

UPPER SCHOOL DIVISION HEAD SEARCH

ALL SAINTS' EPISCOPAL SCHOOL

Fort Worth, Texas

aeschool.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

All Saints’ Episcopal School is a leading college preparatory day school in Fort Worth, Texas. Grounded in the Episcopal school tradition, All Saints’ offers programming of national distinction in the academic, fine art, athletic and spiritual disciplines, which brings to life our philosophy of promoting each student’s individual genius within.

At a Glance



Established
1951



Upper School enrollment
393



Faculty in the Upper School
40



US Student/teacher ratio
1:14



Zip codes represented
58



Financial aid awarded
\$3.9M



Faculty with advanced degrees
39%



Campus size
147 acres

Total Enrollment: 1,268
Percentage of student body that is Episcopal: 12%
Total faculty: 144

Endowment: \$34M
Annual operating budget: \$32M



Overview

All Saints' Episcopal School, founded in 1951, is a co-ed independent school in Fort Worth, Texas, enrolling 1,280 students from Age 3 – Grade 12. One of the nation's finest college preparatory Episcopal day schools, All Saints' delivers distinctive programming that fosters "each student's individual genius within." From the classroom to daily chapel, All Saints' upholds a spirit of belonging and respect for all individuals as part of their Episcopal identity. The 147-acre campus fosters spiritual, intellectual, and physical development in a thoughtfully designed environment.

All Saints' seeks a mission-aligned, confident, and inspiring leader to serve as its next Upper School Division Head, assuming responsibility on June 1, 2026. This leader will agree to support the vision and core values of the School, as outlined by Head of School Wallace "Wally" Worden.

The Division Head will play a vital role in leading the Upper School community of 400 + students, grades 9-12, and 40 faculty members, by emphasizing curiosity, investigation, growth, and cherished traditions. Ideal candidates will be faith-filled educators who embrace their role as division and school-wide leader.



Head of Upper School and Director of The Tad Bird Honors College

The Head of Upper School serves as a vital member of the All Saints' Episcopal School leadership team, responsible for the day-to-day life and direction of the Upper School. Supported by Deans of Students and a Division Assistant, this leader collaborates closely with the Head of School, Director of Saints' Institute of Teaching and Learning, other division heads, and faculty to advance high-impact teaching and learning, elevate the student and family experience, and foster a culture of trust, excellence, and shared purpose.

The next Head of Upper School will join a division distinguished by tradition, talent, and promise where students are inspired to grow in intellect and character, faculty are deeply committed to their craft, and the Episcopal mission guides the pursuit of wisdom and service. Working within a supportive and well-resourced community, this leader will have the opportunity to build upon notable strengths and lead the division to new levels of coherence, collaboration, and distinction.

Opportunities and Challenges

- Advance a unified, mission-aligned experience that integrates academics, arts, athletics, faith, and social-emotional learning, ensuring that the Upper School reflects balance, rigor, and joy.
- Align divisional goals with school-wide priorities to enhance teaching and learning, deepen student engagement, and promote well-being within a culture of high expectations and support.
- Guide and strengthen the Tad Bird Honors College by thoughtfully examining its current, steadfast program while collaborating with associate directors and other instructional leaders to build on its success. Continue to refine the cohort model and distinctive courses in ways that honor their strong foundation, further inspiring curiosity, scholarship, and leadership among students.
- Foster a culture of collaboration and professional growth by empowering faculty as trusted professionals, encouraging goal-setting, and celebrating instructional excellence.



- Strengthen communication and transparency through open dialogue with faculty, students, and parents, articulating the rationale behind decisions and modeling consistency, integrity, and care.
- Collaborate with the Saints Institute for Teaching and Learning and other division heads to ensure shared purpose, curricular continuity, and smooth transitions across divisions.
- Champion instructional excellence by refining curricula, ensuring horizontal and vertical alignment, and supporting innovative practices that sustain college readiness and character formation.
- Model visible, relational leadership, being present in classrooms, hallways, and events; listening actively; and cultivating a joyful, “open-door” culture of respect and trust.
- Engage and support parents as partners through proactive communication and meaningful participation in the life of the School.
- Lead confidently through transition, joining a Head of School in shaping the next chapter of All Saints’, bringing fresh energy, thoughtful innovation, and a deep respect for the School’s mission and heritage.
- Represent the Upper School within the larger community, strengthening ties with families, alumni, and the Fort Worth area, and embodying the School’s Episcopal values of inquiry, inclusion, and service.

Qualifications and Personal Attributes

The next Head of Upper School will be an inspiring, principled, and relational leader - an educator of intellectual depth, emotional intelligence, and moral clarity who brings both strategic vision and human warmth to daily school life. The most successful candidates will demonstrate many of the following qualities and strengths:

- Proven leadership in Upper School education, with a deep understanding of adolescent development and the distinctive opportunities of a mission-driven, multi-division school.



- Instructional expertise and academic vision, grounded in strong knowledge of curriculum design, pedagogy, and assessment, and a commitment to research-informed, student-centered teaching.
- Authentic communication skills, characterized by openness, clarity, and empathy; able to articulate expectations, inspire confidence, and build trust across all constituencies.
- Visible and approachable leadership style, known for presence, consistency, and care in daily interactions with students, teachers, and parents.
- Principled and confident decision-making, balancing empathy with accountability and modeling fairness, professionalism, and moral courage.
- Commitment to faculty growth and empowerment, recognizing and celebrating the strengths of teachers while fostering a culture of reflection, feedback, and excellence.
- Visionary yet grounded, able to balance innovation and forward progress with a deep respect for the School's traditions and Episcopal identity.
- Collaborative and collegial, promoting teamwork, vertical alignment, and unity of purpose across divisions and departments.
- Culturally competent and inclusive, fostering belonging and ensuring that every student and teacher feels known, valued, and respected.
- Dynamic, warm-spirited, and joyful, bringing energy, humor, and compassion to the life of the Upper School.
- Reflective and self-aware, open to feedback and continual professional growth.
- Steadfast in faith and purpose, embracing the Episcopal foundation of All Saints' as a wellspring for inquiry, reflection, and service to others.
- An advanced degree in education or a related field is preferred.

Learn More

Click on the links below to learn more about All Saints' Episcopal School.

[School Website](#)

[School Traditions](#)

[Upper School Academics](#)

[School Profile](#)

[About Fort Worth, Texas](#)



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:

Rhonda Durham

Senior Consultant

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Allison Stiles

Consultant

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