

# DIRECTOR OF VISUAL AND PERFORMING ARTS 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.

# At a Glance



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 advanced degrees  
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 U.S. 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. As a mission-driven school, they are committed to creating and maintaining an atmosphere of love, concern, and mutual respect for all Highlanders and guests. LHP's tagline is "Central Florida's School of Opportunity," which speaks to the volume of unique activities, associations, organizations, and opportunities students have at their fingertips. 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 Fruit 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 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 four-story state-of-the-art hub of academic excellence for Upper School students. Opened in August 2023, the Porter Center offers transformative spaces for Highlanders to learn, collaborate, problem-solve, and create. Along with innovative and inspiring 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.

Rooted in the mission and vision of Lake Highland Prep, the Director of Visual and Performing Arts is responsible for leading and overseeing the development, implementation, and growth of the school's visual and performing arts programs. The Director fosters a culture of collaboration, creativity, academic excellence, personal growth, and community spirit for prekindergarten through 12th-grade students. The role includes providing strategic leadership, managing arts facilities, overseeing the arts faculty and staff, nurturing a positive and inclusive culture, and ensuring that arts programs integrate into the school's academic and character development goals.

## 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, 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 its 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 experiences and university education.

Outdoor recreation and a major sports team add 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 new Director of Visual and Performing Arts will join Lake Highland Prep at a time of great opportunity for the arts program. With the recent launch of the School’s new ambitious strategic plan, the next Director of Visual & Performing Arts will work within a dynamic, evolving leadership team to realize the bold aspirations in that plan. Looking forward to undertaking the third major campus development project in a decade, LHP will realize a campus master plan consolidating its arts program into a dedicated Arts District on campus. These facilities will include the existing state-of-the-art Harriet Coleman Center for the Arts (HCCA), as well as newly designed and purpose-built spaces for Orchestra, Band, and Chorus. The new Director of Visual and Performing Arts will play a pivotal leadership role in the development and launch of the Arts District and the continued excellence and growth of the program that the District will facilitate.

The Director of Visual and Performing Arts will...

**Provide vision, inspiration, and leadership to enhance the impact of the visual and performing arts at Lake Highland.** The new Director will be an exemplary arts educator and program manager, with a clear vision and ability to execute stewardship and enhancement of a premier PreK-12 arts program. While fostering a sense of pride in the many offerings and accomplishments of the arts at LHP, the Director will be a forward-thinking champion for the role of the arts in whole-child education and the future potential of the program. The Director will partner with the senior administrative team in contributing to the design of the Arts District, including review of plans for construction and infrastructure, management of transition into new spaces, and creative scheduling and space utilization to maximize the District’s potential.





**Advocate for the arts as an integral part of a Lake Highland education.** Reporting to the Associate Head of School, the Director will join a highly collaborative and integrated leadership team overseeing the academic and extracurricular programs across the PreK-12 spectrum. As the leader of the Visual and Performing Arts, the new Director will have a keen ability to balance advocacy for the arts program and a commitment to the holistic mission of the school. By being an inclusive listener and thinker, the Director will have the savvy and interpersonal skills to navigate multiple institutional priorities and perspectives to find solutions in the best interest of the arts program and the school as a whole. By leveraging the support of the active parent Arts League, the Director will ensure the profile of the program reflects the high caliber of talent development and performance at Lake Highland.

**Effectively manage a complex portfolio of personnel, physical plant, and budgetary resources to maximize the potential of LHP Arts.** The Director will be responsible for recruiting, developing, and retaining the highest quality teachers across programs and serve as a pedagogical leader for the best practices in arts education. This work will require efficient resource and budget management, with a focus on nurturing and developing faculty, maximizing the unique opportunities of a flexible workforce that includes both full- and part-time teachers, instructors, and production team members. The Director will create systems and processes for communication about the use of arts facilities to maximize their utility to the entire school without compromising arts' access, and oversee the management of equipment, instruments, and technology.

**Elevate the profile of LHP Arts by bringing the campus to the vibrant local arts community and the local arts community to the campus.** Orlando is uniquely bursting with arts and entertainment, including the recently opened Dr. Phillips Center for the Performing Arts, The Orlando Philharmonic Orchestra, and The Company Ballet, not to mention a host of musical and theatrical talent associated with Disney and other theme parks. In this context, Lake Highland is brilliantly positioned to leverage the local arts scene to elevate LHP Arts. The Director will seek to establish relationships and partnerships with local arts resources to enhance arts education at the school by showcasing students and their talents off-campus, and by bringing a diverse array of working artists to campus as performers, mentors, and role models. The Director will work in close partnership with the school's Admissions, Advancement, and Marketing & Communications teams to effectively market the program's many remarkable achievements and to tell the story of LHP Arts.



## Qualifications and Personal Attributes

As the leader for the arts, the Director will be a strong advocate for the role of the arts at the Lake Highland Prep and in students' lives. Competitive candidates will bring passion and energy for the arts and a commitment to collaboration with community members across the school. The strongest candidates will possess many of the following qualifications:

- Deep appreciation for Lake Highland Prep's mission and history;
- Vision for the continued and future excellence of LHP's arts program across the PreK-12 spectrum and the tactical and interpersonal skills necessary to bring that vision to fruition;
- Understanding of the mindset, curriculum, and pedagogy of multiple disciplines within visual and performing arts;
- Creative, communicative, student-centered, and collaborative approach to decision-making;
- The ability to navigate complexity, in part, through effective prioritization, delegation, and management of systems;
- Knowledgeable about and proficient with the most current technology and digital tools for arts education and program management;
- Experience training and managing a diverse team of faculty and staff, providing guidance and professional development opportunities in instructional strategies, use of technology, real-world applications, and hands-on teaching;
- Ability to work with high levels of initiative and minimal levels of guidance;
- A spirit of positivity, optimism, and "can-do" leadership.



## Learn More

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

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[Strategic Plan](#)

[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 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:

### **Amy Rogers**

Consultant

[amy.rogers@carneysandoe.com](mailto:amy.rogers@carneysandoe.com)

### **Todd Gochman**

Consultant

[todd.gochman@carneysandoe.com](mailto:todd.gochman@carneysandoe.com)

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