

HEAD OF SCHOOL

Start Date: July 2027

The Galloway School

Friendswood, TX | thegallowayschool.net

Carney Sandoe & ASSOCIATES

MISSION STATEMENT

The mission of the Galloway School, the premier private school in academic excellence and character development in the Bay Area, is to maximize students' intellectual abilities and personal talents as they develop into passionate, dedicated global citizens through a nurturing Christian environment, distinguished by a challenging curriculum and innovative resources ignited by exceptional instruction and supportive families.

At a Glance

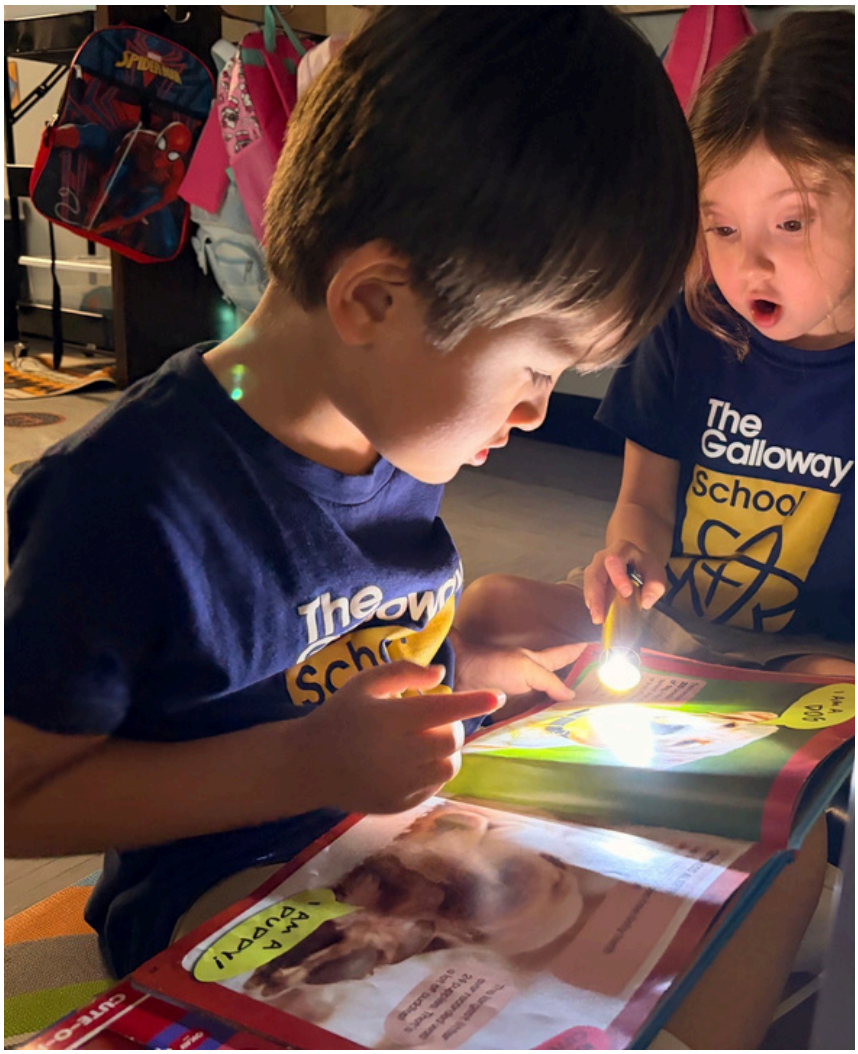
1993
established

109
total enrollment

22
total faculty

14:1
student-faculty ratio

65%
students of color



OVERVIEW

Since opening its doors in 1993, The Galloway School has served families in Friendswood, Texas, and the surrounding communities. Today, it is a Christian school serving 109 students ages 2 through grade 5. Galloway is a small school with great ambition. It is a close-knit community where classes are small, every child is known, and students grow in confidence as learners. Teachers hold high expectations within developmentally appropriate practice. Students often work above grade level and graduate ready for larger, demanding schools, including selective programs. Galloway warmly welcomes families of many faiths and cultures, and 65% of its students are students of color. The school celebrates that diversity at signature events like Heritage Night, when families share the food, music, dance, and performances of their cultures.

Marie and James H. Galloway of Houston envisioned the school and strongly believed that a good education is essential to one's success. The school opened with 19 students in the Clear Lake area, offering an accelerated academic program in a caring environment. Its devoted, long-tenured faculty enjoy real autonomy and input into the curriculum, and state standards are the floor, not the ceiling. Students research topics, present their work to parents, take part in the science fair, and learn to speak with confidence from an early age. STEM is integrated across every classroom from PK up. Every class has a weekly STEM activity; students take part in robotics, and a technology class prepares students for the challenges of the next level of school. Faith is part of the daily rhythm, from a morning routine that includes the pledges to the American and Texas flags and the Lord's Prayer, to chapel and a Fruit of the Spirit for each grade. The 9-acre campus is safe and well run, with room to grow. The school's strategic plan runs through 2028–29 and is built on four pillars: STEM Focus, Advanced Academics, Well-Rounded Student Life, and Culture and Social Fabric.

