



HARPETH HALL SCHOOL
Nashville, Tennessee

DIRECTOR OF THE UPPER SCHOOL
Start Date: July 2022
harpethhall.org



**Carney
Sandoe**
& ASSOCIATES



Mission Statement

Harpeth Hall is an independent, college-preparatory school for young women where each student realizes her highest intellectual ability in the sciences, the humanities, and the arts, and discovers her creative and athletic talents. Harpeth Hall develops responsible citizens who have global perspectives and make meaningful contributions to their communities and the world. With a tradition of excellence and a commitment to lifelong learning, Harpeth Hall educates young women to think critically, to lead confidently, and to live honorably.

OVERVIEW

One of the country's finest independent schools for girls, Harpeth Hall School in Nashville, Tennessee, seeks a Director of the Upper School to lead a community of students in grades 9-12. Dynamic and innovative, the next director will encourage and guide Harpeth Hall's upper school faculty and students as they pursue a future filled with purpose and possibilities. The Director of Upper School works in close and regular collaboration with the Head of School and other members of the senior administrative team to ensure excellence in all dimensions: academic, artistic, athletic, extra and co-curricular, and social-emotional.

At Harpeth Hall, girls are the singular focus. Faculty know how girls learn best and provide an environment where students in grades 5 through 12 are embraced for who they are and encouraged in their intellectual curiosity. Harpeth Hall is committed to creating an environment in which every member of its community feels seen, heard, and valued. The school's motto, *Let us lift up the mind and spirit*, aptly describes life at Harpeth Hall. Bright and engaged students, passionate and dedicated faculty and staff members, and involved, supportive parents and alumnae characterize this vibrant school community. The next Director of the Upper School will find a strong division poised for continued growth and success with an unwavering commitment to providing excellent educational and leadership opportunities for girls.

At a Glance

Founded: 1865

Total Enrollment: 720

Upper School Students: 422

Average Class Size: 14

Students Receiving Financial Aid: 18%

Faculty: 97 full-time, 6 part-time

Student/Faculty Ratio: 7:1

Faculty with Advanced Degrees: 66% masters,
8% Ph.Ds or other

Campus Size: 44 acres

Matriculation Rate: 100%



THE SCHOOL

At Harpeth Hall, ambitions become achievements and girls become purposeful young women who make meaningful contributions to their communities and the world.

With roots tracing back to 1865, Harpeth Hall is one of the country's premier independent, college-preparatory schools for girls and young women. The school welcomes more than 700 students in grades 5-12 to its picturesque suburban campus among the rolling hills of Nashville. Students join the Harpeth Hall community from eight counties across Middle Tennessee and seven states. Intentional in its approach, Harpeth Hall believes every girl deserves an excellent education and each aspect of the school experience is designed with girls in mind. The school community is built around a sense of place, a shared purpose, a feeling of belonging, and the strength of connections to each other and the world.

When Harpeth Hall students graduate, they join a network of nearly 6,000 alumnae across the nation and around the globe. These women — intelligent, ambitious, and determined — represent the very best of Harpeth Hall as they show every day what it means to think critically, lead confidently, and live honorably. Beyond their years on campus, Harpeth Hall graduates serve as mentors to current students, share their personal and professional experiences as assembly speakers, and serve on the school's boards and councils offering guidance as Harpeth Hall sets a path for the next generation of students.



Harpeth Hall is accredited by the Southern Association of Independent Schools (SAIS) and is a member of the Council for Advancement and Support of Education (CASE), the National Association of Independent Schools (NAIS), the National Coalition of Girls' Schools (NCGS), the Head's Network, and the Tennessee Association of Independent Schools (TAIS). The school is also a founding member of the Online School for Girls (now One Schoolhouse).

