

HEAD OF SCHOOL SEARCH

GREEN HEDGES SCHOOL

Vienna, Virginia
greenhedges.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

MISSION

To inspire young people of talent and promise to develop clear values, a desire for wisdom, and an appreciation for all endeavors which broaden the mind and enlighten the spirit.

AT A GLANCE



Established
1942



Total enrollment
185



Total faculty
50



Student-teacher ratio
1:8



Students of color
42%



Financial aid awarded
\$784,000



Faculty with advanced degrees
34%



Campus Size
5 acres

Faculty of color: 32%
Average class size: 15-18

Students receiving aid: 28%
Annual operating budget: \$5.6 million



Overview

Nestled in a residential neighborhood in Vienna, VA, a suburb of Washington, DC, Green Hedges is a warm, dynamic school that earns its epithet “Small Wonder.” With 185 students ranging from two-year-olds to eighth graders, it is a place where every student is known by every adult at the school. A blend of traditional and progressive pedagogies, the school uses a Montessori model for its highly regarded twos through kindergarten program. As the school’s mission suggests in aiming to nurture “an appreciation for all endeavors which broaden the mind,” Green Hedges offers a strong academic program across all disciplines from STEM to the humanities. The school’s strong emphasis on the arts, an emphasis originating with the founders, is a distinguishing feature. All students take both art and music throughout their time at Green Hedges, with every student required to play an instrument beginning in fourth grade. In Lower School, each grade puts on an annual dramatic performance and all middle schoolers participate in an annual division-wide musical. Student artwork covers the walls of the school. Prioritizing the arts reflects an overall commitment to the power of experiential learning. Whether tending a garden in Lower School or studying the Chesapeake Bay ecology on site, students learn by doing. At the same time, the school embraces some more traditional elements. Students begin studying French in Montessori (they have the opportunity to switch to Spanish in Middle School) and all Middle Schoolers take Latin. Students in grades 1-8 wear uniforms.

Communication, including public speaking, also represents an important part of the program, and students start speaking from the stage during Openings and Closings, the grade K-8 meetings that begin and end each week, from the youngest ages. This culminates with a required speech presented by each eighth grader at the conclusion of the time at Green Hedges.

Current Head of School Jennifer Bohnen has led Green Hedges since 2019. Under her leadership, enrollment has increased significantly and largely stabilized. She has added learning support and counselors and assembled what is widely regarded internally as the strongest faculty in recent memory and perhaps the school’s history. The school has long had plans to expand and grow. Once necessary town permits have been procured, hopefully in the next few months, the plans will come to fruition in the form of a new school building, revamped playgrounds, and a renovated current main building, Kilmer Hall. The school is currently engaged in a \$5 million capital campaign to fund a portion of this project, with an expectation of taking on debt for the remaining cost.



They have raised approximately \$2.2 million towards their goal.

Frances and Kenton Kilmer founded Green Hedges in Arlington in 1942. The children of an artist and a well-known poet, respectively, their love for the arts and their belief in their importance in children's education ensured that the arts featured prominently in the curriculum, a characteristic that carries through to today. Indeed, the school's history continues to inform school culture and programming. The teaching of French from an early age and Latin for all students both originate with the Kilmers as does the tradition of beginning and ending each week with a grades K-8 gathering, known since the Kilmers' time as Openings and Closings. The Kilmers also wanted a small school where students could receive individual attention, another persistent characteristic. Perhaps even more important was the Kilmers' philosophical approach. In addition to emphasis on the arts and literature, they offered a global history curriculum and intentionally developed citizenship and character in their students, all still features of the school. "Children leaving our school should have the courage to act according to their own conscience, and to meet the strange, the foreign, the new with eager and joyful interest," Kenton Kilmer observed. The school has been at its current location in Vienna, Virginia since 1955.

Opportunities and Challenges

This is an exciting time to be joining the "small wonder" of a school that Green Hedges represents. The school is deeply grounded in its history and is beloved by families and staff alike. With an excellent faculty and solid enrollment, the new Head of School will be entering a strong, dynamic, and caring community, one that treasures its small size and the way students are known. The community is eager for the new and refurbished spaces that will come with the planned construction projects. It is an optimistic place that values its past and is ready to embrace the future.

- Continue to nurture a close-knit community where every child feels known and valued.
- Oversee the completion of the building project which includes a new school building, update of the playground, and the renovation of Kilmer Hall, the main school building.



- Continue to cultivate relationships with the broader Vienna community, including securing Town approval for both physical expansion and enrollment growth (if not already completed).
- Building on the learning and counseling supports, evaluate student and faculty needs in these areas to best serve students.
- Build on the increased interest from families to stay beyond kindergarten and the Montessori program into first grade.
- Develop relationships with area schools in support of secondary school placements for Green Hedges students.
- Build a more robust culture of philanthropy.
- Review retention of students from lower to middle school.
- Balance historical programming with current needs and expectations of students and families.
- Continue to support the faculty as they manage a changing student profile.
- Help build a stronger sense of one school from 2-year-olds through 8th grade.

Qualifications and Personal Attributes

Green Hedges School is seeking in its next Head of School an experienced, warm, relational, and engaged educational leader who fully embraces the school's mission, vision, and values; Someone who can lead the school programmatically, inspire faculty, build teams, provide institutional strategic thinking, and forge connections with the Board, parents, and the larger Green Hedges community.

The strongest candidates will offer most or all the following experiences, skill sets, and mindsets:

Professional Qualifications

- A deep understanding of and appreciation for the joys and compelling qualities of a Preschool - Grade 8 school;
- Significant administrative experience, including work with curriculum and instruction, school operations and finances, and strategic planning, and board relations;
- Familiarity with Montessori education;
- Successful experience recruiting, hiring, supporting, and retaining talented, diverse, and mission-aligned faculty;
- Confidence, and clarity in communication, both orally and in writing;
- A strategic thinker who can formulate a vision for the future and execute on that vision for the institution as a whole;



- Experience in cultivating a culture of philanthropy
- A passionate advocate for the school and its mission internally and externally.

Leadership Style

- An orientation toward skilled servant leadership;
- A community builder with exceptional interpersonal skills accompanied by transparency, honesty, and decisiveness;
- The ability to empower and support faculty, build a cohesive team, and provide opportunities for growth and advancement;
- A commitment to honoring multiple perspectives in order to maintain an authentic, inclusive community;
- An understanding of and respect for the school's history and the ability to serve as an agent of mission-aligned progress rather than change for the sake of change;
- The confidence and humility to advocate for new ideas, invite disagreement, and welcome feedback, engaging in challenging conversations with grace and a keen sense of emotional intelligence; and
- A commitment to advocating for and fostering a safe and supportive environment for all learners.

Personal Qualities

- Alignment with Green Hedge's mission and vision, including a fundamental belief in the joy of working with young children;
- Demonstrates empathy and authenticity in interactions, building genuine connections with students, staff, and the broader community;
- Evidence of a commitment to fostering a culture that works to grow, embrace and celebrate diversity, equity, inclusion, and belonging, supported by purposeful and intentional ongoing practices to maintain and honor the success of the full breadth of community members;
- Eagerness to engage actively with students, parents, faculty, and staff, and willingness to prioritize visibility and approachability amidst the demands of a busy professional schedule;
- A commitment to student, faculty, and staff wellness.

Learn More

Click on the links below to learn more about Green Hedges School.

[School Website](#)

[School History](#)

[Core Values and Philosophy](#)

[Diversity and Inclusion](#)

[Portrait of a Graduate](#)

[About Vienna, Virginia](#)



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:

Rice Bryan

Consultant

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Susanna Jones

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