

HEAD OF SCHOOL SEARCH

GOOD HOPE COUNTRY DAY SCHOOL

Saint Croix, U.S. Virgin Islands

ghcds.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission and Values

Good Hope Country Day School’s mission is to “cultivate reflective, creative, and compassionate students who are critical thinkers prepared to excel in college and empowered to better their island and the world.” The school’s four key values are Integrity, Respect, Scholarship, and Citizenship, and its motto is “The Island is our Classroom, the World is our Responsibility.

Mantra

The Island is our Classroom, the World is our Responsibility.

At a Glance



Established
1964



Total enrollment
262



Total faculty
45



Student/teacher ratio
6:1



Students of color
50%



Financial aid awarded
\$600,000



Faculty with advanced degrees
70%



Campus size
35 acres

Faculty of color: 33%
Students receiving aid: 31%

Annual operating budget: \$4.5M



The Board of Trustees of Good Hope Country Day School, USVI has begun a search for the next Head of School.

The Head of School is the chief administrative officer responsible for the full operation of the school including the academic program, student services, facility development, and finances. The Head of School reports to a 19-member Board of Trustees.

This is a unique opportunity to lead a high energy, high quality, independent school in the beautiful setting of the US Virgin Islands.

Overview

Good Hope Country Day School is a non-profit, non-sectarian independent day school serving students in nursery through grade 12. Founded in 1964 and governed by a Board of Trustees, the school is fully accredited by the Middle States Association of Colleges and Schools (MSA-CESS) and holds membership in the National Association of Independent Schools (NAIS), National Association of College Admission Counselors (NACAC), and National Business Officers Association (NBOA). In May 2023, Good Hope Country Day School became a Cambridge International school, the first in a U.S. Territory.

GHCDs fosters a nurturing environment where social, emotional, and academic learning are seamlessly integrated to support the whole child's growth and success. Rooted in the values of integrity, respect, citizenship, and scholarship, GHCDs is dedicated to cultivating reflective, creative, and compassionate students who are critical thinkers, prepared to excel in college and contribute meaningfully to their community and the wider world. The school provides a supportive and inclusive environment where each child is known, encouraged to do their best, and nurtured through a strong partnership between school and family.

GHCDs offers a rigorous and well-rounded educational experience that balances academics, physical education, expressive arts, technology, and community engagement. Students benefit from a rich variety of extracurricular and service opportunities, both on and off the island, that promote leadership, creativity, and civic responsibility. Faculty members bring diverse instructional approaches and a passion for lifelong learning, ensuring that each student's social, emotional, and physical well-being is supported alongside their academic growth.



All high school courses are taught at a college preparatory level. Each spring, students in grades 7-12 engage in Mini Gusto, an off-campus week focused on local service projects, international travel, internships, and other enriching experiences. In addition to our challenging academic curriculum, students have the opportunity to join a multitude of on-campus clubs (Art Honors, Tri-M Music Honors, Drama, PRISM, Melanin Magic, STEM Club, and more) and student organizations (Student Council, National Honor Society) as well as participate in St. Croix Swim Association teams, high school sailing, dance companies, and GHCDs team sports under the St. Croix Interscholastic Athletic Association. Many of our students are members of V.I. National Teams in Soccer, Volleyball, Swimming and Track and Field/Cross Country.

Our students also participate in MathCounts (Territorial Champions 2023 and 2024) and the Regeneron International Science and Engineering Fair (ISEF), and another is a national finalist in a poetry contest. The list of student accomplishments goes on.

The campus is an open-air setting with well-manicured grounds, a 50-meter Olympic size pool, wide sports fields and a classroom setting that loans itself to building collegiality among faculty and students.

Of our faculty of more than 35, over half hold advanced degrees, more than 50% have been teaching at the school for more than five years, and six are alumni of the school. Our average class size for grades 7 - 12 is approximately 13.

