



HOLTON-ARMS SCHOOL



**Head Varsity Lacrosse Coach &
Teacher**

Search for Head Varsity Lacrosse Coach and Teacher

Holton-Arms School seeks an experienced, dynamic, inspiring, student-centered and mission driven coach to lead the Varsity Lacrosse program, and Lacrosse Program starting in July 2025.

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Mission

Holton-Arms School cultivates the unique potential of young women through the “education not only of the mind, but of the soul and spirit.”

School Motto

Inveniam viam aut faciam: “I will find a way or make one.”

Athletics Program

The interscholastic athletic program at Holton-Arms School embodies the school’s mission to cultivate the potential of young women through the education of the mind, soul, and spirit. Our dynamic athletic program provides an arena for the development of life and leadership skills. Physical and mental challenges in a team context cultivate resilience, responsibility, tenacity of purpose, and a commitment to others. Students are given numerous opportunities to develop, excel, and nurture the skills necessary to live healthy active lives. We are committed to developing programs where leaders are cultivated and winning is met with humility and grace.

The athletics facilities feature a double gymnasium, indoor competition-size pool, seven outdoor tennis courts, two softball fields, a synthetic turf field, a Bermuda grass field, state of the art fitness center, three dance studios, and an all-weather outdoor track.

In the Upper School, the Athletic Department works with individuals to help them find balance among academic, artistic, and athletic responsibilities. The Athletic Department works to minimize conflicts and helps students to balance the demands of a competitive athletic program and their challenging academic schedule.

Holton competes in the Independent School League (ISL) with 15 area schools. In Swimming and Diving, Holton is a member of the Washington Metropolitan Prep School Swimming and Diving League (WMPSSDL). Crew participates in the WMIRA (Washington Metro Interscholastic Rowing Association). Ice Hockey competes in the Mid-Atlantic Girls Hockey League (MAGHL).

[Independent School League](#)

[Mid-Atlantic Girls Hockey League](#)

[Washington Metro Interscholastic Rowing Association](#)

Recent Championships over the last three years:

2022:

Cross Country - ISL Champions, MD State Private School Champions, Montgomery County Private School Champions

Soccer - ISL A Regular Season Champions, ISL A Tournament Champions

Swim and Dive - WMPSSDL Champions

Golf - Washington Metro Private School Girls Golf Invitational Champion

2023:

Swim and Dive - WMPSSDL Champions

Ice Hockey - MAGHL A Division Ice Hockey Champions

2024:

Swim and Dive - ISL Champions, WMPSSDL Champions

Ice Hockey - MAGHL A Division Tournament Champions

Learn more about Holton-Arms' Middle School Athletics and Lower School Physical Education [here](#).

Holton-Arms Lacrosse Program

The Holton-Arms Lacrosse Program is a competitive and dynamic program dedicated to developing student-athletes both on and off the field. Rooted in the values of teamwork, discipline, and sportsmanship, the program fosters a culture of excellence that prepares athletes for success at the high school level and beyond.

Holton-Arms competes in the highly competitive [Independent School League \(ISL\)](#), consistently challenging top programs in the region. The team is known for its fast-paced, skill-driven style of play, emphasizing strong fundamentals, strategic execution, and mental toughness.

With a coaching staff committed to player development, the program prioritizes technical skill-building, tactical awareness, and leadership growth. Student-athletes receive individualized attention to refine their stickwork, footwork, and game IQ while also benefiting from strength and conditioning programs tailored to enhance performance and injury prevention.

The Holton Lacrosse experience extends beyond the field, fostering a sense of camaraderie and leadership. Players develop lifelong friendships and learn valuable lessons in perseverance, accountability, and resilience—skills that translate into future endeavors in collegiate athletics, academics, and leadership roles.

The program's tradition of excellence is reflected in its strong alumnae network, with many former players going on to compete at the collegiate level. Holton-Arms Lacrosse remains a cornerstone of the school's athletic success, inspiring student-athletes to push their limits and take pride in their team and community.

