

# DIRECTOR OF THE MIDDLE SCHOOL SEARCH

## HARPETH HALL SCHOOL

Nashville, Tennessee

[harpethhall.org](http://harpethhall.org)

Start Date: July 2024



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# 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.

# Faculty Core Purpose

Our core purpose is to nurture a sense of wonder, to instill a will and facility for learning, and to promote cultural understanding, environmental stewardship, and service to others. The pursuit of these goals will inspire students and faculty to combine knowledge with goodness and reflection with action.

## At a Glance



Established  
1865



Middle school enrollment  
312



Financial aid awarded  
\$2.5M



Student-teacher ratio  
7:1



Students of color  
18%



Middle school faculty  
43



Faculty with advanced degrees  
86%



Campus size  
44 acres

Total enrollment: 724  
Zip codes represented: 35  
Total faculty: 97 full-time, 6 part-time  
Faculty of color: 12%  
Average class size: 14  
Students receiving aid: 17%

Endowment: \$61.9M  
Annual operating budget: \$27.9M  
Middle school sports: 13  
Middle school participation in athletics: 86%  
Student-led organizations: 50+





## Overview

Harpeth Hall, one of the country's finest independent schools for girls in 5th through 12th grades in Nashville, Tennessee, seeks a Director of the Middle School (MS Director) to lead the community of students in grades 5-8. Dynamic and innovative, the next MS Director will encourage and guide Harpeth Hall's middle school faculty and students as they pursue a future filled with purpose and possibilities. The MS Director works in close and regular collaboration with the Head of School and other members of the leadership 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 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 MS Director will find a strong school poised for continued growth and success with an unwavering commitment to providing excellent educational and leadership opportunities for girls.

## Opportunities and Challenges

Judi O'Brien, the outgoing middle school director, excellently led Harpeth Hall's middle school for seven years. At the end of the 2022-23 academic year, a school in Massachusetts recruited her to take the school's Assistant Head of School job. For the 2023-24 year, Harpeth Hall's former MS Director Mary Lea Bryant will serve as Interim Middle School Director, which will allow the school to conduct a thorough search for the division's next permanent leader.



The Director of the Middle School leads the middle school division team including the Dean of Students who together steward the day-to-day experience of middle school students and faculty. Harpeth Hall is an intentional community, and to that end, an important part of school leadership includes cultivating relationships, shaping school culture, and ensuring an innovative academic program. The Director of the Middle School reports to the Head of School and collaborates with the school's leadership across the divisions to maintain alignment with the mission.

For this role, Harpeth Hall seeks a leader who has a proven track record of success and a passion for all-girls education. Someone who is collegial, warm, and engaged, who can be a positive presence in the life of the school and set a tone of joy, kindness, and hard work within the division. The next MS Director will be a leader whose intelligence, energy, fairness, and focus on student success inspire the confidence and support of the faculty and staff, students, and parents. Lastly, the next Director will be actively engaged in the daily life of the school, including both academic and extracurricular activities.

The Director of the Middle School will have an opportunity to:

- Further align academic and social-emotional programs in the division as well as across the entire school;
- Promote robust programming related to co-curriculars, student support, well-being, inclusion, and belonging;
- Continue to build school culture, respect, and unity within the division and throughout the school community, while working respectfully among differing points of view to support the school's mission.





## Qualifications and Qualities

Harpeth Hall's next Director of Middle School will be:

- A mission-focused director: Committed to educating, guiding, and uplifting girls and young women as they become purposeful leaders.
- A dedicated teacher: With deep classroom experience and a strong understanding of curriculum and good pedagogy who can lead faculty with the perspective garnered from prior classroom experience.
- An educator devoted to equity, inclusion, and belonging for all students and families: Equipped to maintain high cultural competence throughout middle 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 and lifelong learner: 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 facilitate understanding and mediate different points of view successfully while being strong enough to make difficult decisions.
- A thoughtful responder: Willing to understand and engage in restorative practices surrounding student discipline issues.
- 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.

# Learn More

Click on the links below to learn more about Harpeth Hall.

[School Website](#)

[School History](#)

[Strategic Plan](#)

[Equity, Inclusion, and Belonging](#)

[College Matriculation](#)

[About Nashville, Tennessee](#)



## 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:

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