



**NEW HOPE ACADEMY**  
Franklin, Tennessee

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**HEAD OF SCHOOL**  
Start Date: July 2022  
[nhafranklin.org](http://nhafranklin.org)



**Carney  
Sandoe**  
& ASSOCIATES



# NEW HOPE ACADEMY

## Mission

The mission of New Hope Academy is to be a Christ-centered school that educates children of diverse racial and socio-economic backgrounds. We plan to reach these ends by establishing a biblical worldview and preparing each child to flourish academically, emotionally, socially, and spiritually.

## OVERVIEW

New Hope Academy is a Christ-centered, Pre-K through sixth grade school that provides all children in its community, regardless of their financial circumstances, the opportunity to be educated in an academic environment so exceptional that it instills hope and a love of learning to last a lifetime.

New Hope Academy seeks to equip each young person to influence culture and society for the advancement of God's kingdom. The school provides fertile soil to ensure that students' relationships with Jesus Christ flourish well beyond their school years. Through an equitable Christ-centered education, New Hope instills vision and confirms hope for all students. Every child at New Hope is known and loved as he or she flourishes with a wide range of opportunities rooted in the model of biblical classical education and using an integrated approach to subject areas. Students leave New Hope with the tools they need to be lifelong learners.

New Hope Academy seeks an exemplary Christ-centered leader as its next Head of School. Beginning the role in July 2022, the Head of School faithfully honors, upholds, and seeks to further the enduring vision and mission of New Hope. The successful candidate will be a servant-leader, culturally competent to navigate a diverse community, firmly grounded in biblical principles, and fully committed to the integration of faith and learning. The new Head of School will be a spiritually mature, visionary leader who possesses the experience, knowledge, and ability to articulate and facilitate the vision of New Hope Academy; develop the appropriate strategic framework for the organization; and provide leadership to achieve its goals and objectives.

## At a Glance

Founded: 1995

Total students: 202

Students of color: 47%

Total employees: 27 faculty; 14 staff

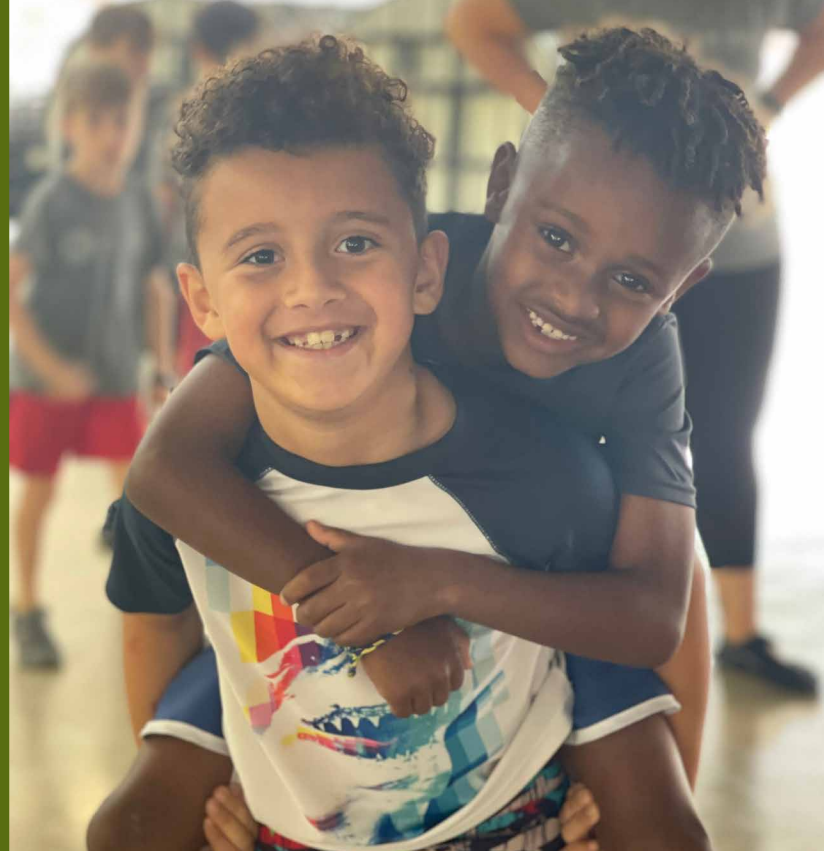
Employees of color: 15% faculty; 29% staff

