

HEAD OF UPPER SCHOOL SEARCH

THE WELLINGTON SCHOOL

Columbus, Ohio

wellington.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Wellington helps students find their purpose and realize their potential for tomorrow's world.

Values

- Be Curious
- Be Yourself
- Be Ambitious
- Be Empathetic
- Be Responsible

At a Glance



Established
1982



Upper School enrollment
205



Financial aid awarded
\$2.8M



Student-teacher ratio
7:1



Students of color
40%



Faculty in the Upper School
37



Faculty with advanced degrees
58%



Campus size
19 acres

Total enrollment: 751

Countries of origin for Wellington students: 67

Total faculty: 106

Faculty of color: 19%

Students receiving aid: 30%

Annual operating budget: \$19M



Overview

The Wellington School finds itself at a pivotal moment in its history, an outstanding institution committed to educating both the hearts and minds of its students. At Wellington, academic excellence thrives in an environment where students are valued for who they are and where creativity and invention flourish. This is a school that truly lives its mission: “We help students find their purpose and realize their potential for tomorrow’s world.”

The Wellington School boasts a rich legacy of educational excellence since its founding in 1982 by a group of entrepreneurs as Columbus’ first co-ed independent school. Wellington has earned a reputation for academic rigor, intellectual curiosity, innovation, joyful community, and a commitment to educating the whole child. Strong student leadership encourages a healthy and exuberant school spirit. Situated in Upper Arlington, an attractive suburb of Columbus, Wellington is dedicated to empowering students to become critical thinkers, lifelong learners, and global citizens. With impressive facilities, a highly engaged faculty and staff, and a supportive community, The Wellington School is poised to build upon its impressive mission and history.

Wellington’s vibrant spirit mirrors and is enhanced by the vitality of its hometown. Columbus is the capital city of Ohio with a population of 2.2 million residents, and one of the fastest growing cities in the country. It is home to The Ohio State University and the beneficiary of a surging economy – Intel and Google have recently made massive investments in new tech facilities which will create thousands of jobs. There are also flourishing arts and food scenes, countless recreational opportunities, and a diverse array of unique and appealing neighborhoods. Columbus is now second only to Boston in the proportion of its current residents who are college students, lending youthful verve and optimism to city culture.

Wellington is seeking a Head of Upper School who is an experienced, collaborative, and visionary educational leader. The new Upper School Head will help create a strategic vision for the division and continue to build and refine a dynamic, authentic, and engaging educational experience for more than 200 students. This person will be charged with shaping and communicating a compelling value proposition for the Upper School that resonates with future-focused, savvy, and discerning students and families. They will be at concerts, shows, athletic events, and other school gatherings, serving as an ambassador for the Upper School and a connector across the Wellington community. The campus master plan slates a full renovation of the Upper School facility in the near future, and the new Upper School Head will have the opportunity to shape both the physical space and the experiences it will foster from day one. Working with outstanding and committed faculty, and joining a forward-thinking school, the new Upper School Head will be a strong, confident leader who combines exceptional leadership skills, deep curricular expertise, and an innovative vision for all aspects of Upper School life.



Key Responsibilities

Leadership, Faculty Development and Supervision

- Supervise and support a dynamic Upper School leadership team that includes the Assistant Head of Upper School, the Upper School Academic Dean, the Upper School Counselor, and the Grade-Level Deans, while guiding all co-curricular programs.
- Shape, articulate, and communicate a compelling vision and value proposition for the Upper School, including curricular innovation and co-curricular programming to ensure future readiness, aligning with the Strategic Plan.
- Inspire and support faculty growth through collaborative supervision, mentoring, and evaluation that prioritizes student engagement and excellence.

Community Engagement

- Be a visible and approachable presence at school events, including concerts, shows, athletic games, and community gatherings, actively engaging with students, parents, alumni, and prospective families.
- Serve as a dynamic ambassador for the Upper School, fostering strong relationships with current families and generating enthusiasm among prospective students and families.

Schoolwide Leadership

- Serve on the Wellington leadership team and demonstrate a positive, supportive role across the school.
- Partner with the leadership team on new ideas and challenging topics, ensuring alignment and collaboration across all divisions of the school.
- Play an essential role in designing and maintaining the preschool through grade 12 program continuum.



Qualifications and Personal Attributes

Position Requirements

- Deep philosophical alignment with the Wellington mission and values
- Bachelor's degree required. Master's preferred.
- Minimum of 10 years experience in an upper school educational setting, with at least 5 years in educational leadership including direct management of people and programs.
- Extensive understanding of how students learn, best practices in teaching, data-informed decision making, and experience leading innovative curricular initiatives.
- Proven ability to implement discipline policies in a compassionate, fair, and consistent manner.
- Understanding of the educational, physical, social, and psychological needs of adolescents.
- High cultural competence with a record of creating and sustaining inclusive, welcoming environments.

Skills, Tasks, and Abilities

- Strong leadership presence with the ability to inspire confidence in students, families, and faculty.
- Excellent interpersonal skills and the ability to build strong, authentic relationships with diverse stakeholders.
- Impeccable judgment, self-management, discretion, and confidentiality.
- Exceptional written and verbal communication skills, with the ability to inspire and influence.
- Strong time management skills, organizational abilities, and attention to detail.

Learn More

Click on the links below to learn more about Wellington.

[School Website](#)

[College Matriculation](#)

[The Wellington Initiative](#)

[About Columbus, Ohio](#)

[Diversity, Equity, and Inclusion](#)



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:

- Cover letter expressing interest in this position;
- Current résumé;
- Optional: Statement of Educational Philosophy
- Five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

John Faubert

Consultant

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