Varsity Athletic Teams

Fall

Cross Country
Field Hockey
Soccer
Tennis
Volleyball

Winter

Basketball
Ice Hockey
Swimming & Diving
Indoor Track & Field

Spring

Crew
Golf
Lacrosse
Softball
Track & Field

College Guidance for Athletes

The Athletic Department, coaches, and the College Counseling Office support student-athletes through the college recruiting process by providing guidance about prospective programs, assisting with active communication with college coaches, and navigating the NCAA rules and regulations that govern the recruiting process. The Athletic Department hosts a number of informational meetings for prospective college athletes and parents to better understand the process and learn from past collegiate players and coaches.

Ideal qualities of the next Head Varsity Lacrosse Coach

Holton-Arms proudly fosters and seeks to advance the "teacher/coach" mentor model. As such, the Head Varsity Lacrosse Coach position will be paired with another full-time position in teaching or staff administration at the School.

- A belief in the mission, specifically of cultivating the unique potential of young women through “an education not only of the mind, but of the soul and spirit.”
- Ability to inspire and develop players while fostering a competitive and positive team culture.
- Deep understanding of the game, strategies, and player development at the high school level.
- Committed to skill-building, teamwork, and character development.
Clear, motivating, and constructive communication with players, parents, and school leadership.
- Creates an environment where all players feel valued and included.
Develop strong connections with student-athletes, staff, and the broader school community.
- Ability to sustain and enhance a competitive, well-respected lacrosse program.
Strives for excellence while prioritizing integrity and respect.
adjusts strategies and approaches based on team dynamics and challenges.
Genuinely invested in student-athlete growth both on and off the field.
- Commitment to embodying and modeling a growth mindset
- High cultural competency with a demonstrated commitment and knowledge to work with and lead groups of diverse individuals in respectful, equitable, and inclusive ways
- Humor and warmth, balanced by professionalism, decisiveness, and sound judgment
- Proactive mindset and habits, and detail-oriented
- Compassionate and responsive problem-solver
- Proficiency in leading and engaging in difficult conversations
- Commitment to inspiring and sustaining a culture of excellence with a leadership style that is collaborative, engaging, and relational
- Strong, confident, and clear communicator
- Demonstrated interpersonal skills that reflect a growth mindset

Education and Experience

- Bachelor’s degree required
- Proven success as a head coach or assistant coach of women's lacrosse at the high school, collegiate, or professional level.
- Exceptional leadership, organizational, and interpersonal skills.
- Possess strong communication skills and understand and value the importance of effective communication with multiple constituencies and stakeholders.
- A demonstrated philosophy of coaching that prioritizes character development, academic achievement, and sportsmanship.
- A passion for mentoring female student-athletes, preparing them for success beyond lacrosse

- A commitment to fostering an inclusive community that values and respects each individual
- Lacrosse coaching experience with high-school aged students; experience specifically coaching girls is a plus
- Demonstrated success advancing an athletic team or program

Salary and Benefits

The salary range for this position is \$70,000 to \$100,00 depending on experience. Benefits include health insurance with a generous employer contribution to medical, dental and vision; life and disability insurance; 403b retirement savings with an employer match and non-elective contribution; employee assistance program, tuition remission for eligible children; professional development opportunities; paid parental leave after one year of employment; paid sick and personal days; and lunch is provided on school days.

Application instructions

Interested candidates should apply via The Finney Group Search at <https://www.thefinneysearchgroup.com/holton-laxcoach-application>.

Other available full-time positions at Holton can be found at <https://www.holton-arms.edu/about/employment>.

The Holton-Arms School does not discriminate on the basis of race, religion, national or ethnic origin, disability, or sexual orientation in the administration of its hiring, educational policy, admissions, financial aid practices, or of its athletic and other School-administered programs.

About Holton-Arms

Holton-Arms School offers numerous pathways for girls to grow their excellence as a scholar, citizen, teammate, performer, artist, and friend. Students are motivated by supportive faculty who encourage them to embrace challenges, try often, fail gracefully, and succeed proudly. Here, students excel and support the wins and experiences of one another. When they graduate, Holton students are exceptionally equipped, world-ready, and connected for life. We believe that with intellectual curiosity, tenacity of purpose, appreciation for diverse perspectives, and commitment to others, Holton women will make a difference in a complex and changing world.