Student/teacher ratio (K-6): 14:1

2021-22 operating budget: \$2.56M

2020-21 annual giving: \$1.15M

Students receiving aid: 71%



## THE SCHOOL

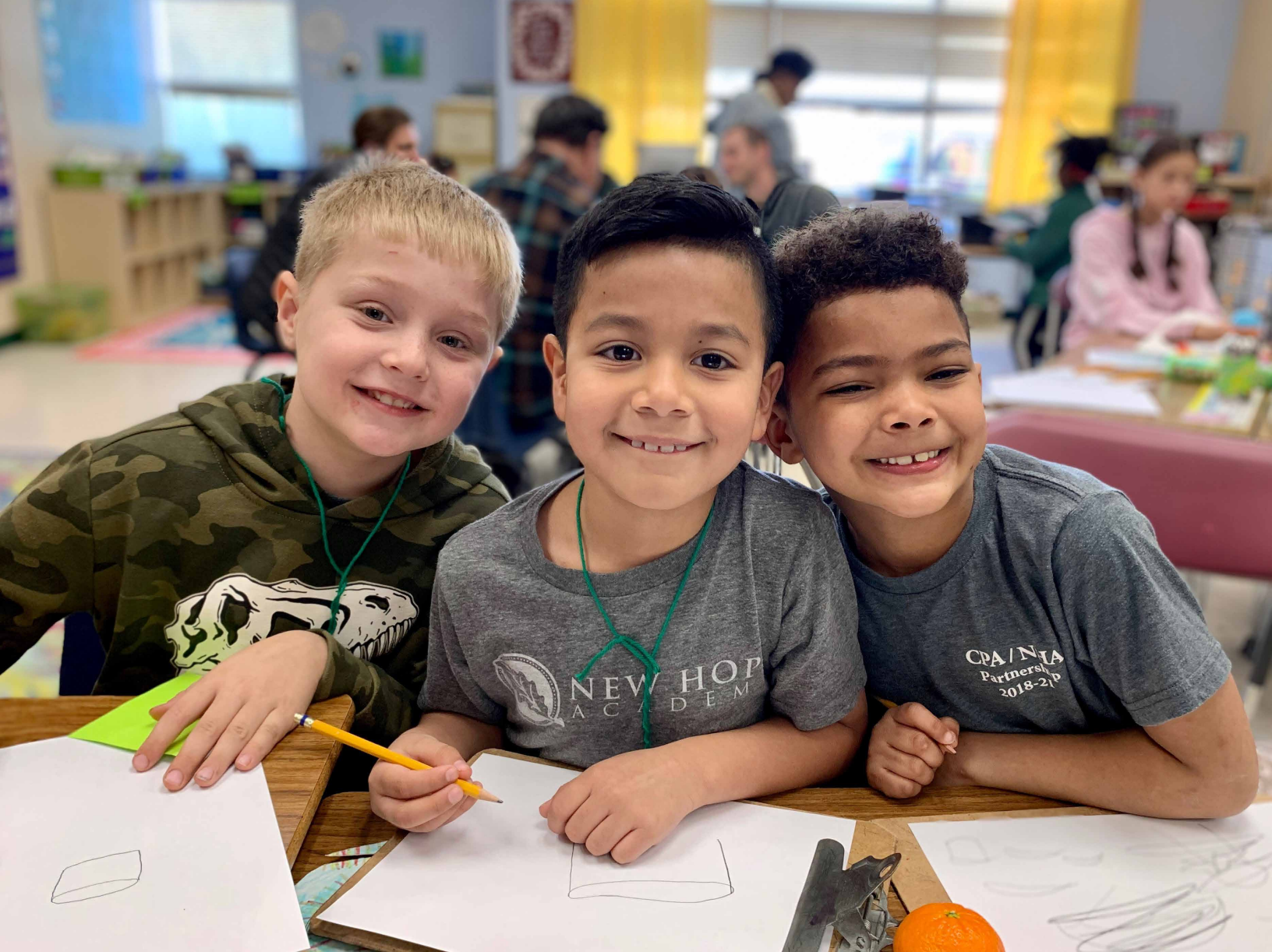
Founded by Paige Overton Pitts, New Hope Academy became incorporated as an independent, not-for-profit, non-denominational elementary school in 1995. In 1996, New Hope Academy began its first semester on the campus of Battle Ground Academy with 33 students. In 2001, New Hope Academy opened its doors to its new permanent home, a 33,000 square foot facility on a 19-acre campus.