ACADEMICS

Harpeth Hall offers an expansive academic experience in a vibrant environment that gives girls the space and the freedom to stretch their minds and amplify their voices. Both self-aware and self-reliant, students learn to think critically, lead confidently, and live honorably. This begins in the classroom, where teachers encourage students to expand their sense of possibilities through collaborative and project-based learning. With a 7:1 student/faculty ratio, strong student-teacher relationships make the classroom experience personalized and inclusive as students become confident leaders, armed with the motivation to pursue their bravest ambitions and the skills to achieve them.



In the Daugh W. Smith Middle School at Harpeth Hall, a challenging and thoughtful program captures students' attention as they explore both the why and the how of things. The nurturing educational environment fosters intellectual and personal development, and girls in grades 5-8 learn skills and strategies that set them up for success in the classroom and beyond. From power tools to telescopes, faculty create hands-on experiences that elevate concepts beyond the textbook and make lessons memorable. Along with academic goals and achievements, Harpeth Hall middle school students identify, explore, and develop their individual strengths as they build self-esteem and confidence in who they are.

In the Hortense Bigelow Ingram Upper School, honor serves as the cornerstone of the academic program. Students form a strong foundation in the sciences, humanities, and arts that fosters creative and critical thinking, promotes global perspectives, and sparks lifelong learning. The wide-ranging upper school curriculum offers AP and honors courses in every discipline and allows deep exploration of subject matter. At Harpeth Hall, confidence and leadership become part of every student experience. Harpeth Hall girls bring their whole selves to school every day because they know they will be encouraged by the faculty who guide them not only as teachers but also as coaches, club sponsors, advisors, and mentors. Harpeth Hall's dynamic and passionate faculty are at the heart of the girls' excellent academic outcomes. At Harpeth Hall, 100% of students attend college or university.



To enrich learning, Harpeth Hall prepares girls to think outside familiar boundaries and engage in a vibrant academic environment that values diversity of thought and difference of opinion. Harpeth Hall's premier programs exemplify the upper school's educational excellence.

- During Harpeth Hall's three-week Winterim program each January, upper school students develop new interests, travel to unfamiliar places, explore potential careers, and create memories for a lifetime. Students in 9th and 10th grades participate in more than 60 on-campus classes that turn their studies into tangible and dynamic form. Students in 11th and 12th grades broaden their horizons through local and national internships to New York and Washington D.C. and through international faculty-led travel to destinations across the globe.
- Global Scholars encourages student-directed, research-based learning for deeper understanding of global issues. The two-year student program builds the analytical skills necessary to explore major themes such as health care, regional conflict, and mental health. The program culminates with a senior-year capstone project presentation to the entire school community.
- The Center for Civic Engagement provides tools for open and informed dialogue and a positive exchange of ideas. Through three key focus areas – information literacy, active citizenship, and civic education – students learn to navigate the influx of digital information and more fully engage with the political system. In addition, the center leads student and faculty workshops and activities that promote community and reinforce the ideas of listening to understand, participating in difficult conversations, and finding common ground.



- Public Purpose offers meaningful opportunities for service and community building. Through this program, students live out the school’s mission to develop “responsible citizens who have global perspectives and make meaningful contributions to their communities and to the world.” The service-learning opportunities go beyond addressing visible needs as the school encourages students to think more critically about the root causes of burdens or inequities. With this framing, Public Purpose equips students with the tools to ensure their actions are thoughtful, inclusive, ethical, and effective.
- Harpeth Hall’s Center for STEM Education offers girls advanced opportunities through its curriculum, co-curricular teams, interdisciplinary pathways, and external partnerships, notably with Vanderbilt University. In upper school, students broaden their competencies by diving deeply into STEM through math, science, and computer science courses. Coding, programming, and robotics classes and clubs inspire innovation and critical thinking, while honors and Advanced Placement courses provide specialized opportunities for logical, creative, and complex STEM problem solving. Harpeth Hall’s partnership with Vanderbilt expands scientific learning through an independent laboratory research program for students at the university.
- International exchange offers select upper school students the opportunity to immerse themselves in another culture by living and studying abroad. These experiences promote global understanding and citizenship, foster an appreciation for the cultures of the world, and help students understand how the United States fits into a global context. Past international exchanges have included China, France, Germany, South Africa, and New Zealand.

