

# HEAD OF SCHOOL SEARCH

## MOUNDS PARK ACADEMY

St. Paul, Minnesota

[moundsparkacademy.org](http://moundsparkacademy.org)

Start Date: July 2025

**MoundsPark**  
A C A D E M Y



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

We teach students to think independently, communicate effectively, and act with respect and integrity in a diverse community that models intellectual ambition, global responsibility, and the joy of learning.

## Motto

Dream Big. Do Right.

## At a Glance



Established  
**1982**



Total enrollment  
**575**



Total faculty  
**82**



Student-teacher ratio  
**7:1**



Students of color  
**36%**



Financial aid awarded  
**\$4.3M**



Faculty with advanced degrees  
**50%**



Campus size  
**32 acres**

Faculty of color: **6%**

Students receiving aid: **41%**

Endowment: **\$6.7 million**

Annual operating budget: **\$16.9 million**



## Overview

Dream Big. Do Right. Mounds Park Academy (MPA), a leading independent school in the Twin Cities, engages students in a rigorous college-preparatory experience that cultivates dreamers and doers. Founded in 1982, the school is progressive in spirit. With the focus on the whole child, the academic program is demanding, but not draining, and goes far beyond memorization. Students are challenged to apply their understanding to stir the human spirit, stand for justice, and shake the world. At MPA, this is called rigor with purpose and it grounds students in the radical idea that their identity in the world is not measured by a test score, but by the depth and decency of their impact on the world. The fact that all divisions reside under one roof allows for the development of meaningful, collaborative relationships across grade levels. Students are self-directed, internally motivated, and as proud of their own accomplishments as they are of their classmates'. MPA believes that it is only through this type of positive, supportive community are students able to discover who they are meant to be. A student noted, "Our teachers are dedicated, engaging, and caring. They teach us to be independent thinkers as well as collaborators. And they teach with passion and fuel our passions, too."

Under the long and successful leadership of Dr. Bill Hudson, the school has made great strides in establishing a distinctive academic program, instituting innovative initiatives, and enhancing an impressive campus. MPA is appropriately proud of its balanced emphasis on academics, the arts, and athletics. The school has established stand out programs using design thinking as evidenced in the establishment of the first K-12 makerspace in the Twin Cities. When walking the halls and visiting classrooms, one experiences the focus on character and kindness. "Kindness permeates the atmosphere," noted one parent, and another commented, "we value MPA because students develop as kind and compassionate learners." Strong relationships are of paramount importance at MPA, and great effort is made to make sure that each student is known and seen. "It's a good place to be a kid," reflected one parent, "students can be themselves—all identities are supported in a safe environment—and their strengths and potential are recognized and developed."



The next Head of School will be expected to be a strong, approachable, and visible presence in the overall life of the school. MPA occupies a distinctive place in the landscape of independent schools in the Twin Cities, and the next head will continue to raise the profile of MPA by finding additional ways to effectively and compellingly share the school's stories, aspirations, and achievements with the broader community. The school community is open to innovation; it has been a leader in that area over the last decade and seeks to continue to evolve and improve the program to serve students best. MPA is secure in its mission as it enters its fifth decade. MPA desires a visionary leader to propel it forward, uphold its mission, and inspire the community to dream big and do right. The school community values the sense of welcome and inclusion and expects its next leader to celebrate and foster authentic connections with and between students, families, faculty, and staff. It is critical that the head establishes strong relationships with the professional community and identifies all the ways that the school can recruit, grow, and retain excellent teachers and staff. The next Head of School is also expected to continue a strong and constructive relationship with the school's board of trustees. There is important work to be done, and candidates will find MPA a warm and welcoming community and many thoughtful, skillful, and collaborative partners to advance the school.

## Priorities, Opportunities & Challenges

The next Head of School at MPA will begin the same year as the school's next accreditation self-study and on the cusp of the development of a new strategic plan. They will join the community in a time of thoughtful reflection and anticipation. Under Dr. Bill Hudson's leadership since 2013, MPA grew its enrollment, strengthened its financial position, deepened the school's commitment to academic rigor and excellence, expanded social-emotional support for students, developed a strategic action plan for the work of diversity, equity, inclusion and belonging, and initiated a PreK-12 curriculum review all while retaining a warm and welcoming culture and environment in which every student is deeply known and cared for. The next Head of School will be welcomed by an aspirational, thoughtful, and hopeful community that has shared the following priorities, opportunities, and challenges.

