

# DIRECTOR OF UPPER SCHOOL SEARCH

## LAKE HIGHLAND PREPARATORY SCHOOL

Orlando, Florida

lhps.org

Start Date: July 1, 2026



**Carney  
Sandoe**  
& ASSOCIATES

CARNEYSANDOE.COM









# Mission Statement

Within an atmosphere of love, concern, and mutual respect, Lake Highland Preparatory School is committed to instilling Christian values, inspiring patriotism, developing leaders, and preparing students for college and lifelong learning through academically challenging programs and affirming competitive experiences.

# Vision

Lake Highland Preparatory School develops and empowers students with noble character, keen intellect, and an enduring love of learning to thrive in a highly competitive, widely collaborative, and ever-changing world. The school embraces a “whole child” approach by fostering confident, competent, and functional citizens who are intellectually, physically, emotionally, and spiritually prepared to pursue their dreams, achieve their full potential, and successfully cope with life challenges.

# Fast Facts

 Established 1970	 Upper School enrollment 808	 Faculty in the Upper School 65	 Student-faculty ratio 13:1 (avg)
 Students of color 39%	 Financial aid awarded \$1.949M	 Faculty with an advanced degree 54%	 Campus size 43 acres

Enrollment: 2,100+  
Total faculty: 167  
Full-time employees: 363  
Faculty of color: 17%

Students receiving aid: 6.4% (grades 6-12)  
Endowment: \$6.76M  
Annual operating budget for current school year: \$64M  
Advanced Placement (33) and Honors (80) courses





## Overview

Lake Highland Preparatory School (LHP), a Prekindergarten through 12th grade school in Orlando, Florida, and the eighth largest independent school in the US by enrollment, offers its 2,100+ students an unparalleled education with long-lasting life lessons rooted in integrity, grit, and grace. Established in 1970, Lake Highland ensures that every child is known and nurtured. Students experience learning within an academically challenging and supportive environment and with teachers who are actively committed to the academic and social-emotional development of every child. This powerful combination results in joyful learning that prepares students exceptionally well for college and life.

Since its founding, Lake Highland has delivered an education that faculty and parents characterize as providing a range of extraordinary opportunities for students in every grade; in fact, LHP's tagline is Central Florida's "School of Opportunity" within an atmosphere of love, concern, and mutual respect. The school's focus is simple: to develop young scholars with empathy for others, pride in our country, curiosity to innovate, confidence to contribute, courage to lead, and perseverance to conquer life's challenges. Here, the spirit of community is a resounding strength.

Empowered by education and defined by character, Highlanders receive an exceptional education and are offered unique opportunities to learn and develop the capacity to lead. While the student body comprises many different faiths, LHP strives to instill Christian values that align with the fruits of the spirit, including love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Beginning with the youngest Highlanders, the school's leadership continuum focuses on the cultivation of a student's moral character by providing opportunities to both serve and lead. Lake Highland is also strongly committed to inspiring patriotism in every student; the annual Veterans Day Tribute is one of the most widely celebrated and recognized school traditions.

Lake Highland's 43 acres of campuses consist of the Charles E. Bradshaw, Jr. Campus for the Lower and Upper Schools, the Charles Clayton Campus for the Middle School, and the Lake Highland Athletic Complex. The Charles Clayton Campus (CCC) is home to LHP's 7th and 8th grades providing an ideal, independent setting designed for the needs of Middle School students. Located less than a mile from the Bradshaw Campus, the CCC's classrooms are engaging environments where innovation, entrepreneurship, leadership, and service are woven through many courses. Middle school students have their own gym, art studio, chapel, and field for P.E. and sports.



The Bradshaw Campus is as impressive as it is beautiful, nestled in a scenic residential enclave near downtown Orlando. The Lower School features a beautiful outdoor sensory courtyard, library, makerspace, engineering design studio, and robotics lab, as well as a separate 6th-grade center for the “leaders of Lower School.” Additionally, LHP’s new 71,000+ square-foot Porter Family Center for Innovation & Academics is a 4-story state-of-the-art hub of academic excellence for Upper School students. Opened in August of 2023, the Porter Center offers transformative spaces for Highlanders to learn, collaborate, problem-solve, and create. Along with state-of-the-art classroom space, the campus includes the \$15 million Harriett Coleman Center for the Arts, comprising 30,000 square feet of performance, rehearsal, and instructional space.

