

# HEAD OF UPPER SCHOOL SEARCH

## BATTLE GROUND ACADEMY SCHOOL

Franklin, Tennessee

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

Start Date: July 2026



**Carney  
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& ASSOCIATES

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

# Mission

Battle Ground Academy’s mission is to ignite and nurture student curiosity, intellect, and character.

# Vision

Battle Ground Academy provides a transformative educational experience, empowering bold and deep thinkers, equipping compassionate and engaged citizens, and preparing thoughtful and brave leaders to step into their futures and make a positive impact in our communities.

## At a Glance



Established  
1889



Total enrollment  
990



Total faculty and staff  
192



Student-teacher ratio  
9:1



Students of color  
20%



Financial aid awarded  
\$2.9M



Faculty with advanced degrees  
74%



Endowment  
\$19.2M

Preschool enrollment: 73  
Lower School enrollment: 215  
Middle School enrollment: 320  
Upper School enrollment: 385

Faculty of color: 6%  
Students receiving aid: 22%  
Annual operating budget: \$27M  
Accreditations: SAIS/Cognia



## Overview

Carney, Sandoe and Associates is assisting Battle Ground Academy (BGA) in its search for a new Head of Upper School. Founded in 1889, BGA has 136 years of experience preparing its students for college and life.

BGA's Upper School prepares its students through a dynamic blend of academic rigor, character development, and personal growth. The division offers a transformational, college-preparatory experience led by expert faculty who use the latest methodology and technology within a 21st-century curriculum. Small class sizes foster meaningful relationships and personalized instruction, while more than 100 course offerings, including 21 Advanced Placement classes, allow students to pursue engaging, challenging paths across numerous disciplines.

Guided by BGA's core values of character, scholarship, and excellence, the Upper School cultivates in students traits of confidence, curiosity, and resilience. The school's blend of educational experience, independence, and innovation enables the design of meaningful curricula and programs that balance achievement and well-being. Students at BGA are unafraid to ask questions, take risks, and grow from setbacks, preparing them to emerge as capable, purpose-driven graduates ready to thrive at top colleges and beyond.

The next Head of Upper School will provide visionary leadership to faculty and students, overseeing all aspects of division life, from daily operations to long-term planning. This individual will manage budgets, supervise faculty, and collaborate with other members of the Administrative Team to advance the school's mission. As a visible and engaged presence in the community, the Head of Upper School must foster a positive, supportive culture for educators and students.

## Opportunities and Challenges

Battle Ground Academy's Upper School is experiencing exciting growth in enrollment and programmatic offerings, creating new opportunities for innovation and community building. With this growth comes the need for thoughtful leadership to address evolving space needs, support a changing student and faculty population, and ensure strong hiring and retention practices. As the division balances its academic and co-curricular successes, there is an opportunity to strengthen communication, refine operations, and reinforce a clear sense of mission. The next Head of Upper School will bring stability, clarity, and relational leadership to this dynamic, forward-moving division.





More specifically, Battle Ground Academy's next Head of Upper School will be successful if they can help the school achieve the following goals:

### **Build Deep, Trust-Based Relationships with Faculty and Students**

- Sustain a concerted effort to know every teacher individually, visit classrooms, and be a consistent, visible presence.
- Establish an approachable leadership style that invites honest feedback and fosters collaboration.
- Reinforce a culture of mutual respect, accountability, and shared mission.

### **Strengthen Communication and Operational Clarity**

- Articulate expectations for both faculty and students.
- Improve internal communication systems to reduce confusion and increase efficiency.
- Develop proactive systems, especially around scheduling and programmatic changes.

### **Reinforce Faculty Morale and Retention**

- Solicit and consider faculty voice in decision-making and recognize teacher contributions.
- Ensure faculty feel supported and valued.
- Be a hands-on partner in hiring and retention, understanding affordability issues, and advocating for potential housing or relocation solutions.

### **Align Academic and Co-Curricular Demands Thoughtfully**

- Work to balance the demands of growing co-curricular success with the school's academic mission.
- Help refine the evolving schedule to ensure students don't have to choose between essential areas like arts, languages, and wellness.
- Identify and prioritize desired areas for excellence.

### **Champion Institutional Identity and Mission Consistency**

- Resist mission drift by defining and upholding a clear academic and cultural identity.
- Advocate for a balance between innovation and tradition, especially as the school adopts a new strategic plan.
- Reinforce and elevate character-building, student accountability, and leadership as central priorities.



## Qualifications and Personal Attributes

Battle Ground Academy calls for a **strategic, present, relational, and operationally savvy leader**—someone who can provide stability while navigating the complexities of a growing and evolving school community. Candidates should be:

### Relational and Accessible

- Builds authentic, trusting relationships with both students and adults.
- Acknowledges students as young adults, fostering honest and open conversations.
- Maintains a visible, engaged presence with an open-door policy.
- Knows each teacher personally and is present in classrooms.
- Encourages a collaborative, inclusive environment, balancing kindness and clarity.

### A Clear Communicator and Systems Thinker

- Establishes clear lines of communication for both faculty and families.
- Prioritizes communication structures to ensure everyone feels informed and valued.
- Seeks to understand how programmatic choices and student needs impact staffing, resources, and academic planning.

### Culturally Attuned

- Listens first; learns the school's culture and history before making changes.
- Advocates for the school's mission, resisting mission drift and protecting against burnout.

### Decisive and Courageous

- Makes tough decisions confidently and stands behind them.
- Maintains essential cultural practices, like sending issues back to teachers when appropriate.

# Learn More

Click on the links below to learn more about Battle Ground Academy.

[School Website](#)

[College Profile](#)

[Strategic Plan](#)

[About Franklin, Tennessee](#)



## To Apply

Interested and qualified candidates are invited to contact the consultant 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:

**Jamie Estes**

Consultant

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