The ultimate purpose of New Hope Academy is to glorify God and to teach its students to do the same. Guided by its five [core values](#) (Christ-Centered, Formative Learning, Personhood of Each Child, Equitable Access, and Connected Community), the school helps students grow into men and women of faith, integrity, and character. New Hope Academy strives to mirror God's image and reflects His light through every aspect of the school.

At its formation, New Hope made a commitment to reserve 40-50% of its seats for children of low-income families, with the remaining seats filled by children from families able to pay full or partial tuition. The school seeks to be a catalyst for change in the cycle of poverty by removing financial and social barriers for the underserved in its community.

This intentionally built economically, racially, and culturally diverse student and faculty population produces a rich and broad experience and community. New Hope views a connected, purposeful community as crucial in more fully experiencing the beauty and vastness of God and therefore strives to nurture authentic, meaningful relationships across economic, racial, and cultural differences.





## ACADEMICS

Through a rigorous and comprehensive academic program in a nurturing and challenging environment, the academic experience at New Hope Academy empowers each student to reach his or her God-given potential. The school provides an education rooted in the Christian classical tradition that establishes a biblical worldview in which students learn to look at every subject area, relationship, community, and culture through the lens of scripture. Students experience an integrated curriculum that allows them to discover and steward their God-given potential.

New Hope Academy adheres to author Andrew Kern's definition of classical education: "Classical education is the cultivation of wisdom and virtue by nourishing the soul on truth, goodness, and beauty ... so that, in Christ, the student is enabled to know, glorify, and enjoy God." New Hope Academy also adheres to the teachings of respected educator Charlotte Mason, whose educational philosophy is summarized into three categories: 1) an atmosphere 2) a discipline 3) a life. Mason believed that a well-rounded education must include good literature and ideas, the arts, and significant time in nature.





Consistent with Mason’s approach, the following methods are integrated into the curriculum and pedagogy whenever possible: nature study, picture study, composer studies, narration, recitations, living books, and short lessons.

Teachers purposefully integrate the curriculum, beginning with humanities, by incorporating the study of important people, culture, geography, philosophy, religion, art, and music for a given time period. The humanities theme and domain is studied throughout the year with great depth and units follow a chronological scope and sequence. Foreign language study begins in Pre-K with Spanish; beginning in third grade, students study Latin. Mathematics study is based on the EnVision curriculum. Throughout the curriculum, teachers equip students with the tools for a lifetime of learning while fostering curiosity and creativity.

Extracurricular activities are offered to reinforce principles of teamwork and to instill a lifestyle of service toward a student’s family, community, nation, and world.



## PARENT INVOLVEMENT

The philosophy of New Hope Academy is rooted in the belief that parents are a vital, irreplaceable ingredient in the success of their children. By being involved in students' educational experience at this level, families instill by example the long-standing value and importance of a quality education. Each student's family is critical to the student's personal and academic success. Together with parents, New Hope Academy helps students grow into men and women of faith, integrity, and character.

New Hope Academy requires a high level of involvement from its parents in the form of volunteer hours and participation in Saturday School held once each semester. Parents are asked to volunteer a minimum of two hours per month and are encouraged to think creatively as they consider ways to contribute. Parents are also encouraged to offer their unique skills, abilities, and resources as they seek to meet the volunteer requirement. For example, a parent with carpentry skills might build a special reading space in his or her child's classroom or a musical parent might play the piano and lead worship during all-school devotions.

One of the unique aspects of New Hope Academy is Saturday School. Once per semester, Saturday School offers parents the opportunity to experience school with their child. Parents join students from 8:00-11:00 a.m. on the designated Saturday, going about the student's normal routine in the classroom. Special activities are often planned that allow students to share their learning with their parents. At Saturday School, parents develop a deeper appreciation for the value of their child's education and academic development, while building relationships with their child's teacher and with other parents.





