



HEAD OF SCHOOL

Start Date: July 2027

The Pine School

Hobe Sound, Florida | thepineschool.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

The Pine School is an independent college preparatory school educating students in Kindergarten through 12th Grade. We promote academic, artistic, and athletic excellence in a close-knit learning environment that extends from the classroom to our expansive natural campus and beyond. Our challenging curriculum cultivates intellectual curiosity and honors each student's voice as we strive for inclusivity. From a strong sense of community and connection, Pine School students become inspired and prepared to navigate a complex and changing world.

At a Glance



1969
established



505
total enrollment



14%
students of color



54
total faculty



56%
faculty with
advanced degrees



12:1
student-faculty ratio



OVERVIEW

The Pine School is a coeducational, independent, college preparatory, day school enrolling 505 students in kindergarten through grade 12 on a single 174- acre campus in Hobe Sound, Florida. Set on one of the richest ecological regions in Martin County’s Treasure Coast, the campus itself functions as an environmental studies classroom and a living embodiment of the school’s mission to cultivate a strong sense of community and intellectual curiosity.

Since its founding in 1969, The Pine School has evolved from a small, community-rooted institution into a vibrant and expanding independent K–12 school shaped by both intentional decisions and steady growth. Over time, the school navigated periods of changing affiliation and identity—including its years as St. Michael’s School under the Episcopal Diocese of Southeast Florida—before returning to full independence in 1994 and reclaiming its original name in 2006 to reflect its commitment to serving students of all faiths. Alongside this evolution of identity, Pine’s physical footprint and program have grown significantly. What began as a PreK–8 school on a Stuart campus expanded in 2005 to include an upper school, followed by the development of the Hobe Sound campus, where middle and upper school students relocated in 2007. Today, the school’s 174-acre campus—unified in 2015 with the addition of the Lower School—serves as both a shared home for all divisions and a distinctive setting that supports experiential and environmental learning.

Throughout every name and every move, the school’s tight-knit community has remained a constant. The school’s family-like atmosphere where faculty are dedicated to knowing the students and are deeply invested and committed to developing self-reliant, friendly and poised critical thinkers. Today, students at PINE learn through signature traditions- Off-Campus Education Week, grade-level retreats, Learning Through Service, Leader in Me programming, the Knights of Steel pan ensemble, championship athletics, and strong arts and academics- all on a campus that itself teaches the value of stewardship.

The Pine School is entering a defining period in its evolution. With strong enrollment demand, significant campus investment, expanding programs and increasing visibility within South Florida’s independent school landscape, PINE is poised to strengthen its position as a distinctive, high-performing K-12 institution. The next Head of School will partner with an engaged board and lead a connected community of faculty, students and families who cherish the school and appreciate its roots and current momentum. They will have the opportunity to shape not only the school’s next chapter of growth, but also the systems, culture and strategic clarity required to sustain excellence over time. Equally important, the next Head will be entrusted with nurturing the strong sense of community, connection, and belonging that has long defined the Pine experience and remains central to the school’s identity.



OPPORTUNITIES AND CHALLENGES

The next Head of School will join Pine at an exciting time and will enjoy a connected community who is eager to work together for the future of their school.

Planning and Leading Through a Period of Growth

The school is experiencing sustained enrollment strength, expanding programs, and significant capital investment, all within the next three to five years. This pace creates energy and possibility, but also requires disciplined prioritization and sequencing. The next Head will bring clarity about what comes next—and in what order—so that growth remains both mission-aligned and sustainable. The community is eager for a leader who can translate vision into execution with clarity, responsiveness and consistent follow-through.

Preserving a Distinctive, Relationship-Driven Culture at Scale

A defining strength of the school is its deeply personal, “everyone is known” environment for students, families, and faculty. As the community grows and diversifies, there is a clear desire and expectation to protect and grow this culture. The next Head will need to translate a highly relational culture into structures and practices that can endure at a larger scale without feeling institutional or impersonal.



Clarifying and Aligning Identity

The school is increasingly visible and attracting a broader range of families, bringing important questions into focus: How should PINE define excellence across academics, athletics, arts and student life and how should those areas reinforce one another? The opportunity is to articulate a coherent and compelling value proposition that aligns programmatic decisions, enrollment strategy, and community expectations while maintaining the school's deeply relational culture.

Strengthening Academic Coherence While Honoring Faculty Agency

Faculty value autonomy, flexibility, and strong relationships with students, which are central to the school's success. At the same time, there is an opportunity to build greater consistency across divisions—particularly in curriculum alignment, shared pedagogical practices, and expectations for student outcomes. The next Head will strike a thoughtful balance between institutional coherence, clear expectations, curricular alignment, and professional freedom to ensure a consistently strong student experience across divisions.

Building Organizational Clarity, Capacity, and Communication

Growth has introduced greater complexity across leadership roles, planning processes, and major initiatives, including facilities development. The community is eager for clearer structures, stronger communication, and consistent follow-through on priorities. The next Head will bring operational clarity and visible execution, ensuring that ambitious plans translate into tangible results, organizational alignment and sustained trust.



\$1.4M

financial aid awarded



14%

students receiving aid



\$3.9M

endowment



\$14.7M

annual operating budget



174 acres

campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES



Professional Qualifications and Leadership Style

- A proven record of leadership in complex and preferably growth-oriented educational settings, preferably including;
- A track record of growing new or expanding existing programs in a balanced and thoughtful way;
- Demonstrated ability to build and lead strong teams and institutional systems;
- Demonstrated understanding of strong academic programming, curricular coherence, and student-centered educational excellence across a K-12 college preparatory environment
- A passion for working with children and adolescents and creating environments in which they can thrive;
- Exceptional interpersonal, communication and relationship-building skills;
- Understanding of and enthusiasm for fundraising and institutional advancement;
- Strong financial, operational, and planning capabilities;
- A thoughtful and strategic leader who can navigate complexity, balance competing priorities, and lead effectively through growth and change; and
- A community-builder whose style is collaborative when possible and decisive when necessary.



Personal Qualities

- A commitment to academic excellence;
- The discernment, quality of judgment and courage to make challenging decisions in alignment with the school's mission, values, and long-term priorities;
- Eagerness to engage actively with students, parents, faculty, staff, and alumni; and
- A genuine enjoyment of, and inclination to be present and engaged across, all dimensions of school life.

LEARN MORE

- [School Website](#)
- [Discover Pine](#)
- [School Philosophy](#)
- [School Profile](#)
- [About Hobe Sound, Florida](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. The search will move quickly; candidates should submit the following materials as soon as feasible 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:

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