College Matriculation

The following is a partial list of colleges and universities to which 2018-21 graduates have matriculated:

American University of Paris
Arizona State University
Belmont University
Boston University
Bowdoin College
Columbia University
Cornell University
Dartmouth College
Duke University
Elon University
George Mason University
Georgetown University
Haverford College
Lehigh University
New York University
Northeastern University
Northwestern University
Ohio Wesleyan University
Pomona College
Princeton University
Purdue University
Rice University
Saint Louis University
Sewanee: The University of the South
Spelman College
Stanford University
Trinity College Dublin
Tufts University
Tulane University
University of Chicago
University of Colorado
University of Kansas
University of Miami
University of Michigan
University of Notre Dame
University of Pennsylvania
University of St Andrews
University of Virginia
Wake Forest University
Yale University



- Leadership and confidence distinguish a Harpeth Hall student among her peers. Through her years at Harpeth Hall, each student develops the confidence to lead in her own way. She hones leadership skills through public speaking, classroom presentations, participation in athletics and the arts, and in interactions with the greater community through service learning and internships. Harpeth Hall's confidence committee aims to close the confidence gap between females and males, beginning in the school setting. Faculty foster environments that promote healthy risk-taking and celebrate failure. The school also educates students to identify inhibitors, both internal and external, that undermine confidence and then give them tools to face and work through them. Through this work, girls thrive and develop the confidence to take action.



- College counselors at Harpeth Hall provide students with a four-year program that leads families through the college search and application process. Through a personalized approach, the college counseling program offers guidance tailored to each student's goals, abilities, and interests. As part of the program, hundreds of college admission officers visit the school throughout the fall. Every Harpeth Hall student attends college or university after graduation.
- In early 2022, Harpeth Hall will celebrate the grand opening of the Bullard Bright IDEA Lab — an expansive space where students and faculty can take creativity and innovation to the next level in a new podcast studio, chemistry kitchen, and more.



ARTS AND ATHLETICS

At Harpeth Hall, students rise to intellectual challenges, seek knowledge, and apply what they learn to better understand themselves and others. That mission-driven connection carries throughout Harpeth Hall's entire community and across the school's beautiful 44-acre campus. Beyond the classroom, Harpeth Hall students are poets, dancers, painters, swimmers, sprinters, and goal-scorers – and that is just the beginning. From center stage to center field, Harpeth Hall students experience the synergy of creativity, confidence, and collaboration of arts and athletics.

- Arts are an integral component of a Harpeth Hall education as they enhance a student's perceptual awareness, critical analysis, and creative problem-solving skills. Harpeth Hall's arts program and co-curricular opportunities expose students to varied means of artistic expression through choral and orchestral music, dance, theatre, and the visual arts. At Harpeth Hall, girls discover their passions and emotions and explore new ideas, subject matter, and cultures while creating their own artistic voices. The school's performing and visual artists collaborate with Grammy-nominated songwriters and musicians, produce theater productions showcased on Nashville stages, and earn national recognition for their artwork and writing.
- In athletics, students can aspire to follow in the footsteps of Harpeth Hall's high school state champions, Division I college athletes, and four Olympic medal-winning alumnae, or – under the guidance and encouragement of outstanding coaches – simply enjoy trying a new activity. Upper school athletes participate in 13 varsity sports. In middle school athletics, students choose from 12 sports – and every girl makes the team. The school's athletic program focuses on achievement through tradition, dedication, teamwork, and prowess. At Harpeth Hall, every student is encouraged to be active, equipped with the skills to be successful, and celebrated for continuous growth.



