

HEAD OF SCHOOL SEARCH

SANT BANI SCHOOL

Sanbornton, New Hampshire
santbani.org

Start Date: July 2025



SANT BANI SCHOOL



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Sant Bani School is built on the belief that we have something to learn from everyone. Surrounded by nature, we create a diverse community where respect for all living things is central. Our mission is to provide a high-level, comprehensive educational experience while also recognizing the value of the spirit. With small classes, committed faculty, and an emphasis on collaboration and service to others, Sant Bani School teaches students to Be Good, Do Good, Be One.

At a Glance



Established
1973



Enrollment
123
(24-25 school year)



Total faculty
30



Endowment
\$5.2 million



Annual operating budget
\$2.77 million



Financial aid awarded
\$150,000



Faculty with advanced degrees
46%



Campus size
20-Acres
with access to 200-acres
of woods and fields
surrounding campus

Average class size: 13

Students receiving aid 41%



Overview

Sant Bani School, a co-educational day school joyfully serving 123 students from PK to grade 8, is seeking a dynamic and visionary leader to become its next Head of School starting in July 2025. Founded in 1973 by students of Sant Kirpal Singh, and guided for 44 years by founding Head of School Kent Bicknell, who retired in 2017, Sant Bani School is rooted in a rich history and a profound mission: to educate the whole child—mind, body, and spirit—fostering academic excellence, character development, kindness, and self-awareness.

Nestled in the stunning Lakes Region of central New Hampshire, Sant Bani School is set on a picturesque campus surrounded by natural beauty, offering a serene and inspiring environment conducive to learning and personal growth. The Lakes Region, known for its breathtaking landscapes, clear lakes, and vibrant seasons, provides a unique setting that enhances the school's focus on nurturing the whole child. The school's campus, with its woodlands and open spaces, reflects its commitment to environmental stewardship and provides an ideal backdrop for experiential learning and outdoor education.

The opportunity to lead Sant Bani School is rare and compelling, particularly for an educational leader who values the unique experience of a PK-8 education and thrives in a close-knit, mission-driven community. The school's small size allows for a personalized approach to education, fostering strong relationships among students, teachers, and families. For a leader who embraces the joys of living in Northern New England and the sense of community it fosters, Sant Bani School offers both a professional challenge and a personally fulfilling lifestyle.

Opportunities and Challenges

The next Head of School will have a unique opportunity to build upon the strong foundation of Sant Bani while navigating the changing educational landscape. It will be important to find the balance between honoring the history of Sant Bani, while also moving the school forward. Key opportunities and challenges include:

- **Enhancing Academic and Extracurricular Programs:** Continue to support and enhance the school's academic and extracurricular programs, ensuring that they align with the mission of educating the whole child. This includes supporting a highly dedicated faculty and staff, promoting innovation in teaching and learning, and building on a curriculum that is more vertically aligned. There is also the opportunity to explore new programs and build upon the school's natural setting.



- **Building Community Relationships:** Foster a sense of community among faculty, staff, students, parents, and alumni. Strengthen partnerships within the local community. The next Head of School will play a key role in building and sustaining a vibrant school community that supports and enhances the mission of Sant Bani School.
- **Enrollment Growth and Marketing:** Lead efforts to increase student enrollment by enhancing the school's visibility and reputation in the broader community. Develop and implement innovative marketing strategies that highlight the unique qualities of a Sant Bani education, emphasizing the school's commitment to holistic education and its idyllic setting.
- **Fundraising and Financial Sustainability:** Expand the school's fundraising efforts to ensure financial sustainability and support strategic initiatives. This will involve cultivating relationships with current and prospective donors, including alumni, parents, and friends of the school. The next Head will need to strategically balance the school's vision and resources to secure long-term growth and success and in doing so, create of culture of philanthropy across all Sant Bani constituents.

Qualifications and Personal Attributes

The ideal candidate for the Head of School position at Sant Bani School will possess the following qualities and qualifications:

- **Visionary Leadership:** A forward-thinking leader who can articulate a clear vision for the future of Sant Bani School while honoring its unique history and values. The ability to inspire and engage all members of the school community in this vision.
- **Commitment to Whole-Child Education:** A deep understanding of and commitment to the school's mission of educating the whole child, including the intellectual and emotional, development of each student. An ability to integrate this mission into all aspects of school life.
- **Strong Marketing and Enrollment Management Skills:** Experience in developing and implementing successful marketing and enrollment strategies to attract and retain students. An understanding of the competitive landscape of independent schools and the ability to position Sant Bani School effectively.



- **Fundraising Expertise:** Building a culture of philanthropy at Sant Bani with not only the school constituents, but also with the many friends of the school across the globe. Partner with the Director of Advancement and External Affairs to continue to build on the financial sustainability of Sant Bani, with an eye on building a deeper endowment and raising funds for capital projects.
- **Cultural Competence and Integrity:** A leader who is culturally competent, empathetic, joyful, and committed to fostering an inclusive, respectful, and compassionate school environment. A strong personal alignment with the school’s time-honored values.
- **Proven Educational Leadership Experience:** Experience in educational leadership, ideally in a similar PK-8 setting. A track record of supporting faculty development, mentorship, curriculum innovation, outdoor education, and student-centered learning.
- **Excellent Communication and Interpersonal Skills:** Strong communication skills, both verbal and written, with the ability to connect authentically with a wide range of stakeholders, including faculty, staff, students, parents, alumni, and friends of the school.
- **Financial Acumen:** A solid understanding of financial management and budgeting in an educational context, with the ability to balance strategic priorities with fiscal responsibility in partnership with the Board.
- **A sense of humor, authenticity, empathy and a spirit of collaboration:** There’s a palpable sense of joy at Sant Bani, and the next leader should be ready to embrace the role with a sense of genuine commitment and passion for the work ahead and the desire to wear “many hats.”

Sant Bani School is seeking a leader who is passionate about leading a school that integrates academic excellence with a profound commitment to character and service and who is excited by the opportunity to shape the future of this unique institution. The next Head of School will not only lead the educational program but also embrace the distinctive lifestyle and opportunities of the Lakes Region of New Hampshire—a community that values natural beauty, the outdoors, and a close-knit spirit.

Learn More

Click on the links below to learn more about Sant Bani School.

[School Website](#)

[Campus Tour](#)

[School History](#)

[About Sanbornton, New Hampshire](#)

[School Values](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. 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;

As the process moves forward, selected candidates may be asked to submit:

- Responses to writing prompts specific to this search;
- 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).

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