Lake Highland athletic facilities include a 1,100-seat gymnasium, a new, rubberized track and turf field, a 1,200-seat outdoor stadium, an Olympic pool and aquatic center, and a 3,750-square-foot Strength and Conditioning facility. The Lake Highland Athletic Complex (LHAC) on the other side of the lake and a short distance from the main campus, features a softball field, baseball field, tennis courts, archery field, and practice fields.

The school is completing a major capital campaign to support the construction of a new Multisport Athletic Facility which will include a new gymnasium, wrestling center, archery range, locker rooms, hospitality suite, fitness center, golf simulator, and film room. As part of the capital improvement plan, the current fields will be renovated to include fields for soccer, lacrosse, track and field, softball, and baseball. Once completed the school will turn to the completion of the Arts District. This dynamic center will be a new home for Highlander musicians and performers. The Arts District will feature extensively renovated spaces for Orchestra, Band, Chorus, and Performing Arts.

Lake Highland is a dynamic school on the move, an exceptionally mission-focused community with a collaborative and cohesive spirit, enjoying robust enrollment, strong parental support, and sound finances. With a compelling strategic plan, superb leadership, and high expectations, the future is indeed bright, making it a propitious time to come aboard as teacher or leader.





## Orlando, Florida

Orlando, Florida is a thriving city of more than two million, home to a vibrant and well-kept city center and the beneficiary of sunny weather, year-round. Its climate, lifestyle, and international connectedness are all magnets for people seeking healthy, productive living environments.

While Walt Disney World, Universal Orlando, Seaworld, Discovery Cove, and LEGOLand are all located in Orlando, outside the resorts and theme parks, Orlando offers residents an urban/suburban mix — with plenty of services, shops, cafés, theaters, and more. Well-planned neighborhoods with eclectic houses and leafy side streets are filled with local businesses — from markets to innovative restaurants. Downtown Orlando is the largest urban center in Central Florida. It is home to iconic skyscrapers, sports centers, theatres, art galleries, shopping centers, and parks. It boasts a great restaurant and nightlife scene, and it hosts an array of festivals, parades, and high-profile events, too. With three theaters and an outdoor plaza and entertainment venue, the Dr. Phillips Center for the Performing Arts hosts a variety of stage performances and is home to the symphony (The Orlando Philharmonic Orchestra) and a ballet company simply called, The Company.

Known for its diversity, Orlando is also highly rated for the quality of life, education, and work opportunities — including in digital media, agricultural technology, aviation, aerospace, and software design. Orlando is known for the Central Florida Research Park, home to more than 120 companies. Within three miles of each other, the University of Central Florida and Valencia College create a culture of collaboration guaranteed to provide excellent learning experience and university education.

Outdoor recreation and a major sports team adds to Orlando's appeal. The city boasts the most golf courses in the U.S. and, has around 100 lakes to enjoy and explore. Ecotourism is popular, and the area's lush environment includes manatee habitats, scenic nature preserves, crystal clear springs, hiking trails, and more. Sports fans cheer on the Orlando City Soccer Club and the NBA's Orlando Magic.

## Opportunities and Challenges

The next Director of Upper School at Lake Highland will lead a thriving and mission-driven division that is both academically ambitious and deeply student-centered. The Director will work in partnership with a talented faculty and strong administrative team to advance a compelling vision for teaching and learning, student well-being, and community life. Reporting to (along with other division directors) the Associate Head of School, s/he will work closely with the President, the K–12 Leadership Team, and other division directors to ensure alignment of curriculum, policies, and practices across the school, support institutional priorities and help shape a unified vision and culture for the future of Lake Highland.