STUDENT LIFE

At Harpeth Hall, all girls are welcome and every girl thrives. The community is built around a sense of place, a shared purpose, and the strength of connections to one another. By fostering a diverse, equitable, and inclusive environment in which to teach and learn, the school ensures each girl in the community feels a deep sense of belonging. Harpeth Hall does this through professional development for faculty, staff, and students; affinity and leadership groups; guest speakers and collaborators; student clubs and organizations; recruitment and hiring; and curricular review.

The school community is vibrant and lively. Student traditions, such as the senior versus junior Powder Puff flag football game, graduation, Southern Word Week (a week exploring poetry), and the club song competition held on Awards Day help foster a tight-knit community and sense of pride for the school. School spirit extends to clubs and extracurricular activities. From Model United Nations to robotics, students can explore their interests and discover new passions. Through these experiences, Harpeth Hall students cultivate a connection with their classmates and celebrate each other's successes as if they were their own. Students develop confidence and new skills as they imagine their brightest future.



THE HARPETH HALL CAMPUS

Located on 44 acres among the rolling green hills of Nashville, Harpeth Hall's campus creates a welcoming environment for the entire school community.

- The oldest building on campus is known as Souby Hall. This historic two-story, red-brick home housed classrooms, a library, and administrative offices when Harpeth Hall opened in 1951. The school named it in honor of the first Head of School, Susan Souby. Today, Souby Hall serves as the hub of activity welcoming visitors for the Head of School and admission team.
- In the soaring Patton Visual Arts building, creativity abounds. Light-filled studios inspire self-expression in many media from pottery to photography. Students also create and publish the student newspaper, Logos, in the digital design computer lab.
- The 700-seat Frances Bond Davis Theatre provides a space for students to showcase their theatrical talents, collaborate with Grammy-nominated songwriters and musicians, and learn varied means of expressive communication. Also home to school assemblies, Harpeth Hall's theatre hosts nationally renowned guest speakers who inspire students to take up a cause or pursue a future career. Harpeth Hall seniors also deliver speeches to the entire student body, demonstrating their confidence from a podium and microphone.



- In the school's 60,000 square-foot Athletic and Wellness Center, under the guidance and encouragement of Harpeth Hall coaches, every student participates in wellness, whether it be yoga, strength and conditioning, or a cardio dance class. The center serves as a space for students and faculty to build confidence and fitness. Harpeth Hall's campus also features tennis courts, a competition grass field, a softball field, an outdoor track, and a lacrosse and soccer complex with the state's first synthetic turf field for girls.
- The stunning 20,000-square-foot Ann Scott Carell Library serves as the information and technology hub of the school and a cozy environment to curl up and study or read. The library also serves as home to Harpeth Hall's cutting-edge Design Den and the robotics lab where girls use science, coding, and creative thinking to create and test robotic functions.
- Unique spaces such as the Design Den and the Stephanie Balmer Garden for Student Engagement give students a place to hammer, saw, and get their hands dirty as they learn. In the Design Den, girls create virtual spaces, bring engineering ideas into reality, and combine STEM mechanics and design thinking to conceive innovative projects across all disciplines. The fully equipped makerspace includes 3-D printers, a laser cutter, power tools, hand tools, programming components, and a variety of raw materials. The Stephanie Balmer Garden for Student Engagement is a permanent tribute honoring Dr. Stephanie Balmer, the school's beloved sixth Head of School from 2014 to 2018. The teaching garden promotes student learning, interaction, connection, reflection, artistic endeavors, and a general curiosity about nature.



WELCOME TO NASHVILLE, TENNESSEE

Nashville is a city on the rise. Over the last decade, Tennessee’s capital city has seen a boom in growth, development, and opportunity with Fortune magazine naming Nashville one of the 15 best U.S. cities for work and family. With a foundation built on music, creative energy fills the city – and not just country music kind. Artists in every genre, from bluegrass to gospel and everything in between, come to Nashville to create, record, and perform. For fine arts enthusiasts, Nashville showcases a performing arts center, a world-renowned symphony, nationally recognized art museums, and a botanical garden.

