

ASSOCIATE HEAD OF SCHOOL SEARCH

LAKE HIGHLAND PREPARATORY SCHOOL

Orlando, Florida

lhps.org

Start Date: July 1, 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Within an atmosphere of love, concern, and mutual respect, Lake Highland Preparatory School is committed to instilling Christian values, inspiring patriotism, developing leaders, and preparing students for college and lifelong learning through academically challenging programs and affirming competitive experiences.

Vision

Lake Highland Preparatory School develops and empowers students with noble character, keen intellect, and an enduring love of learning to thrive in a highly competitive, widely collaborative, and ever-changing world. The school embraces a “whole child” approach by fostering confident, competent, and functional citizens who are intellectually, physically, emotionally, and spiritually prepared to pursue their dreams, achieve their full potential, and successfully cope with life challenges.

Fast Facts



Established
1970



Enrollment
2,100+



Total faculty
164



Student-faculty ratio
17:1 (avg)



Students of color
39%



Financial aid awarded
\$1.949M



Faculty with an advanced degree
54%



Campus size
43 acres

Full-time employees: 363

Faculty of color: 8.5%

Students receiving aid: 6.6% (grades 6-12)

Endowment: \$6.76M

Annual operating budget for current school year: \$64M

Advanced Placement (34) and Honors (83) courses



Overview

Lake Highland Preparatory School (LHP), a Prekindergarten through 12th grade school in Orlando, Florida, and the eighth largest independent school in the US by enrollment, offers its 2,100+ students an unparalleled education with long-lasting life lessons rooted in integrity, grit, and grace. Established in 1970, Lake Highland ensures that every child is known and nurtured. Students experience learning within an academically challenging and supportive environment and with teachers who are actively committed to the academic and social-emotional development of every child. This powerful combination results in joyful learning that prepares students exceptionally well for college and life.

Since its founding, Lake Highland has delivered an education that faculty and parents characterize as providing a range of extraordinary opportunities for students in every grade; in fact, LHP's tagline is Central Florida's "School of Opportunity" within an atmosphere of love, concern, and mutual respect. The school's focus is simple: to develop young scholars with empathy for others, pride in our country, curiosity to innovate, confidence to contribute, courage to lead, and perseverance to conquer life's challenges. Here, the spirit of community is a resounding strength.

Empowered by education and defined by character, Highlanders receive an exceptional education and are offered unique opportunities to learn and develop the capacity to lead. While the student body comprises many different faiths, LHP strives to instill Christian values that align with the fruits of the spirit, including love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Beginning with the youngest Highlanders, the school's leadership continuum focuses on the cultivation of a student's moral character by providing opportunities to both serve and lead. Lake Highland is also strongly committed to inspiring patriotism in every student; the annual Veterans Day Tribute is one of the most widely celebrated and recognized school traditions.

Lake Highland's 43 acres of campuses consist of the Charles E. Bradshaw, Jr. Campus for the Lower and Upper Schools, the Charles Clayton Campus for the Middle School, and the Lake Highland Athletic Complex. The Charles Clayton Campus (CCC) is home to LHP's 7th and 8th grades providing an ideal, independent setting designed for the needs of Middle School students. Located less than a mile from the Bradshaw Campus, the CCC's classrooms are engaging environments where innovation, entrepreneurship, leadership, and service are woven through many courses. Middle school students have their own gym, art studio, chapel, and field for P.E. and sports.



The Bradshaw Campus is as impressive as it is beautiful, nestled in a scenic residential enclave of downtown Orlando. The Lower School features a beautiful outdoor sensory courtyard, library, makerspace, engineering design studio, and robotics lab, as well as a separate 6th-grade center for the “leaders of Lower School.” Additionally, LHP’s new 71,000+ square-foot Porter Family Center for Innovation & Academics is a 4-story state-of-the-art hub of academic excellence for Upper School students. Opened in August of 2023, the Porter Center offers transformative spaces for Highlanders to learn, collaborate, problem-solve, and create. Along with state-of-the-art classroom space, the campus includes the \$15 million Harriett Coleman Center for the Arts, comprising 30,000 square feet of performance, rehearsal, and instructional space.

Lake Highland athletic facilities include a 1,100-seat gymnasium, a new, rubberized track and turf field, a 1,200-seat outdoor stadium, an Olympic pool and aquatic center, and a 3,750-square-foot Strength and Conditioning facility. The Lake Highland Athletic Complex (LHAC) is located a short distance from the main campus and features a softball field, baseball field, tennis courts, archery field, and practice fields.

The school is completing a major capital campaign to support the construction of a new Multisport Athletic Facility which will include a new gymnasium, wrestling center, archery range, locker rooms, hospitality suite, fitness center, golf simulator, and film room. As part of the capital improvement plan, the current field will be renovated to include fields for soccer, lacrosse, track and field, softball, and baseball. Once completed the school will turn to the completion of the Arts District. This dynamic center will be a new home for Highlander musicians and performers. The Arts District will feature extensively renovated spaces for Orchestra, Band, Chorus, and Performing Arts.

With the appointment of Bill Fiordalis, the current Associate Head, to a head of school position elsewhere, Lake Highland seeks another able leader to succeed him in the role. The Associate Head of School oversees the PreK-12 academic program, the three academic divisions, and student support and health in those divisions, including athletics, student life and belonging, admissions, marketing, and auxiliary programs.



