

UPPER SCHOOL HEAD SEARCH

FRANCIS PARKER SCHOOL OF LOUISVILLE

Louisville, Kentucky

francisparkerlouisville.org

Start Date: July 2025



Francis Parker
School of Louisville



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Francis Parker School of Louisville cultivates a joyful, compassionate, intellectual community that celebrates individuality and inspires independent thinking for life.

Vision

Francis Parker School of Louisville is a thriving, supportive community delivering an innovative education where students grow into engaged, mindful contributors to the world around them.

At a Glance



Established
1965



Upper School enrollment
150



Faculty in the Upper School
20



Student-teacher ratio in
the Upper School
7:1



Students of color
37%



Financial aid awarded
\$4.8 million



Faculty with advanced degrees
94%

Total enrollment: 455

International students: 9%

Total faculty/staff (Downtown Campus): 23

Faculty/Staff of color: 20%

Students receiving aid: 70%

Endowment: \$12 million

Annual operating budget: \$9.1 million



Overview

Francis Parker School of Louisville, a Progressive independent school located on two campuses and dedicated to nurturing students as confident, compassionate, and creative thinkers, is seeking a visionary and dynamic leader to serve as its next Associate Head — High School. This is an exciting opportunity to lead a close-knit and vibrant educational community that values academic excellence, equity, and the cultivation of joy in learning.

This position, which reports to Head of School Alexandra Thurstone, will oversee the day-to-day operations of the Downtown Campus of Francis Parker of Louisville, the campus that houses the entire high school of approximately 160 students. The Associate Head — High School will be responsible for all operations of the Downtown Campus, including supervising all high school faculty, staff, and students, as well as promoting Francis Parker in the broader community. In addition, the Associate Head – High School will partner with neighboring downtown organizations to promote economic growth that benefits our high school student body and the city environs that make up our campus. The Associate Head – High School will be a strategic thought partner to the Head of School, as well to the Leadership Team.

The Associate Head — High School will serve as a critical leader in fostering the growth and development of a diverse student body, supporting faculty in their pursuit of teaching excellence, and inspiring innovation in curriculum and programs. Grounded in Francis Parker's commitment to Progressive education, the ideal candidate will collaborate with students, staff, and families to build an inclusive and supportive environment that prepares students to thrive in a rapidly evolving world.

The Associate Head – High School will play a key role in bringing the most transformational capital project in the School's history to fruition, which is the creation of the adjacent Athletic and Wellness Center, and includes a new STEAM center, as well as the creation of a new campus entryway and parking, all of which will serve to proudly proclaim the School's presence in downtown Louisville. This role offers an exceptional opportunity for an educational leader to make a meaningful impact on a school community poised for continued growth and transformation.



Opportunities and Challenges

Provide guidance, support, and mentorship for a diverse and vibrant student body

- The Associate Head — High School will promote the well-being of a happy and healthy student body.
- Will seek to support the passionate and successful work accomplished in building an equitable and inclusive school, with a particular eye on student belonging.
- Will work closely with the Leadership Team to continually examine and support the continuation and development of programs that allow students to be engaged both in and out of the classroom.

Support and advocate for the passionate and engaged faculty body

- The Associate Head — High School will oversee an expert faculty that is dedicated to a Progressive approach to teaching, models lifelong learning, and genuinely cares for and enjoys teenagers.
- Will partner with the Associate Head – Teaching and Learning to be a champion for the adults in the community, respecting their abilities as professional educators, while also encouraging their continued development and professional growth.

Oversee the intricacies of a downtown Louisville campus and building

- The Associate Head — High School will be a campus leader, literally and metaphorically, nurturing the Campus's students and adults and overseeing the Campus facilities.
- Will contribute to the upcoming expansion plans to the facility, which include the creation of brand new athletic and STEAM facilities, as well as new entryway and parking, marking the Campus beyond a single building.
- Will partner with downtown neighbors to promote a beneficial environment that enhances the student experience in the open and downtown location of the school.

Serve as an enthusiastic and joyful ambassador of the high school

- The Associate Head — High School will serve as a key spokesperson for the high school both internally and externally in the Louisville community.
- Will partner with the Director of Enrollment Management and the Director of HS Admissions to attract and retain mission-driven students who will make positive contributions to the school community.
- Will effectively promote the extraordinary curricular and co-curricular programs Francis Parker has to offer.



- Will be an active and present member of the high school community, maintaining excellent relationships with all constituencies.
- Will seek to be present on the Goshen Campus regularly as well in order to develop relationships with faculty, students, and parents and promote understanding and awareness of the high school campus with the ultimate goal of retaining students from 8th to 9th grade.

Qualifications and Personal Attributes

The most competitive candidates for this position at Francis Parker of Louisville will offer the following:

- Experience working in and demonstrated commitment to Progressive education
- Proven experience in an administrative role in a high school, preferably as Dean of Students, Academic Dean, or Director of Admission
- Experience as a teacher of high school students
- Relational leadership experience and a high EQ, with the ability to listen empathically and make thoughtful, human-centered decisions
- Ability to make difficult decisions with compassion and transparency
- Demonstration of commitment to developing and practicing cultural competence and diversity, equity, inclusion, and belonging
- Excellent diplomacy skills and the ability to collaborate with all different school constituent groups
- Excellent communication (oral and written) and listening skills
- Leadership skills, including curiosity, transparency, and a sense of humor

Learn More

Click on the links below to learn more about Francis Parker School of Louisville.

[School Website](#)

[Diversity, Equity, Inclusion, and Belonging](#)

[School History](#)

[School Profile](#)

[School Philosophy](#)

[About Louisville, Kentucky](#)



To Apply

Interested and qualified candidates are invited to contact the consultant 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:

Rice Bryan

Consultant

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