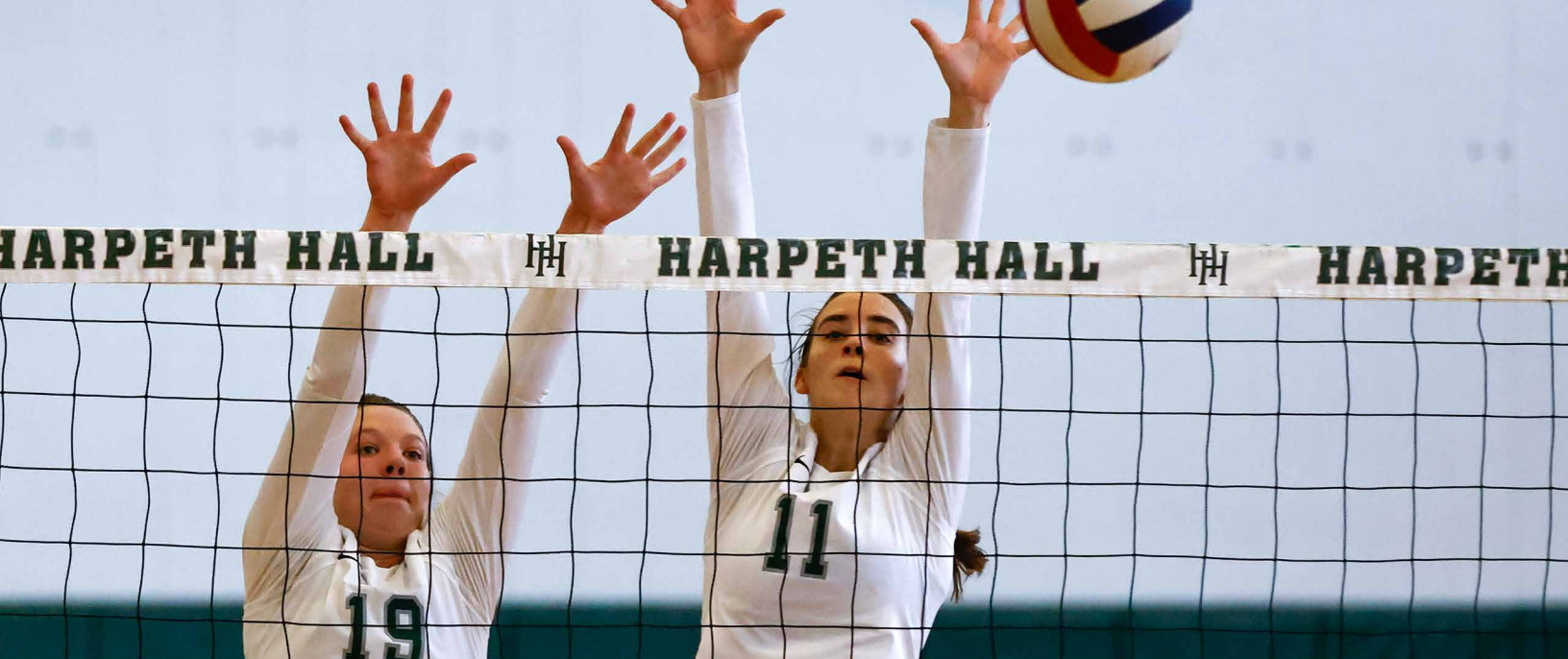
With an educational foundation that draws students and professionals from all over the country, Nashville earned the reputation as the “Athens of the South,” a name given to the city filled with educational institutions and classical architecture. Nashville is home to nearly two dozen distinguished universities and colleges, including Vanderbilt University, Fisk University, Tennessee State University, Belmont University, Lipscomb University, and Meharry Medical College. The legacy of higher learning draws people to Nashville to pursue academic degrees and medical training — and the city’s welcoming environment often inspires people to make Nashville home long term.