### **Deepening and strengthening the PreK-12 experience**

With grades PreK-12 under one roof, the community celebrates and appreciates the formal and informal connections between students, faculty, and staff—there is genuine joy in learning with and from one another. Looking ahead, MPA will benefit from continuing to enhance systems to ensure smooth transitions and a cohesive PreK-12 program. The current strategic plan led to the development of a portrait of a graduate and curricular review which the next head will build upon in partnership with division directors and faculty.



To continue to support the development of the whole child, there also needs to be continued discussion on the importance of the arts and the role and scope of athletics at MPA. Recently, growth has occurred in how the school serves students who are neurodiverse and that will be a continuing area for the educational community to explore and clarify.

#### **Articulating and refining MPA’s identity and value proposition**

The next head, in partnership with community members, will identify new ways to clarify and share MPA’s academic and co-curricular programs and values to further distinguish the school from other well-regarded independent schools and many strong public and charter schools in order to attract prospective students and their families as well as retain current community members.

#### **Recruiting, retaining, and developing a diverse, talented, and committed faculty and staff**

The next Head of School has the opportunity to reflect upon and refine hiring practices to ensure MPA attracts dynamic and talented educators from a diverse range of backgrounds. Thirty-six percent of MPA students identify as students of color and the school hopes that its faculty, staff, and administrators might evolve to better reflect the diversity of the school’s student body. The current strategic plan prioritized supporting the compensation and the ongoing professional development of the professional community and that important work will be ongoing.

#### **Further enhancing MPA’s financial strengths**

Under current leadership, enrollment and annual giving grew and budgets have been and are balanced. Having recently celebrated its 40th anniversary, the school is focused on ensuring that the next 40 years and beyond are ones of solid financial health. The next head can explore thoughtful ways to ensure long-term sustainability, including engaging with current and past community members to strengthen MPA’s financial well-being and ability to support its important aspirations.

#### **Heightening the sense of belonging for all**

MPA is a community that thrives on connections and relationships. The fact that all divisions sit beneath one roof allows for interaction among students of all ages and is a strength of the school. MPA is a diverse school when considering race, gender identity, and socio-economic factors. The next Head of School will work with students, faculty, staff, parents, and board members to ensure that the commitment to inclusion and belonging remains strong and that each member of the community continues to be seen and heard.



## Qualifications and Personal Attributes

Mounds Park Academy is seeking in its next Head of School an innovative and inspiring educational leader who is eager to make a long-term commitment to the community and the work. The next Head of School will offer the following qualifications and qualities:

- Attention to current educational research and ability to combine that understanding with an appreciation for MPA's mission, values, and history;
- Experience with curriculum development and competency-based learning in a PreK-12 setting;
- Strong interpersonal skills and the ability to communicate with inspiration, clarity, and decisiveness, both in writing and in person;
- A collaborative leadership style built on approachability, responsiveness, humility, and transparency;
- The ability to articulate vision and strategy and the tactical skills to deftly manage the systems and processes necessary to implement strategy;
- Demonstrated personal and professional commitment to diversity, equity, and belonging work and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, and programs;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty;
- Experience with effective fundraising/development/advancement functions in a school and the ability to advance MPA's efforts;
- Good business sense to strengthen the financial state of the school and an openness to innovation that could allow for new revenue streams;
- A dynamic and engaging presence, visible and active in all areas of school life;
- Ability to work effectively with the school's Board of Trustees;
- A spirit that encourages innovation in pedagogical and technological skills; and
- A love for children and appreciation of their developmental differences and delights, which are apparent daily in a PreK-12 school.

# Learn More

Click on the links below to learn more about Mounds Park Academy.

[School Website](#)

[Virtual Campus Tours](#)

[School Values and History](#)

[About St. Paul, Minnesota](#)

[Equity and Belonging](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence and at their earliest convenience. Ideally, the next Head of School will be announced in June 2024. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- Two recent writing samples that could include speeches, blog posts, articles, or letters to community;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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