

# FOUNDING HEAD OF LOWER SCHOOL SEARCH

## THADEN SCHOOL

Bentonville, Arkansas

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

Start Date: July 2024



**Carney  
Sandoe**  
& ASSOCIATES

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

# Mission Statement

To provide a balanced and challenging education that ignites in its students a passion for discovery and learning, prepares them to succeed in college, and inspires them to lead lives of integrity, purpose, and responsible global citizenship.

## At a Glance



Established  
2017



Total enrollment  
324



Total Faculty  
44



Student-faculty ratio  
7.4:1



Students of color  
31%



Faculty of color  
18%



Faculty with advanced degrees  
84%



Campus size  
30 acres



Annual operating  
budget  
\$13.8M



Annual giving total  
\$728K



Financial aid awarded  
\$4.9M



Students receiving aid  
75%



## Overview

Thaden School is searching for an exceptional educator with significant administrative experience in elementary school as its Founding Head of Lower School beginning in July 2024. For this unique opportunity, Thaden School seeks an individual who is deeply committed to a learning process that respects and nurtures young students' curiosity, intellect, and strength of character. The ideal candidate will be inspired by our blend of academics, arts, and outdoor education and believe in the paramount importance of students' joyful participation in their learning.

Thaden School, a Grades 6-12 independent school in vibrant Bentonville, Arkansas, will incubate its Lower School program in a temporary space with Kindergarten and Grade 1 beginning in August 2024. Thaden is also designing and constructing a permanent, purpose-built home for the Lower School, which is currently slated to open in the fall of 2026. With the support of Thaden's senior leadership team and the school's principal funders, the Founding Head of Lower School will have a role in the design of its educational program and physical home, as well as leading the recruitment and development of the founding team of Lower School faculty and staff. The ideal candidate will have experience in program development, implementation, and evaluation and a demonstrated record of success working in a dynamic setting with a diverse community and multiple constituencies.

Thaden School was established in the fall of 2017 with 50 students in Grades 7 and 9 and now has an enrollment of 320 students in Grades 6-12. Over the next three years, Thaden School is expanding to include a Lower School, making it a comprehensive Kindergarten-Grade 12 institution. The Founding Head of Lower School will play a pivotal role in shepherding this expansion and contributing to the continued success of Thaden School.





Located on a stunning 30-acre campus in rapidly growing downtown Bentonville, Thaden School offers a unique opportunity for an experienced, dedicated, and innovative educational leader to contribute to an institution that is poised to become a cornerstone in the region. If you are a visionary leader with a passion for fostering the development of young hearts and minds and are excited to be part of a dynamic and expanding educational community, we invite you to explore this opportunity as the Founding Head of Lower School at Thaden School.

## Opportunity

Thaden School is seeking an experienced and visionary educator—with at least a master’s degree in Childhood Education, Educational Leadership, and/or a similar, applicable field—to assume the role of Founding Head of Lower School. The ideal candidate will thrive in a vibrant, growing educational setting, engaging with multiple constituencies to shape the future of Thaden School.

## Qualifications and Personal Attributes

Successful candidates for the position of Founding Head of Lower School will possess the following qualities and qualifications:

**Educational Leadership:** Demonstrated administrative experience and a proven track record of effective leadership in shaping and advancing strong academic programs.

**Commitment to Elementary Education:** Deep commitment to the health and well-being of young children, coupled with a passion for their joyful participation in the learning process. Demonstrated understanding of and dedication to fostering curiosity, nurturing emerging intellect, and building character in young learners. Experience in outdoor education will be highly valued.



**Passion for Thaden’s Mission:** Alignment with Thaden School’s mission and a passion for contributing to its growth. Understanding and enthusiasm for the unique environment in vibrant Northwest Arkansas.

**Recruitment and Team-Building:** Success in recruiting, developing, and retaining faculty and staff. Adept at fostering a collaborative and inclusive workplace that promotes professional growth and excellence.

**Collaborative Leadership:** Proven ability to collaborate with multiple constituencies, including faculty and staff, parents, students, board members, and community leaders. A skillful relationship-builder who can foster positive connections and partnerships.

**Adaptability and Dynamic Engagement:** A leader with the ability to engage effectively with various constituencies and the flexibility and adaptability to meet the evolving needs of a growing educational institution. Experience in a leadership role during a period of school growth is a plus.

**Effective Communication:** Strong communication skills, both written and verbal, to engage effectively with students, parents, faculty and staff, and the broader community. The ability to articulate and promote Thaden School’s values and goals, both internally and in the broader community.



# Learn More

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

[School Website](#)

[Signature Programs](#)

[Diversity, Equity, Inclusion, and Belonging](#)

[About Bentonville, Arkansas](#)



## 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, addressed to the Search Committee, expressing interest in this particular position;
- A current résumé;
- A completed Candidate Questionnaire (to be provided by consultants);
- 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:

### **Charles Britton**

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