Located in Bethesda, Maryland, centrally located in the DC-MD-VA metropolitan region, Holton-Arms School is situated on a beautiful, college-like suburban campus of 57 acres of rolling woodlands. The campus features two academic buildings connected by an administrative building, a state of the art Learning Commons, lower school library, performing arts center, 400-seat theater, black box theater, natural light art and ceramics studios, photography lab, three dance studios, and multiple music education spaces.

Holton-Arms School welcomed its eighth Head of School Penny B. Evins on July 1, 2023. Mrs. Evins has an exceptional record of building strong, lasting relationships and motivating those around her to be the best versions of themselves. Mrs. Evins brings over 25 years of independent school experience to her headship at Holton. Most recently, she served as Head of School for Collegiate School in Richmond, Virginia, and St. Paul's School for Girls in Baltimore, Maryland.

Students at Holton hail from Maryland (68%), Washington, DC (18%), and Virginia (14%), and come from over 240 schools across our geographic region.

Learn more about Holton-Arms' highly-regarded academic programs [here](#).

Culture and Traditions

Holton-Arms cherishes the uniqueness of each of our members including current and former students, faculty, and staff. We seek to create an inclusive environment that sees, values, and supports diverse identities and experiences, cultivates engaging discourse, and empowers our students to be thriving members of the global community.

At Holton-Arms, each of us is responsible for fostering an equitable, respectful, and just community. We are committed to:

- Discovering, developing, and valuing our full authentic selves.
- Deepening awareness of personal and systemic biases and being accountable for the impact of our words and actions.
- Developing an understanding of the historical origins and perpetuation of systems of power and privilege.
- Engaging in open and brave conversations that promote growth, understanding, connection, and agency.
- Embracing every individual as essential to the community.

Blue/White

Each student is part of either the Blue Team or the White Team. The connection can go back generations; alumnae daughters are part of the same team as their mothers, likewise for sisters, aunts, and cousins. Over the course of the year, there are opportunities to demonstrate Blue and White spirit to earn points for your team. At the start of each school year, Blue and White team leaders, elected by their peers, visit all three divisions assigning team colors to new girls in the community.

Spirit Week

This all-school week-long event promotes community spirit and sisterhood across all grade levels. A hallmark is the Panther Pride Parade. During the parade, each class dresses to fit a class

theme, the jazz band plays from a float, faculty and staff dress-up, and good times are had by all as Blue and White teams engage in an enormous freeze dance competition.

Senior Spirit Day

Senior Spirit Day takes place every spring on the last day of classes for Seniors. Seniors decorate campus and then line the entrance of the School to celebrate their time at Holton and cheer the arrival of fellow students, parents, and teachers. Following these festivities, freshmen, sophomores, juniors, faculty, and staff sing songs to the seniors, which usually results in a lot of crying. The seniors then sing a song to the people they will leave behind as they head for life beyond Holton.

Students at a Glance

- Total Enrollment: 665
- Students of Color: 44%
- Foreign National Students: 4%
- Student/Faculty Ratio: 5:1
- Average Class Size: 15
- Students receiving financial aid: 24%
- 100% of Holton-Arms graduates are accepted to four-year institutions.
- 100% of Middle School students and more than 80% of Upper School students participate in a sport.
- Approximately 85% of Upper School students enrolled in at least one Fine & Performing Arts class.
- Unique curricular opportunities including Global Education, STEM Scholars, and Humanities Scholars programs.

Faculty at a Glance

- Total Faculty and Staff: 217
- Total Faculty: 121
- 82% of faculty hold advanced degrees
- Average number of years current faculty have been at Holton: 11

Accreditations

Association of Independent Maryland Schools (AIMS)
State of Maryland

Membership Affiliations

AIMS

The Association of Independent Schools of Greater Washington (AISGW)

Center for Spiritual and Ethical Education (CSEE)

Enrollment Management Association (EMA)

Global Education Benchmark Group (GEBG)

INDEX Independent School Data Exchange

International Coalition of Girls Schools (ISGC)
Middle States Association (MSA)
National Association of Independent Schools (NAIS)
National Business Officers Association (NBOA)
One Schoolhouse
Parents Council of Washington