Key priorities for the role include:

- **Advance Academic Excellence and Innovation.** Lead a future-focused Upper School program that challenges and supports students at every level. Ensure rigorous and relevant curricular offerings, promote interdisciplinary learning, and support instructional practices that enhance engagement, creativity, and student agency.
- **Foster a Cohesive, Student-Centered Culture.** Champion a culture where students feel known, supported, and empowered. Collaborate with faculty and the Upper School leadership team to foster a cohesive, student-centered culture. Champion a learning environment where students feel known, supported, and empowered, ensuring an integrated approach to wellness, character development, leadership, and co-curricular engagement.
- **Support and Develop a High-Performing Faculty.** Recruit, mentor, and evaluate an outstanding team of educators. Create a culture of professional growth through effective systems of coaching, feedback, and accountability. Empower department chairs and associate directors to lead with purpose and clarity.
- **Strengthen Operations and Organizational Effectiveness.** Ensure the smooth day-to-day functioning of the Upper School, including scheduling, communication, faculty assignments, safety planning, and budget oversight. Use data and collaboration to make informed decisions and lead change when needed.
- **Fulfillment of the current Strategic Plan.** Facilitate the formation of Upper School administration, faculty, and students in partnership to help the school realize most fully its ambitious strategic plan.
- **Build Strong Partnerships with Families and the Wider Community.** Serve as a visible, approachable, and trusted leader for students, faculty, and families. Communicate proactively and clearly, and build trust through transparency and accessibility. Collaborate with admissions, advancement, and parent groups to promote school spirit and shared purpose.
- **Lead with Presence, Joy, and Authentic Engagement.** Be a visible, approachable, and enthusiastic presence in the daily life of the school. Build genuine relationships with students, faculty, and families by actively participating in the rhythms and traditions of the Upper School. Model a spirit of curiosity, collaboration, and shared purpose—and inspire a culture where people are excited to come to work and to learn together each day.

## Qualifications and Personal Attributes

The most competitive candidates for LHP will offer most or all of the following qualifications and qualities:

### Educational and Professional Background

- Bachelor's degree plus 10 years of relevant experience or advanced degree plus 7 years of relevant experience



- A strong academic background with significant experience as a classroom teacher
- Proven leadership experience in an Upper School especially in a K–12 independent school setting, with previous divisional leadership strongly preferred
- Familiarity with independent school culture and a track record of successful partnership with faculty, parents, and administrators
- Demonstrated skill in strategic planning, program development, and change management
- A pedagogically grounded and forward-thinking mindset, capable of nurturing innovation while honoring tradition

### **Leadership Qualities**

- A servant leader who leads by example—visible, approachable, and hands-on.
- A decisive and courageous leader with the confidence to make tough calls, the humility to listen, and the judgment to know when to do each
- Visionary in thinking, yet grounded in day-to-day realities; able to flow between strategic priorities and operational execution
- A champion of both students and faculty while advocating for their growth and well-being
- A collaborative team player with high emotional intelligence, empathy, and a growth mindset—placing ego aside in service of a unified school vision
- Willing to challenge and elevate a talented administrative team and faculty through honest dialogue, mutual respect, and a shared commitment to continuous improvement
- An educational leader who believes in transparency and process, and who also values respectful disagreement, and fosters an environment of psychological safety and high trust

### **Personal Attributes**

- Student-oriented and deeply relational; someone who finds joy in the lives and growth of young people and sets a positive tone for a vibrant Upper School culture
- Calm, grounded, and consistent in demeanor, setting a steady tone in both celebration and challenge
- Comfortable and confident in public presence and communication, representing the Upper School and school-wide vision with clarity and purpose
- A unifying force across divisions, helping bridge Lower, Middle, and Upper Schools in the pursuit of one cohesive school culture
- Brings a broad perspective and vision that offers fresh ideas, national context, and innovative thinking that honors the school's mission while expanding its horizons
- Deeply committed to inclusion, unity, and community; able to foster cohesion within the division and across the school
- An authentic, trusted, and respected leader with both substance and presence



# Learn More

Click on the links below to learn more about Lake Highland Preparatory School.

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[Strategic Plan](#)

[College Matriculation](#)



## 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 and comprehensive résumé of no more than four pages showing all positions and dates as well as responsibilities and accomplishments
- 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:

### **Ben Bolté**

Senior Consultant, Practice Leader  
bbolte@carneysandoe.com  
617-750-0950

### **Amy Rogers**

Consultant  
amy.rogers@carneysandoe.com  
860-949-1666

*Lake Highland is accredited by the Southern Association of Colleges and Schools and by the Florida Council of Independent Schools, and Cognia. LHP is also a member of the National Association of Independent Schools.*