



HEAD OF SCHOOL

Start Date: July 2027

Frederica Academy

Saint Simons Island, Georgia | fredericaacademy.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

To maximize the potential of each student and to prepare every student for college and adult life through the development of mind, body, and spirit.

At a Glance



1969
established



508
total enrollment



63
total faculty



91
total employees



21
number of AP courses



77
number of athletic state championships



OVERVIEW

Frederica Academy seeks its next Head of School to begin in July 2027, following the retirement of a respected leader whose successful eight-year tenure has brought alignment, stability, and growth to the institution. Founded in 1969, Frederica Academy is an independent, coeducational, college-preparatory day school serving approximately 500 students from pre-kindergarten through grade 12. Located on a beautiful 33-acre campus on St. Simons Island, Georgia, the school offers a distinctive educational experience grounded in close relationships, a strong sense of community, and a commitment to developing the whole child. Frederica Academy is nonsectarian and welcomes families of all backgrounds, while its culture reflects enduring values informed by a Judeo-Christian tradition, emphasizing character, integrity, service, and respect. The school is widely described as a place that meets students where they are and challenges them to reach their full potential.

Since its founding over five decades ago, Frederica Academy has grown into a thriving institution with a strong reputation for academic excellence and a commitment to developing the whole child. The school's 2024 Strategic Plan reflects an ambitious vision for the future, with initiatives spanning technology advancement, interdisciplinary learning, campus improvements including a new gymnasium, enhanced student development programming, and strengthened community engagement. This is a school where tradition and mission run deep, and where families, students, and teachers are united by a shared sense of purpose. As Frederica looks to its future, the next Head of School will help chart a clear path forward, building on the school's strengths and guiding its growth with care and vision.

The incoming Head of School will work alongside a strong senior leadership team and dedicated faculty to further develop the student experience, deepen support for every child, and ensure that Frederica's programs continue to evolve. Above all, the Head of School will nurture the close-knit culture that makes Frederica special, where the growth of mind, body, and spirit are at the heart of the student experience.





LOCATION

Frederica Academy is located on St. Simons Island, part of Georgia's Golden Isles along the southeastern coast. Known for its natural beauty, coastal landscapes, and strong sense of community, St. Simons offers a distinctive quality of life that blends small-town warmth with access to a vibrant regional culture.

Families are drawn to the area for its slower pace, outdoor lifestyle, and deep civic engagement. Residents enjoy beaches, boating, golf, and year-round outdoor activities, as well as a welcoming community amidst a stunning natural landscape. The island's proximity to Jacksonville, Florida and Savannah, Georgia provides access to broader cultural, educational, and travel opportunities.

For the next Head of School, Frederica Academy offers not only a compelling professional opportunity but also the chance to live and lead in a place where community, connection, and quality of life are deeply valued.



27.5%
students receiving
aid



\$5.9M
endowment



\$11.8M
annual operating
budget



33 acres
campus size

OPPORTUNITIES AND CHALLENGES

Frederica Academy is a strong and relational school entering a period that calls for clarity, cohesion, and thoughtful management of growth. Four consistent priorities have emerged for the next Head of School:

1. Strengthen the Cohesion of the PK-12 Experience

The next Head of School will deepen alignment across divisions, ensuring curricular and pedagogical continuity, clearly articulated and progressively increased academic expectations, enhanced student support consistent with a commitment to academic challenge, and a unified student experience from pre-kindergarten through grade 12.

2. Invest in People—Faculty, Culture, and Community

The next Head of School will make the recruitment, development and retention of exceptional faculty and staff a central priority. The Head of School will also invest in FA's ongoing commitment to fostering an inclusive, welcoming and mission-aligned community.

3. Manage Growth with Strategic Focus and Institutional Clarity

Frederica Academy has grown substantially over the past decade and has the potential for moderate continued growth. The Head of School will manage that growth while preserving Frederica's small school ethos by strengthening systems and operations and aligning financial and personnel resources with long-term goals.

4. Provide Visible, Decisive, and Engaged Leadership

The community seeks a Head of School who is present across campus and in the wider St. Simons community, communicates clearly, makes thoughtful decisions, and leads with both confidence and care.



QUALIFICATIONS & PERSONAL ATTRIBUTES

Compelling candidates will demonstrate many or most of the following qualifications and attributes:



Strategic and Mission-Aligned Leader

- Deep understanding of and appreciation for the joys and compelling qualities of a multidivisional school;
- Depth of expertise in curriculum and instruction, enrollment management, school operations, finance, and governance;
- Significant experience recruiting, hiring, managing, and developing faculty and staff to support the school's mission;
- The ability to balance Frederica's long standing values and tradition with thoughtful programmatic evolution;
- The skill to articulate vision and strategy, paired with the operational expertise necessary for successful implementation; and
- Commitment to building exceptional programs across academics, athletics, and arts.



Community Leader

- Genuine eagerness to engage actively with students, families, faculty, and staff, prioritizing relationships amidst a demanding professional schedule;
- Leadership that is collaborative and approachable, yet decisive when necessary, grounded in transparency and responsiveness;
- Commitment to fostering a welcoming community and culture where multiple perspectives are valued, respected, and heard;
- The ability and desire to cultivate strong partnerships within the broader St. Simons community; and
- Personal integrity, emotional intelligence, and excellent communication skills.

LEARN MORE

- [School Website](#)
- [Why Frederica?](#)
- [Strategic Plan](#)
- [School Profile](#)
- [Portrait of a Graduate](#)
- [About St. Simons Island, Georgia](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates are encouraged to apply early in the summer by submitting the following materials as separate PDF documents:

- A cover letter expressing interest in this position
- A current résumé

As the process moves forward, selected candidates may be asked to submit:

- Writing samples specific to this search
- 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)

Candidates should submit a résumé and cover letter to:

MARSHA LITTLE

Senior Consultant

marsha.little@carneysandoe.com

JAMIE ESTES

Consultant

jamie.estes@carneysandoe.com



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