

EXECUTIVE DIRECTOR SEARCH

GOOD SHEPHERD CATHOLIC MONTESSORI SCHOOL

Cincinnati, Ohio

gscmontessori.org

Start Date: July 1, 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

At Nobles, we forge human connections to inspire a lifelong process of discovery and unlock the potential to do good.

Core Values

CURIOSITY

Curiosity inspires intellectual inquiry. By questioning, reasoning, and thinking critically, we embrace complex ideas and value the exchange of diverse perspectives.

RESPECT

Respect for self and others is the bedrock of our community, guiding us to act with honesty, humility, kindness, empathy, and trust.

PLAYFULNESS

Playfulness sparks creativity, energizes us to give our best, and fortifies resilience to face challenges. We balance hard work with humor.

GENEROSITY

We show up for each other. We practice generosity in all its forms—sharing our knowledge, time, resources, and passions. Giving deepens our understanding of each other and ourselves.

BELONGING

Community means everyone. When we are known and valued, we flourish. Together, we create an environment where everyone feels respected and empowered to be their best selves.

At a Glance



Established
1997



Enrollment
202



Total faculty
46



Student-faculty ratio
12:1



Students receiving aid
90%



Financial aid awarded
\$260,000



Faculty with advanced degrees
12



Campus size
13+ acres



Overview

In 1997, founder and director, Dan Teller, a pioneer in the Montessori community, initiated discussions in the community to assess public interest in the formation of a Catholic Montessori school. These discussions produced a groundswell of support, and a core group of parents formed a Board of Trustees. Within a year, the Board raised \$100,000 to launch the program, further demonstrating the profound degree of interest in the community for a Catholic Montessori program. In August 1998, Queen of Angels Montessori School (later renamed The Good Shepherd Catholic Montessori) opened its doors in leased space in Newtown, Ohio, with 28 preschool and kindergarten students. Since that time, the school maintained the business plan to expand one grade level per year and now serves 202 students from preschool through eighth grade. In 2002, the campus moved to its present location just north of Mariemont, Ohio.

The school recently celebrated its 25th anniversary, marking an important milestone in its history. As we look toward the future, the Board is focused on continuous improvement in key areas: student learning, faculty and staff development, facilities, and financial sustainability.

The current administrative team is modest, consisting of the Principal, an executive assistant, a part-time controller, and a part-time facilities manager. To better support the Principal and ensure the school's continued growth, the Board believes the team should be expanded by adding an experienced leader. The Executive Director and the Principal will report to the Board of Trustees.



Opportunities and Challenges

The Good Shepherd Catholic Montessori School (GSCM) Board of Trustees aspires for GSCM to serve as a model for schools seeking to be authentically Catholic and Montessori. As the school continues to grow and build upon its 25-year legacy, it is recruiting an Executive Director to collaborate with the Principal in achieving the following key priorities:

Strategic Vision and Leadership

- **Developing a Long-Term Strategic Plan:** Provide visionary leadership that inspires innovation and excellence throughout the GSCM community. Collaborate closely with school leadership to craft and implement a strategic vision that secures the future of the school.

Faith, Montessori Methodology, and Catechesis

- **Maintaining and Enhancing the Educational Philosophy:** Preserve and strengthen the core pillars of a Good Shepherd education: Catholic faith, Montessori methodology, and the Catechesis of the Good Shepherd. These elements will remain central to GSCM's mission and educational philosophy as the school continues to grow and evolve.

Academic Excellence and Faculty Development

- **Commitment to Faculty Excellence:** Ensure GSCM faculty and staff are uniquely qualified and experienced to provide an outstanding education in line with GSCM's mission. Hire, develop, and retain a superior faculty and staff who are deeply committed to the Montessori method and Catholic values.



Community Building and Communication

- **Enhancing Internal and External Communications:** Improve communication across all levels—within the school and externally—to foster trust, transparency, and engagement.
- **Increasing Awareness Through Marketing and Public Relations:** Raise awareness of GSCM’s unique Catholic Montessori approach by enhancing marketing efforts, public relations, and community involvement.

Philanthropy and Financial Growth

- **Expanding the Donor Base and Building an Endowment:** Secure the school’s financial future by developing a robust donor base. Begin an endowment dedicated to financial aid, teacher compensation, and professional development of staff.

Campus Growth and Development

- **Creating a Master Campus Plan:** Develop a comprehensive campus master plan to guide facility development, including the creation of new learning spaces and the renovation of existing ones, to ensure the campus meets the needs of the growing school community.



Qualifications and Personal Attributes

The new Executive Director will have a central role in fulfilling the vision for the school's future. In order to be successful, the new Executive Director will need to be:

- A practicing Catholic, faithful to the Magisterium of the Church;
- An excellent communicator who listens intently and values all members of the school community;
- A servant leader who is committed to the mission of Good Shepherd Catholic Montessori School;
- A person of integrity who has high standards for him/herself and others;
- A mission-driven person of prayer who realizes that this work is God's work;
- A collaborator who can work closely with the Principal to craft strategies and initiatives for the school;
- An enthusiastic leader who inspires teachers, parents and donors to support the mission;
- A personable, approachable, relational and joyful leader who can create a sense of unity and teamwork.

Learn More

Click on the links below to learn more about the Good Shepherd Catholic Montessori School.

[School Website](#)

[Catholic Identity](#)

[Educational Curricular Goals](#)

[About Cincinnati, Ohio](#)

[Montessori Method](#)



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 completed Candidate Questionnaire (to be provided by consultants);
- 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:

Barbara Daush

Senior Consultant and Catholic Schools Practice Leader
barbara.daush@carneysandoe.com

The full-time equivalent salary range for this position is \$90,000 – 150,000. The starting salary is based upon, but not limited to several factors that include years of experience, education level, and expertise.