The Head of School reports to a seven-member Board of Trustees chaired by Summer Roberts, who also chairs the search committee. This is a rebuilding moment for Galloway, and a hopeful one. The school seeks a present, warm, business-minded educator who will partner in the school's day-to-day operations while building Galloway's profile over time. The next Head will also bring consistency and renewed joy to the community.



OPPORTUNITIES AND CHALLENGES

The next Head of School will find a school with deep strengths, a loyal community, and real opportunity to grow, along with meaningful work.

Growing Enrollment While Keeping the Small-School Feel: Galloway's loyal, involved parents make word of mouth the school's strongest recruiting tool. Once prospective families walk through the doors, they often see how special the school is and want to stay. The next Head will work closely with the Director of Admission to fill classrooms and build toward multiple sections per grade. That growth must protect the small classes and close community that families value most.

Building Financial Sustainability: Families choose Galloway because it provides real value. Keeping that commitment will require several things:

- growing philanthropy and a broader culture of giving
- building long-term reserves
- planning thoughtfully for facility needs

The Head will work with the Director of Finance and Operations and the Board of Trustees to put Galloway on a durable long-term footing.



Restoring Stability and Renewing Joy: Galloway's faculty and staff are ready for consistency, clear direction, and a leader committed to them for the long term. Teachers describe a deep camaraderie: colleagues show up for one another inside and outside of school. They hope to see the love, laughter, and joy of their community fully restored. The next Head will honor that culture, invest in the people who sustain it, and provide steady leadership.

Communicating with Clarity and Warmth: Families and faculty want to hear directly from their Head of School. The next Head will be the clear, proactive, and trusted voice of Galloway. That means anticipating questions, explaining the why behind decisions, and ensuring that messages that should come from the Head come from the Head. In a community built on relationships, consistent and transparent communication will be one of the most powerful ways to build confidence and momentum.

Delivering on the STEM Promise: STEM has long been part of Galloway's identity, and the school has worked to integrate it across every classroom. Every class has a weekly STEM activity, students participate in robotics, and a technology class prepares fourth- and fifth-graders for a one-to-one device environment. STEM Focus is one of the strategic plan's four pillars. The next Head will:

- deepen this work
- invest wisely in the equipment and tools behind it
- ensure Galloway's Christian identity and its STEM focus live together

Hands-On Now, Outward-Facing Over Time: Galloway's leadership team is very small, and each member carries a wide portfolio. At first, the next Head will need to roll up their sleeves in classrooms, in carpool, in the hallways, and in day-to-day operations. At the same time, the Head will build the school's profile in Friendswood and the surrounding community. Over time, the role will become more outward-facing. A Head who lives in and engages with the local community will be well positioned to lead that shift.



$2.8M
annual operating budget

9 acres
campus size

48,600
square feet under cover

QUALIFICATIONS AND PERSONAL ATTRIBUTES

The Galloway School seeks a Head of School who is an educator at heart. The ideal candidate is present, warm, business-minded, and comfortable with young children, and ready to commit to Galloway for the long haul.



Professional Qualifications

The ideal candidate will bring:

- Business-minded financial leadership, including the ability to partner with the Director of Finance and Operations and the Board of Trustees on budgeting, long-term reserves, and facility planning.
- The ability to grow philanthropy and build a culture of giving across the school community.
- A practical understanding of admissions and enrollment growth, and the instinct to work in close partnership with the Director of Admission.
- Instructional leadership grounded in high expectations and developmentally appropriate practice for young learners, PK3 through grade 5.
- The capacity to deliver on an integrated STEM program and to articulate how Galloway's Christian identity and STEM focus live together.
- A hands-on approach to day-to-day operations alongside a very small leadership team.
- A loving, inclusive Christian faith.



Leadership Style and Personal Qualities

The Galloway community hopes to find a leader who is:

- Present and visible in classrooms, in carpool, and in the hallways, and who learns every name.
- Warm, kind, and people-first; someone who cares about teachers the way teachers care about children.
- Supportive rather than punitive, and committed to explaining the why behind decisions.
- An educator at heart and a lifelong learner.
- Committed and ready to make Galloway a long-term home.
- A community builder and storyteller who lives in and engages with the local community.
- Down-to-earth, with a good sense of humor.
- Genuinely comfortable with young children.
- At ease across cultures, in a community of many faiths and backgrounds.

LEARN MORE

- School Website
- School History
- About Friendswood, 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 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:

JAMIE ESTES
Consultant
jamie.estes@carneysandoe.com

ALLISON STILES
Consultant
allison.stiles@carneysandoe.com

The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.

Carney Sandoe & ASSOCIATES