## FRANKLIN, TENNESSEE

New Hope Academy is in the city of Franklin, Tennessee, the county seat of Williamson County. With its close proximity to Nashville—a mere 18 miles—Franklin allows residents to enjoy a suburban lifestyle without the hustle and bustle of a city in their backyard. Brimming with Southern charm, and hospitality, the area consistently appears on “best of” lists. Approximately 87,000 residents live in Franklin. While some residents choose to work in nearby Nashville, Franklin is home to several large companies, including Nissan North American, United Healthcare, Community Health Systems, Optum, Tractor Supply Company, and Mars Petcare US.

The school is located in three miles from historic downtown Franklin. This beautiful 16-block historic District, listed on the National Register of Historic Places, offers more than history. Residents enjoy numerous historic churches dotting the landscape, along with quaint shopping, a theater, and restaurants, featuring everything from southern comfort food to refined dishes and popular breweries. Franklin embraces community and hosts many events throughout the year including street festivals, art crawls, music festivals, holiday parades, and more. With several local parks, hiking, biking, and climbing are incredibly popular in Franklin.

Nearby Nashville is the state’s capital and second largest city. Known worldwide as the center of country music, it has long been a destination for music-related tourism. Legendary country music venues include the Grand Ole Opry House, home of the famous “Grand Ole Opry” stage and radio show. The Country Music Hall of Fame and Museum and historic Ryman Auditorium are downtown, as is the District, featuring numerous live music venues. Nashville is as passionate about sports as it is music. The city is home to four professional sports teams and several NCAA Division 1 programs. Vanderbilt University, Fisk University, Belmont University, Lipscomb University, and an assortment of smaller colleges are also located in Nashville.



## OPPORTUNITIES AND CHALLENGES

The next Head of School will lead a dedicated community of professionals who support the work of Christ-centered education and the important work of racial reconciliation, equity, and inclusion. The Head will lead the community through opportunities and challenges including:

- Facilitating conversations related to racial reconciliation, equity, and inclusion within a broad audience;
- Articulating and modeling the school's Christian mission "in practice";
- Helping a financially lean organization raise the funds necessary to live out its fiduciary commitment to equitable access for all students and families and leading the school towards long-term financial sustainability;
- Further strengthening New Hope's academic and co-curricular programs through differentiation, innovation, and a commitment to excellence, ensuring student readiness throughout the NHA experience and after graduation;
- Furthering the school's sense of community through a commitment to shared purpose, building cohesion for parents, alumni, faculty, students; and supporters;
- Establishing and nurturing strategic partnerships in support of the school's mission;
- Communicating the school's value proposition even more effectively, telling New Hope's distinctive story of fostering educational equity in a Christ-centered context;
- Stewarding the school's mission by honoring and appreciating the past while envisioning the school's future;
- Stewarding the facilities expansion that is currently underway and exploring the potential for continued growth, to include expansion to grades 7 and 8; and
- Recruiting, retaining, and supporting mission-aligned faculty.





## DESIRED QUALITIES AND QUALIFICATIONS

The ideal candidate will offer the following qualifications and qualities:

- Alignment with the school's Christian mission and foundational values;
- Particular affinity for and experience working with elementary-aged students;
- Personal and professional commitment to equity, inclusion, and access and the requisite skillfulness to lead in a diverse setting;
- Teaching experience and facility with curriculum design and instructional leadership;
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity across a wide range of audiences;
- Excellent fundraiser and friend-raiser; and
- A proven leader of adults.

## TO APPLY

Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing interest in this particular position; and
- A current résumé.

Selected candidates will also be asked to provide the following:

- A leadership philosophy statement which speaks directly to the mission of New Hope Academy; and
- A list of five professional references with name, phone number, and email address of each. (References will not be contacted without the candidate's permission.)

Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter to:

**Lawrence Alexander**

Search Consultant

lawrence.alexander@carneysandoe.com

**Marsha Little**

Search Consultant

marsha.little@carneysandoe.com