country School's first principal, soon instituted a college preparatory curriculum. RPCS earned the proud distinction of being the first fully accredited independent school for girls in Baltimore City. In 1907, RPCS admitted young boys in kindergarten through third grade. By 1908, the School sought a governing board to guide RPCS and the Board of Trustees was established to provide leadership, service and financial support.

RPCS continued to grow, stressing academic excellence and a rounded program. In 1916, led by Headmistress Nanna Duke Dushane, the School moved to a larger, seven-acre site on University Parkway where an open-air school was built. On the night of the June Commencement celebration in 1947, the School suffered a devastating fire that destroyed most of the

facility. The determination and spirit of the students, faculty, alumnae, parents and Headmistress Elizabeth Castle enabled the School to rebuild so that RPCS opened on schedule the following fall.

Fourteen years later, under Headmistress Anne Healy's leadership, the School elected to concentrate fully on the education of young women once again. With Miss Healy's full support, the Board of Trustees voted in 1963 to change the RPCS admission policy to read: "Application without discrimination for all qualified applicants."

Gordon Lenci became the School's first Headmaster in 1975. The following year a ravaging fire broke out in the Upper School wing over Thanksgiving. "Destroyed but not defeated" became the rallying call. School reopened that Monday with students studying in makeshift classrooms. The college preparatory curriculum broadened, with more science classes and electives, and an expanded college guidance program. RPCS chose to enroll young boys once more, a policy that continued until 1981. In 2011, a preschool for girls and boys returned to RPCS.



In the Classroom

At Roland Park Country School, we encourage our students to question everything. We seek out the spark of insight that leads our students to become scientists, inventors and investigators of issues and phenomena. We encourage our students to use facts and creativity to imagine solutions to complex problems. By harnessing a student's curiosity and encouraging her to take risks, we create an environment where she has the confidence to ask questions and the tools and resources to persevere through failure and make her answers a reality.

"This school has given me the opportunity to thrive by being unapologetically myself." –2023 alumna

Student Life

Being part of the RPCS community is so much more than classes and homework. All students are encouraged to explore their interests and talents, and to find happiness, balance and personal growth. With several student-led clubs, organizations and affinity groups, as well as diverse performing and visual art programs, robust athletics and several opportunities for leadership and entrepreneurship, our student life program truly has something for everyone.



Athletics

The Roland Park Country School Athletics Department is so much more than sports. While many of our teams compete at top-tier levels and win championship titles, we focus on the importance of creating a lifelong love of sports, health and wellness. Our student-athletes understand what it means to be part of a team and that we are stronger when we work together. The Athletics Department at RPCS creates an environment where girls empower each other and celebrate the strengths and successes of their teammates.



The Arts

Through the visual and performing arts at RPCS, students deepen their connection to their own imaginations and the world around them. By strengthening their ability to articulate ideas and demonstrating vulnerability and honesty in sharing them, our visual and performing artists come to profoundly understand who they are and what they are capable of creating. They also learn lifelong skills to become engaged citizens, such as understanding the value of sustained effort over time and the ability to approach a problem from a variety of angles. Best of all, by sharing their talents and passions, our artists discover the joy in bringing our community together.

Signature Programs

RPCS is proud to offer our students several advanced program opportunities that complement their academic curriculum and allow them to shape their own learning. Our [Gore Leadership Institute](#) equips our students in grades K-12 with the tools to innovate and create positive change in the world, while our [Holliday Heine STEM Institute](#) strives to foster within girls the attitudes, cognitive skills, and academic foundations to investigate intellectually rigorous problems in the fields of science, technology, engineering, and mathematics. We also offer a [World Languages Certificate](#) for students who concentrate their academic program in non-native languages and an [Arts Certificate of Distinction](#) that recognizes RPCS students whose advanced studies in the arts have demonstrated high quality pre-professional level and a continued passion for Performing and/or Visual Arts.

Culture, Community and Belonging

The Office of Culture, Community and Belonging shapes and develops approaches, policies and processes that support the school's commitment to a thriving culture and community at RPCS. With an emphasis on program intersectionality in the areas of diversity, equity and inclusion, student life, leadership, and belonging, this office examines and implements student life programs that contribute to a healthy, thriving student culture and advances strategic priorities of the School that relate to developing and evolving a positive, proactive, and collaborative culture and community. Additionally, RPCS [Stronger Together: An Action Plan for Strengthening Culture and Community](#) is a foundational blueprint of goals, guiding principles and commitments to support diversity, equity and inclusion efforts at Roland Park Country School.

Tri-School Coordination

Roland Park Country School is fortunate to partner with The Bryn Mawr School and Gilman School to offer our students the best of both worlds: single-sex education combined with co-education in the junior and senior years. This tri-school coordination allows our Upper School students to enroll in a broad selection of courses across all three schools, with classes in English, mathematics, science, history, foreign language, art history, and visual art. Through our tri-school partnership, nearly 200 electives are offered each year. This unique program also helps prepare our Upper Schoolers for college by navigating unfamiliar campuses and buildings and planning their travel time between classes and campuses. The tri-school partnership also extends beyond the classroom. Students from Gilman School participate in our annual Upper School musicals in the fall and other performances throughout the year. We also come together to "triple the spirit" and cheer on all of our schools' athletic teams at community events for students and parents. [Learn more.](#)



Why Join Us?

Our Head of School will have the opportunity to lead a distinguished group of faculty and staff who are dedicated to teaching and nurturing the next generation of strong, confident women. Roland Park Country School maintains a strong year-to-year enrollment and has the largest endowment of any all-girls school in the region. Our recently launched [Strategic Plan](#) envisions a future where innovative ideas are welcomed and collaboration thrives. Extensive academic programming, extracurricular offerings, and the unique tri-school model provide the young women at RPCS many opportunities to joyfully find and pursue their paths to success. Our community recognizes that not every girl will follow the same path, a philosophy that sets us apart and allows for exploration, self-discovery, and the passionate pursuit of knowledge. The effect on our graduates is remarkable: Roland Park Country School students develop a profound understanding of who they are and how to lead individually and together to impact the world.

“RPCS is my home away from home, with colleagues and students who I consider my family. My heart is full of so much gratitude for the opportunity to have attended RPCS, and now teach here.”

– Lisa Diver, 2006, Upper School Music Teacher



Information for Candidates

Start Date: July 1, 2026

Benefits

The compensation package will be within the expected norms of comparable NAIS schools and more details will be shared during the interview process. Additional benefits include:

- Comprehensive medical, dental, and vision insurance.
- 403(B) retirement plan with employer contributions.
- Paid vacation, sick leave, parental leave, and holidays.
- Attractive residence available on campus.
- Relocation fees negotiable.
- Access to professional development programs, wellness initiatives, and more.

How to Apply

If you believe you are a candidate who will embrace the mission, philosophy and core values outlined in this document, please submit a cover letter, a resume and a statement of Educational Philosophy at www.thefinneysearchgroup.com/rpcs-hos-application.

Applications sent directly to the school will be forwarded to The Finney Search Group.



Equal Opportunity Employment Policy: RPCS is an equal opportunity employer. The School is committed to equal employment opportunities in all employment practices and decisions including but not limited to: recruitment, hiring, promotion, training, compensation, and disciplinary action. RPCS does not discriminate on the basis of race, color, religion or creed, familial status, pregnancy, childbirth, a medical condition resulting from pregnancy or childbirth, national origin, ancestry, age, sex, physical or mental disability, marital status, veteran status, sexual orientation, gender identity, genetic information, or any other characteristic protected under applicable federal, state, or local law ("Protected Categories").



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