The school celebrates individual differences within its diverse, multicultural community and actively integrates the natural, cultural, and historic resources of St. Croix into its programs. empowers learners to thrive and become passionate, life-long learners who are ready to shape a better future. With a strong commitment to continuous improvement and strategic planning, GHCDs remains focused on excellence in education and the **holistic development of every student**. The school is looking for a Head of School who will continue to build upon and strengthen this engaging and student-centered community.



The Island and the Community

The campus is located on the U.S. Virgin Islands' largest island, St. Croix, a place rich in cultural, ethnic, spiritual, and socio-economic diversity. Our student body of 262 comprises students of Caribbean, African, European, Asian, Middle Eastern, and North and South American heritage reflecting the eclectic population of the island.

Undoubtedly beautiful with year-round warm temperatures, beautiful beaches, green hills, pleasant breezes, friendly people, and activities including various sports, hiking, swimming, scuba diving, and golf provide an attractive lifestyle. Yet there are challenges in life with a temperamental hurricane season, somewhat limited shopping, and occasional challenges related to power outages. It is the individual who appreciates the beauty, the people, and the community, and is adaptable to challenges and enjoys the adventure that will thrive in this setting.

Opportunities and Challenges for the Next Head of School Includes:

- Strengthening the school's financial sustainability by expanding and exploring enrollment and marketing strategies.
- Enhancing teacher recruitment, retention, and professional development to build and maintain a high-quality, mission-aligned, diverse faculty.
- Developing and implementing strategic enrollment initiatives to increase student enrollment while maintaining a diverse and inclusive community.

- Leading campus and facility improvements that reflect 21st-century learning needs and create a welcoming, functional environment for students and staff.
- Prioritizing a culture of safety and care, ensuring that all members of the school community feel secure, respected, and supported.
- Elevating the school's visibility and appeal through clear, compelling marketing that differentiates GHCDs from other educational options in the region.
- Celebrating and leveraging the unique strengths of the GHCDs experience—its multicultural community, Cambridge curriculum, and connection to the island's natural and historic richness.
- Addressing community perceptions around access and affordability and position the school as an inclusive leader in St. Croix's broader educational landscape.
- Developing a giving culture that leads to long-term financial sustainability.
- Recognizing and appreciating the needs of all related constituencies including students, parents, faculty and staff, and the community as they become involved in supporting the school.

Qualities and Personal Attributes

Successful candidates will demonstrate most of the following qualifications and attributes:

- Proven leadership experience as a Head of School or senior administrator preferably in a nursery-12 school setting;
- Builds trust through authentic relationships, models inclusive, compassionate leadership, trust and empathy
- Prioritizes community, listens deeply, and uplifts others while fostering a culture of collaboration and care as a relational and servant leader.
- Demonstrates strong financial acumen, strategic business thinking, and the ability to make sound decisions that support long-term institutional health.
- Thoughtful and responsive to the needs of students, faculty, families, and staff—someone who leads with heart and emotional intelligence.
- Holds themselves and others accountable with clarity and fairness, ensuring high standards of excellence across all areas of school life.
- Fully committed to and inspired by the mission of GHCDs, engaging actively in the day-to-day life of the school and its community.
- Balances vision with execution, setting strategic direction while maintaining close connection to the daily experiences of students and faculty.
- Understands and values the role of a Board of Trustees and the relationship with a Head of School.
- Communicates effectively, listens actively fosters open dialogue, ensures transparency and builds shared understanding across the school community.
- Embodies the values of integrity, respect, citizenship, and scholarship, and leads in a way that reflects and strengthens the school's culture and identity.
- An advanced degree in Education, Educational Administration, or a related field;
- Candidates will need to have a US Passport or already have the right to work in the US as the school cannot sponsor a work visa at this time.

Minimum qualifications include a master's degree in education or related field and five years of senior level experience in a K-12 setting.

Learn More

Click on the links below to learn more about Good Hope Country Day School.

[School Website](#)

[About St. Croix, U.S. Virgin Islands](#)

[Cambridge International](#)



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 statement of educational and leadership philosophy;
- 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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