

DIRECTOR OF THE LOWER SCHOOL SEARCH

LAKE HIGHLAND PREPARATORY SCHOOL

Orlando, Florida

lhps.org

Start Date: July 1, 2025



**Carney
Sandoe**
& ASSOCIATES

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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



Lower School enrollment
930



Total Lower School faculty
158



Student-faculty ratio
17:1 (avg)



Students of color
39%



Financial aid awarded
\$1.949M



Faculty with advanced degrees
54%



Campus size
43 acres
(total for both campuses)

Total students: 2,100+

Full-time employees school-wide: 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.

The Director of the Lower School provides leadership and supervision in the daily operation of the 930-student Lower School. Rooted in the LHP mission and vision, the Director fosters a culture of academic excellence, personal growth, and community spirit for Pre-Kindergarten through Grade 6 students. The Director plans for and oversees the quality of learning, student services, and student outcomes while ensuring cohesive integration with school-wide policies, programs, and initiatives.

Building on Lake Highland's rich traditions and within an atmosphere of love, concern, and mutual respect, this leader will ensure that the Lower School provides a safe, inclusive environment that nurtures curiosity, respect, and a love of learning. Overseeing all aspects of campus operations—from curriculum development to community engagement—the Director of the Lower School's key focus will be preparing students for a seamless transition to middle school by equipping them with the academic foundations, social skills, and confidence needed for future success.

With most Lower School grades housed in one building (with adjacent classroom space for grade 6), the Lower School offers bright, vibrant classroom space surrounding a charming courtyard for learning /play. Program emphasis is on the whole child, with the first six weeks of each year focused on the social-emotional dimension of student development, resulting in more effective student learning. (They also use Responsive Classroom.) Parents are supportive and engaged, and teachers are empowered to make academic decisions that they know work best for students; student retention is 95%.

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 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.



Orlando, Florida

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

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 impressive 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. 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 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 of the Position

The Director of the Lower School supervises four Associate Directors as well as an ample support staff, and reports to the Associate Head of School. LHP seeks an innovative educational leader eager to nurture an enriching educational program that excites curious young learners as they embark on distinctive educational journeys filled with abundant opportunities to become servant leaders of “noble character, keen intellect, and an enduring love of learning.” As the School begins this month to launch an ambitious strategic plan, the next Director of the Lower School will work within a dynamic, evolving leadership team to realize the bold aspirations in that plan. The Director of the Lower School provides leadership and supervision in the daily operation of the Lower School, fostering a culture of academic excellence, personal growth, and community spirit for students. PreK-6. S/he plans for and oversees the quality of learning, student services, and student outcomes while ensuring cohesive integration with school-wide policies, programs, and initiatives.

Qualifications and Personal Attributes

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

- Deep appreciation and affection for the joys of a PreK-12 community; experience as a classroom teacher who celebrates, nurtures, and delights in Lower School children;
- The ability to develop and articulate vision and strategy and the tactical skills to manage the systems and processes necessary to implement program growth;
- Understanding of evolving best practices in curriculum, instruction, and assessment in the support of an effective and age-appropriate pedagogy;
- Personal and professional commitment to inclusion and belonging and the requisite skills to support a diverse student body and faculty and to facilitate critical conversations;
- Experience leading adults with confidence and collaboration, supporting their growth and development;
- A leadership style built on availability, approachability, responsiveness, and transparent communication;
- Strong understanding of how to step back to leverage and support the strengths of others, bringing people together in support of shared goals;

- The confidence and humility to advocate for new ideas, invite disagreement, and welcome feedback;
- Alignment with Lake Highland Prep’s mission and vision, including a fundamental belief in the fulfillment enjoyed when working with young children;
- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity across a wide range of stakeholders;
- Eagerness to engage actively with students, faculty, staff, and parents and willingness to prioritize visibility amidst the demands of a busy schedule;
- Master’s degree or higher.

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 their interest in this particular position;
- A current résumé of no more than four pages;
- Finalists will 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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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.