



OAK HILL SCHOOL

A JOYFUL FOUNDATION

ESTABLISHED 1961

HEAD OF SCHOOL

Start Date: July 2027

Oak Hill School

Nashville, Tennessee | oakhillschool.org



Carney
Sandoe
& ASSOCIATES

carneysandoe.com

MISSION STATEMENT

It is the Oak Hill School mission to build character and integrity in a Christian environment for a lifetime of learning and service.

At a Glance



1961
established



560
total enrollment



75
total faculty



112
total employees



65%
faculty with
advanced degrees



\$18M
endowment



\$15M
operating budget



OVERVIEW

Since 1961, Oak Hill School has educated children based on the timeless values of personal integrity, academic accomplishment, and a strong Christian foundation. Originally founded as an outreach of First Presbyterian Church, OHS now operates as a non-denominational independent Christian school serving 560 students in grades PreK3 through sixth grade. Situated just a few miles south of downtown Nashville, the school blends rigorous academics with a mission-driven, nurturing community, and it is consistently recognized as one of the top independent schools in Tennessee. At Oak Hill School, character formation matters as much as curriculum. Teachers nurture students as they develop the skills to think critically, lead with integrity, and grow socially and spiritually, all within small classes that make real relationships possible.

Oak Hill School is an elementary school in its truest sense: children are known and allowed to be who God intended them to be, while learning to understand the world, growing in knowledge, and in truth. As the school's motto says, Oak Hill School strives to serve as "a joyful foundation," equipping children with foundational academic skills permeated with joy. For 65 years, members of the OHS community have served as living testaments to the school's mission in Nashville and across the nation and the world. While teaching techniques and pedagogy evolve, the school is steadfast in its commitment to these essential elements of an Oak Hill School education.

The incoming Head of School will build on the highly successful nine-year tenure of current Head of School, Hart Roper. Under Hart's leadership, the school has completed a robust Strategic Plan, grown enrollment, and launched an \$18M capital campaign that is nearing completion. At the same time, Hart steadily shepherded the mission of Oak Hill School – *to build character and integrity in a Christian environment for a lifetime of learning and service*. This autumn, the Board will publish a new Strategic Plan that will guide the first few years of the incoming Head's tenure. The incoming Head will inherit a school with exceptionally strong finances, enrollment, and next school placement; a committed Board; highly effective senior administration and faculty; and devoted parent base. As the city of Nashville itself continues to grow, Oak Hill School has remained rooted in its cherished and time-honored traditions while evolving intentionally, empowering children with the leadership skills necessary to become change agents of the future.



OPPORTUNITIES AND CHALLENGES

The next Head of School will join a community with a rich history and deep commitment to mission. Building on an exceptionally strong foundation and working in partnership with a dedicated Board of Trustees, an expert faculty, and an engaged parent community, the Head of School will guide Oak Hill School into its next era of excellence. Specific opportunities and challenges include:

- Maintaining and championing Oak Hill School's mission - *to build character and integrity in a Christian environment for a lifetime of learning and service*;
- Leveraging the momentum of a new Strategic Plan, a successful capital campaign, and healthy enrollment to propel Oak Hill School forward and further establish its reputation for excellence;
- Retaining (and, as necessary, recruiting) an excellent faculty, staff, and senior administrative team and supporting them to make full use of their talents;
- Partnering closely with the leadership of First Presbyterian Church, with whom Oak Hill School shares a deep history, a common campus, and a mutual commitment to one another's flourishing;
- Identifying and tending to ongoing facilities, safety, and security needs, including collaborative long-range planning for the 63-acre campus OHS shares with First Presbyterian Church, such that the excellence of the property is consistent with the excellence of the education students receive at OHS;
- Bringing an innovative and research-informed eye to Oak Hill School's academic and co-curricular programs, including enhancing student support consistent with a commitment to academic challenge and bolstering athletics, arts, and other aspects of student life in service to the development of the whole child;
- Nurturing an inclusive and open community that welcomes students from all walks of life, consistent with Oak Hill School's commitment to diversity, love, and inclusion; and
- Further developing and stewarding relationships with key partners throughout Nashville, including at the next schools where Oak Hill School students matriculate, and sustaining the distinctive placement process that guides OHS families through that transition.

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***At Oak Hill School, academic excellence coexists
alongside tremendous care and time-honored traditions.***

- Oak Hill School Trustee

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QUALIFICATIONS AND PERSONAL ATTRIBUTES



Professional Qualifications

- Resonance and alignment with Oak Hill School's Christian mission and appreciation for the joys and compelling qualities of a PK3-grade 6 elementary school;
- Depth of experience in curriculum and instruction, enrollment management, school operations, and fundraising;
- Significant experience recruiting, hiring, managing, and developing faculty and staff to support the school's mission;
- The ability to balance Oak Hill School's longstanding values and tradition with thoughtful programmatic evolution;
- Experience skillfully articulating vision and strategy and obtaining buy-in from the appropriate constituencies, paired with the operational expertise necessary for successful implementation; and
- Experience working in partnership with an engaged parent community that has appropriately high expectations for the school.



Personal Qualities and Leadership Style

- A heart for young children, radiating joy and positivity;
- A committed Christian faith suited to leading authentically within an inclusive Christian community;
- Personal integrity, strong emotional intelligence, and excellent communication skills;
- 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; and
- The ability and desire to cultivate strong partnerships with next schools and within the broader Nashville community.

LEARN MORE

- [School Website](#)
- [School History](#)
- [Diversity, Love, and Inclusion](#)
- [About Nashville, Tennessee](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. The search will move quickly, and candidates are encouraged to apply as soon as possible 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:

JAMIE ESTES

Consultant

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MARSHA LITTLE

Senior Consultant

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