

HEAD OF UPPER SCHOOL SEARCH

SAVANNAH COUNTRY DAY SCHOOL

Savannah, Georgia

savcds.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

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Mission Statement

The Savannah Country Day School seeks to prepare students to meet the challenges of college and of life with confidence, imagination, and integrity.

In fulfilling its mission, SCDS subscribes to the following core beliefs:

- In partnership with supportive families, we strive to cultivate in each student the desire and the discipline to grow wise, to lead lives of personal honor, to appreciate beauty, to pursue physical well-being, and to serve others with a generous and compassionate spirit.
- That the ultimate goal of education is to cultivate in each student a lifelong passion for learning;
- That each student's academic potential is most fully realized through a challenging and varied curriculum under girded with appropriate support;
- That students learn best in a respectful, supportive community of trust where each student's learning needs and abilities are understood and accommodated as fully as possible;
- That intellectual growth requires not only the acquisition of knowledge, but also its application in analytical, creative, and expressive ways that make learning meaningful to the student;
- That physical and emotional health is critical to the development of each student's personal potential;
- That each student's life is enriched in a diverse community where differences among people are affirmed and celebrated;
- That the school shares with families the responsibility for fostering in each student strength of character, a sense of personal responsibility, and an attitude of faith, reverence, and tolerance;
- That the development of leadership in each student should include instilling a commitment to use one's knowledge, skills and resources in the service of others.

At a Glance



Established
1955



Upper School enrollment
371



Faculty in the Upper School
52



Average class size
15



Students of color
24%



Financial aid awarded
\$2.6M



Faculty with advanced degrees
70%
(80% in the Upper School)



Campus size
66 acres

Enrollment: 1,215

Total faculty: 130

Faculty of color in the Upper School: 14%

Students receiving aid: 15%

Endowment: \$10.4M

Annual operating budget: \$30.4M

Athletic teams: 50+



Overview

Founded in 1955 and building upon the legacy of The Pape School (established 1905), Savannah Country Day School is an independent, co-educational college preparatory day school serving over 1,000 students from pre-kindergarten through twelfth grade. Located on a picturesque 65-acre wooded campus in Savannah's Windsor Forest neighborhood, SCDS combines traditional and progressive educational approaches to help each student reach their fullest potential through a comprehensive curriculum emphasizing individualized support and hands-on learning.

The school is distinguished by its high expectations across ethical, academic, artistic, and athletic domains, paired with exceptional faculty dedication to helping all students meet these standards. As an intentionally diverse community, SCDS offers students extensive opportunities to discover their unique gifts through robust programs in academics, athletics, the arts, and extracurricular activities, including a makerspace laboratory, a membership in the Global Online Academy, and electives in engineering design. In partnership with families, SCDS cultivates students who lead lives of personal honor, appreciate beauty, pursue well-being, and serve others with generosity and compassion.

The Upper School Experience

The Upper School at Savannah Country Day serves 371 students with a dedicated faculty of 52 teachers, 80% of whom hold advanced degrees. The cornerstone of the Upper School experience is balance, and students are strongly encouraged to find interests beyond the classroom to augment their academic experience. The typical Country Day upper school student is not only engaged in the classroom but is also eager to make an impact on the playing fields, on the stage, in the art studio, or in the larger community. While preparing students to be successful in college and in life, the Upper School is also dedicated to developing the sorts of citizens who will carry the region and nation forward. At the heart of the school's culture are its Community Commitments: shared commitments to kindness and empathy, honor and integrity, and respect and responsibility—values that shape daily interactions and inspire students and adults alike to care for one another, act with integrity, and contribute positively to the community. Country Day students will be the leaders of the next generation, and by encouraging critical thinking, creative problem solving, and independence of thought, the Upper School helps to form these leaders.



Opportunities and Challenges

This is an exceptional leadership opportunity for a visionary and compassionate educator. The new Head of Upper School will lead a vibrant division of dedicated teachers and motivated, engaged students. The Upper School ensures that students feel truly seen, known, and valued, and the community welcomes a new Head who will sustain and build on this culture—someone who is authentically accessible, genuinely approachable, and wholeheartedly committed to building strong, meaningful relationships with every student.

The new Head of Upper School will play a critical role in recruiting and retaining exceptional faculty who are passionate about teaching and committed to the school's mission. Upper School faculty value a leader who invests in their professional growth, provides meaningful support and feedback, and fosters a collaborative culture where teachers feel respected, heard, and empowered. The community seeks a Head who understands that strong faculty retention begins with building authentic relationships, recognizing excellent work, and creating an environment where educators are inspired to grow and thrive.

The school faces healthy competition from excellent Catholic schools and the Savannah Arts Academy as students transition from 8th to 9th grade. The new Head of Upper School will work collaboratively with the Middle School Head and admissions team to ensure that current families clearly understand the distinctive strengths and opportunities of the Upper School program. Families seek confidence that their students will continue to feel known, challenged, and supported as they move into high school. The new Head will be a visible, engaging presence who builds strong relationships with 8th grade students and families, articulating a compelling vision for the Upper School experience that inspires students to continue their journey at the school.

Upper School faculty and staff are ready to welcome a new Head of Upper School who is eager to build strong professional relationships with them, focusing significant time and attention on offering support, guidance, affirmation, feedback, mentorship, encouragement for professional growth within the context of frequent, authentic, collaborative interaction.

The next Head of Upper School will be joining a cadre of wise, supportive division heads eager and able to provide invaluable support, refuge, guidance to an incoming school leader seeking to understand the distinctive contours of the school community as well as the larger Savannah community.



Like most other schools, Savannah Country Day is trying to discern the proper role of AI in its educational programs. Working with others, the next Head of Upper School will need to host and guide meaningful discussion among faculty, students, and families about the place of AI in the school's mission.

Qualifications and Personal Attributes

Strategic Leadership & Vision

- Demonstrates patience and dedication to learning the unique culture, traditions, and needs of the school and surrounding community;
- Balances ambitious performance standards with a supportive leadership approach that empowers students and staff to achieve excellence.

Interpersonal & Communication Skills

- Builds trust and rapport through a warm, approachable demeanor that encourages open dialogue with students, families, and colleagues;
- Embraces difficult conversations and conflict resolution, addressing challenges with directness, empathy, and constructive problem-solving;
- Skilled at navigating difficult conversations with professionalism and empathy;
- Demonstrates a commitment to the success and well-being of all students;
- Maintains a visible presence at parent and family events, establishing credibility and trust through genuine engagement with the school community;
- Exhibits a strong sense of humor and ability to stay grounded under pressure.

Experience & Expertise

- Accomplished educational leader with proven success in driving institutional excellence, faculty growth and support, and student outcomes;
- Consistently demonstrates dependability, confidence, and follow-through on critical projects and strategic initiatives;
- Brings classroom teaching experience that informs authentic, student-centered leadership and decision-making;
- Possesses deep understanding of the multifaceted complexities of school operations and culture within a community that processes change with great care
- Demonstrated expertise in team leadership, staff development, and effective management practices.

Learn More

Click on the links below to learn more about Savannah Country Day School.

[School Website](#)

[School History](#)

[The Country Day Difference](#)

[Cultural Competency & Inclusion](#)

[Upper School Academics](#)

[About Savannah, Georgia](#)



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 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:

Beth Dietz

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