

# LOWER SCHOOL DIVISION HEAD SEARCH

**ALL SAINTS' EPISCOPAL SCHOOL**

Fort Worth, Texas

[aeschool.org](http://aeschool.org)

Start Date: July 2025



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://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



Lower School enrollment  
452



Faculty in the Lower School  
41



LS Student/teacher ratio  
1:11



Zip codes represented  
58



Financial aid awarded  
\$3.6M



Faculty with advanced degrees  
39%



Campus size  
147 acres

Total Enrollment: 1,264

Percentage of student body that is Episcopal: 12%

Total faculty: 144

Endowment: \$32.3M

Annual operating budget: \$31M



## Overview

All Saints' Episcopal School, founded in 1951, is a co-ed independent school in Fort Worth, Texas, enrolling 1,264 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 Lower School Division Head, assuming responsibility on July 1, 2025. This leader will join the All Saints' administrative team and new Head of School, Wallace “Wally” Worden, in his first year of headship. Wally Worden, Assistant Head of School, will succeed Dr. Tad Bird, who is retiring after nearly three decades at the school.

The Division Head will play a vital role leading the Lower School community of 452 K-5 students and 48 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 culture carriers. Expertise in curriculum alignment and outcome assessment to support an effective, age-appropriate pedagogy is highly desired.





## Opportunities and Challenges

The Head of Lower School oversees the day-to-day operations of the division (Kindergarten through Grade 5) and is a vital member of the school's leadership team. The Division Head is supported by an Assistant Head of Lower School and a Lower School Counselor, along with a Lower School Division Assistant. The next Head of Lower School will have the opportunity to work with a talented student body and faculty and administration and strong institutional resources. The priorities, opportunities, and challenges ahead include:

- Strengthen collaboration within the Lower School faculty and cultivate a culture of support, shared purpose, and professional growth;
- Establish a student-centered Lower School leadership team by integrating the support of the school chaplain, counselor, and academic resource specialist to foster holistic student development;
- Assess and enhance the overall Lower School program, ensuring integration across academics, arts, extracurriculars, and spiritual and social-emotional learning;
- Engage in examining and elevating curriculum to identify areas for growth and improvement of academic programs to meet standards of excellence;
- Support teachers in refining and aligning the curriculum, ensuring a smooth transition between Early Childhood, Lower and Middle School through developmentally appropriate practices that focus on the academic and social-emotional needs of students;
- Coordinate divisional priorities with school-wide goals and facilitate the implementation of new initiatives that enhance student learning and well-being;
- Collaborate with K-12 colleagues and the Leadership Council to enhance feedback and evaluation processes that support and inspire faculty;
- Clearly communicate, as the Lower School's lead storyteller, the division's mission and value to internal and external audiences, including parents, faculty, prospective families, donors, and the larger school community;
- Attract and develop a diverse, talented, and mission-aligned faculty committed to fostering a dynamic learning environment;



- Sustain a joyful and engaging learning environment by modeling and upholding school values while encouraging curiosity, intellectual risk-taking, and a spirit of play and compassion for both faculty and students;
- Build meaningful parent partnerships through intentional effort, open communication, and active engagement to establish trust and a collaborative Lower School environment; and
- Partner with the Director of Admission to build mission-aligned classes that reflect the rich perspectives of the broader community.

## Qualifications and Personal Attributes

The most compelling candidates for All Saints' Lower School Division Head will possess to varying degrees the following qualities strengths and qualifications:

- Experience teaching and leading in a Lower School setting, with a deep appreciation for young learners and the compelling benefits of a multi-division school;
- Strong understanding of early childhood development childhood development spanning from kindergarten through fifth grade, curriculum design, instructional best practices, educational trends, and assessment to support an effective, age-appropriate pedagogy;
- The ability to articulate a compelling vision for the Lower School while deftly managing the systems and processes necessary to implement aligned strategic growth;
- A deep personal and professional commitment to embrace and support the Episcopal identity of the school, understanding the impact of that identity in fostering inquiry, inclusion, and service to others;
- Demonstrated ability to lead, support, and inspire talented educators in a high-achieving community, fostering professional growth, celebrating strengths, and providing additional support for those who need it, all within a positive culture of success for all;
- The ability to modulate the pace of change with care, balancing the school's rich history and traditions with a commitment to evolving best practices and openness to innovation;
- Exceptional ability to clearly communicate with confidence, inspiration, and transparency across a wide range of audiences, building meaningful relationships with students, parents, faculty, and staff;
- Eagerness to be actively involved with students, faculty, staff, and parents, prioritizing visibility and connection amid the demands of a busy professional Lower School and school community schedule;
- A leader who welcomes new ideas, invites healthy disagreement, and engages in challenging conversations with grace, perspective, and humility;
- A dynamic, energetic, and warm-spirited leader who brings humor, kindness, care, compassion, and a sense of delight in working with Lower School children and the educators who support them; and
- An advanced degree in education or a related field.



# Learn More

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

[School Website](#)

[Lower School Academics](#)

[School Traditions](#)

[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**

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### **Allison Stiles**

Consultant

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