

HEAD OF SCHOOL SEARCH

SPRINGMONT SCHOOL

Atlanta, Georgia

springmont.com

Start Date: July 2023

 **Springmont School**
ATLANTA'S FIRST MONTESSORI SCHOOL



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Providing a learning environment where diversity of thought and global perspective empower students to be inquisitive, knowledgeable, independent, compassionate and effective.

At a Glance



Established
1963



Enrollment
271



Total Faculty
27



Student-teacher ratio:
10:1



Students of color
46%



Faculty with advanced degrees
63%



Campus size
7-acres

Faculty of color: 7%

Average class size: 20-22

Students receiving aid: 27%

Annual operating budget: \$6M

Landschool campus size: 86-acres



Overview

Established in 1963, Springmont School is the Southeast's oldest Montessori school. Today, Springmont serves students from 18 months (Toddler) through Grade 8 and is located in the suburban neighborhood of Sandy Springs. The School's vibrant 7-acre campus includes their award-winning, 15, 500 sq. ft. main building, while state-of-the-art buildings house Lower Elementary, Upper Elementary and Middle School classrooms. The campus includes numerous age specific play spaces, gardens and wooded areas where students can physically engage with their environment and learning. Springmont's Landschool, an 86-acre mountain retreat where students in elementary and middle school immerse themselves in outdoor education experiences, is located just 80 miles to the north in the foothills of the Appalachian Trail. As an AMI accredited school, Springmont is informed by current Montessori research and utilizes a progressive, or activity based, process of learning. Springmont students learn in multi-aged, student-centered classes designed for their stage of development, guided by specially trained faculty. Students' freedom to choose and guide their schoolwork is supported through a curriculum that provides an intellectual and social bridge from their Springmont experience to high school and beyond.

Springmont has a long history of providing a progressive educational experience crafted to each stage of a child's development using the Montessori method. The School desires an inspiring leader who will lead the community in successfully meeting several challenges. Springmont is eager to reconnect a community that was stretched and stressed by the pandemic, and the faculty and staff must be inspired and supported to do their best work across the School's three divisions. The next Head of School will need to lead the staff in improving this already wonderful school and continue to clarify its Montessori program to families. With a strategic and master plan developed in 2018 and put on hold during the pandemic, the next Head of School will be tasked to support the board in delivering on its ambitious goals over the next 3-5 years. This is a wonderful opportunity to join a community with a dynamic history and a commitment to improvement.



Opportunities and Challenges

As Atlanta's first Montessori school, Springmont has a long and distinguished history of educating children aged 18 months through Grade 8. Committed to Montessori's intentional and holistic approach to education, faculty at Springmont guide a diverse community of learners and encourage independence and passion for lifelong learning. The inviting campus and natural surroundings provide ample opportunity for outdoor programming, including campus farm animals, gardens, and the 86-acre Landschool campus. As the school evolves, the next Head of School will need to provide the vision, organization, and management skills to lead and effectively manage a talented group of faculty, administrators, and students.

Among the other opportunities the new Head will find are:

- There is a want for Springmont to affirm its' mission and to articulate the mission to all constituents so that the school is more clearly understood with the goal that the teaching and learning program can be delivered in a mission aligned manner across all divisions.
- With a commitment to supporting neurodiverse students, there is a need to determine the learning support program at Springmont so that the school is truly supporting all students with their learning needs.
- As the next Head of School articulates the vision of Springmont School, there is opportunity to make the school more well known in the competitive independent school market as a school committed to early childhood-Grade 8 Montessori education.
- Although the toddler and primary divisions are consistently fully enrolled, the elementary and middle school divisions have historically experienced fluctuating enrollment numbers providing opportunity for growth in enrollment and retention across elementary and middle school.
- Partnering with the Board on "best practice" governance and serving as a strategic leader to continue the strengths of Springmont established to date while planning for the future.
- Ensure that the School remains fiscally sound while exploring ways to enhance and improve the School's physical plant and continue to invest in its faculty and programs as outlined in the school's most recent strategic and master plans.
- Foster community through authentic engagement with students, faculty and staff; parents, and neighbors; and between the three divisions of the school.



- Connect and communicate effectively with faculty members, administration, parents, students, community members, and the Board so that these groups are appropriately informed of School matters, potential issues, and needs.
- Lead with an equitable and inclusive approach to internalize and evolve the DEIB program so all students and adults feel safe and recognized.

Qualifications and Personal Attributes

The ideal candidate(s) will offer most or all of the following qualifications and qualities:

- An educational philosophy compatible with Montessori principles and values and an appreciation and respect for Springmont's mission, values, and history;
- Knowledge of current educational research and ability to integrate that into a Montessori setting and program;
- Eagerness to engage actively with students and faculty, and willingness to prioritize visibility amidst the demands of a busy professional schedule;
- Be a collaborative, decisive problem-solver who is a confident risk-taker and possess the courage to make difficult decisions;
- Strong interpersonal skills and the ability to communicate with inspiration and clarity;
- A collaborative leadership style built on approachability, responsiveness, and transparency;
- The ability to articulate vision and strategy and the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy;
- Classroom teaching experience and a track record of supporting and developing teaching faculty;
- Personal and professional commitment to diversity, equity, and inclusion 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;
- The confidence and humility to advocate for new ideas, invite disagreement, manage difficult conversations, and welcome feedback;
- Ability to navigate complexity and ambiguity.

Learn More

Click on the links below to learn more about Springmont School.

[School Website](#)

[School History](#)

[Core Values](#)

[High School Matriculation](#)

[Springmont's Landschool](#)

[About Atlanta, Georgia](#)



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;
- 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:

Seliat Dairo

Search Consultant

seliat.dairo@carneysando.com

Burke Zalosh

Search Consultant

burke.zalosh@carneysandoe.com