As an international healthcare and technology hub, Nashville also draws both industry giants and start-up entrepreneurs energized to build something great. A buzzing food scene boasts restaurants run by James Beard award-winning chefs and food truck masterpieces – with cuisine of all kinds. Nashville is home to the largest population of Kurdish people in the country. There is also an active Jewish community in the city with a history dating back more than 150 years.

Sports give Nashvillians much to cheer about as the home of Tennessee Titans football, Nashville Predators hockey, Nashville Sounds minor-league baseball, and Nashville SC soccer. The city also offers plenty of places to be active, with more than 10,000 acres and greenspaces across Nashville.

With a burgeoning population of two million people, the city remains a small town at heart known best for its creativity, educational foundation, and strength of community.



OPPORTUNITIES AND CHALLENGES

The Opportunity

Harpeth Hall invites prospective applicants to consider joining its leadership team as the Director of the Upper School. The new Director of the Upper School follows a highly successful leader who set the path for excellence through big-picture thinking and recruitment of top-notch faculty. The director leads the division team, which includes the Academic Dean and the Deans of Students, who together steward the day-to-day experience of upper school students and faculty by cultivating relationships, shaping school culture, and ensuring an innovative and respected academic program. The Director of the Upper School reports to the Head of School and collaborates with the school's leadership across divisions to maintain alignment with the mission. With the support of the senior leadership team and the Upper School administrative team, the Director of the Upper School will advance the work of the division.

Academic Excellence

The next leader of the upper school will shepherd a forward-thinking division with high-achieving students to new levels of academic excellence. The next Director of the Upper School will be an experienced educator and a faculty leader, with a commitment to preparing students for their future and ensuring faculty, programs, and pedagogy meet these demands. The next Director of the Upper School will need to balance a rigorous academic curriculum with a strong appreciation for all facets of the school's programs—including arts, athletics, service, and student clubs. The director will also cultivate intellectual curiosity, leadership and decision-making skills in all faculty, staff, and students.

Leadership

The next Director of the Upper School should be an engaged educator and leader who sets a tone of joy, excitement, and hard work within the division and has a proven record of success and passion for all-girls education. The next director's intelligence, energy, fairness, and focus on student success will engender the confidence and support of the faculty and staff, students, and parents. The next director also will be actively engaged in the daily life of the school, including both academic and co-curricular activities.



DESIRED QUALITIES AND QUALIFICATIONS

Harpeth Hall's next Director of the Upper School will be:

- A mission-focused director: Committed to educating, guiding, and uplifting girls and young women as they become purposeful leaders prepared to make meaningful contributions to their communities and the world.
- A dedicated teacher: With 5+ years of classroom experience and a strong understanding of curriculum and good pedagogy.
- An educator devoted to equity, inclusion, and belonging for all students and families: Equipped to maintain high cultural competence throughout upper school programs and classrooms.
- An approachable and accessible leader: Present in the life of the division—from classrooms, to playing fields, to performance spaces.
- An effective communicator: Nimble in ability to share important information with students, faculty, and parents and contextualize for the school community milestones and messages in public speeches, emails, and other communications.
- A forward-thinker: Able to identify evolving needs of the students and take action to create programs and opportunities that address gaps and develop important skills for student success.
- A fair and efficient problem solver: Available to work toward a resolution of all problems — both routine and unique — as they arise for students, faculty, and in the leadership of the school.
- A mediator: Ready to negotiate different points of view, facilitate understanding, and mediate differences successfully while being strong enough to make difficult decisions.
- A thoughtful responder: Willing to understand and engage in restorative practices surrounding student discipline issues.
- An approachable role model: Respected and admired by the school community.
- A strategic team member: Eager to collaborate with the leadership of the school to advance Harpeth Hall's leading-edge approach to educational excellence and innovation.



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 one-page statement of educational philosophy and practice.
- 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:

John Faubert

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