Working closely with (and reporting to) LHP’s President, Jim McIntyre, the Associate Head of School will help the school embark on its new and ambitious Strategic Plan, support and help to accelerate the work the school leadership is engaged in, including curriculum, pedagogy, cocurricular programming, student experience, service learning, campus development, and organizational structure, efficiency and systems. This expansive, multifaceted role offers significant challenge and opportunity on a broad scale for a relational, educational servant-leader who is successful at building and leading teams, knowledgeable about structuring PreK-12 curriculum, and focused on providing meaningful academic and programmatic experiences for students at all levels.

Orlando, Florida

Orlando, Florida is a thriving city of more than two million residents, home to a vibrant and well-kept city center and the beneficiary of sunny weather, year-round. Its climate, lifestyle, and international connectedness are all magnets for people seeking healthy, productive living environments.

While Walt Disney World, Universal Orlando, Seaworld, Discovery Cove, and LEGOLand are all located in Orlando, outside the resorts and theme parks, Orlando offers residents an urban/suburban mix — with plenty of services, shops, cafés, theaters, and more. Well-planned neighborhoods with eclectic houses and leafy side streets are filled with local businesses — from markets to innovative restaurants. Downtown Orlando is the largest urban center in Central Florida. It is home to iconic skyscrapers, sports centers, theatres, art galleries, shopping centers, and parks. It boasts a great restaurant and nightlife scene, and it hosts an array of festivals, parades, and high-profile events, too. With three theaters and an outdoor plaza and entertainment venue, the Dr. Phillips Center for the Performing Arts hosts a variety of stage performances and is home to the symphony (The Orlando Philharmonic Orchestra) and a ballet company simply called, The Company.

Known for its diversity, Orlando is also highly rated for the quality of life, education, and work opportunities — including in digital media, agricultural technology, aviation, aerospace, and software design. Orlando is known for the Central Florida Research Park, home to more than 120 companies. Within three miles of each other, the University of Central Florida and Valencia College create a culture of collaboration guaranteed to provide excellent learning experience and university education.



Outdoor recreation and a major sports team adds to Orlando’s appeal. The city boasts the most golf courses in the U.S. and, has around 100 lakes to enjoy and explore. Ecotourism is popular, and the area’s lush environment includes manatee habitats, scenic nature preserves, crystal clear springs, hiking trails, and more. Sports fans cheer on the Orlando City Soccer Club and the NBA’s Orlando Magic.

Opportunities and Challenges

The next Associate Head of School joins an exceptionally mission-focused community with a collaborative and cohesive spirit, while enjoying robust enrollment, strong parental support, and sound finances. Opportunities for leadership in this role include:

- Helping to implement the school’s new (as of November 2024) Strategic Plan, managing school-wide progress
- Ensuring academic excellence in each division, and guiding and leading others in the implementation and ongoing support of that vision and practice
- Supporting the school’s work around diversity, equity, and inclusion, including welcoming an even more racially diverse student body and faculty and fostering a culture of belonging
- Overseeing the student experience and educational journey such that each Lake Highland student realizes their full potential, benefits from the school’s programs and resources at each grade level and enjoys healthy social and emotional support throughout their time at LHP
- Guiding the school’s admissions, enrollment, and marketing teams to both promote to and fill the school with qualified applicants
- Proactively leading the hiring of faculty and administrators ensuring excellence, both in hiring and onboarding, of persons and process
- Maintaining a strong athletics program that emphasizes performance, sportsmanship, participation, and personal growth and achievement
- Guiding the school’s robust auxiliary programs to be models of excellence in serving current – and prospective – students, and in the operations and as a revenue source.



Qualifications and Personal Attributes

The ideal candidate(s) will offer most or all the following qualifications and qualities:

- Deep appreciation for the school's mission;
- Experience as a curricular leader, facilitating connections across departments;
- Systems thinker and project manager – capacity to see the big picture and attend to details with high level organizational skill;
- Facile with data and data-informed decision making;
- The flexibility and collaborative spirit necessary to partner and compromise with other members of the senior administrative team;
- Personal and professional commitment to diversity, equity, and inclusion and the skills to support critical conversations in the design of ever more inclusive culture, curriculum, pedagogy, and programs;
- Strong interpersonal communication, including listening, mentoring, relationship and community building, presentation and facilitation skills;
- A relational leadership style built on approachability, trust, transparency, and responsiveness;
- Ability to coalesce teams and generate momentum of a group;
- Appropriately balance the tension between autonomy and accountability;
- Organizational fluency to manage multiple streams of information and respond to situations as they emerge;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty and staff;
- The confidence and humility to advocate for and embrace new ideas, invite disagreement, and welcome feedback; and
- A style characterized by curiosity, warmth, consistency, and optimism.

Learn More

Click on the links below to learn more about Lake Highland Preparatory School.

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[Strategic Plan \(New one being released
as of Nov 2024\)](#)

[College Matriculation](#)



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 and thorough résumé of no more than four pages;
- Finalists will need to submit 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:

Ben Bolté

Senior Consultant
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John Allman

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Lake Highland is accredited by the Southern Association of Colleges and Schools and by the Florida Council of Independent Schools, and Cognia. LHP is also a member of the National Association of Independent Schools.