

HEAD OF SCHOOL SEARCH

OAK MEADOW MONTESSORI SCHOOL

Littleton, Massachusetts

oakmeadow.org

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission

Oak Meadow School is rooted in the child-centered Montessori philosophy, which fosters academic excellence, personal growth, and cultural awareness while nurturing children's spirits. A diverse community of life-long learners, we cultivate confident, independent, and compassionate human beings by providing the tools and experiences needed to embark on rich, meaningful journeys as responsible citizens of the world.

Overview

Oak Meadow Montessori School (OMMS) is poised on the edge of a new era of greatness. The school is already recognized for its exceptionally able, trained, and dedicated faculty. It is distinguished by signature programs such as the Nature Program, Music and Drama, and Spanish language instruction starting in Children's House; and it is excited by the prospects of reinventing its Middle School. Under the guidance of a skilled and visionary interim Head of School who is providing welcomed leadership, the school will sail into its 50th anniversary year (2027) with a new leader to build on this exceptional foundation and partner with a wonderful school community to realize unlimited potential in its next 50 years.

With about 150 students from 18 months through middle school, Oak Meadow Montessori is rededicating itself to authentic Montessori programming. It believes passionately in how Montessori prepares students for lives of creativity, commitment, self-discovery, and contributions to the world around them. Authentic Montessori is also a distinct advantage that differentiates OMMS in a competitive marketplace of excellent public schools and other private schools in this verdant suburb just west of Boston.

Oak Meadow Montessori School faces some of the same challenges of most schools still recovering a sense of community lost during the Pandemic. But the warmth, the personal connections between students and teachers and families is coming back and everyone agrees that the student experience is first rate. Oak Meadow seeks a visionary but also hands-on Head to start July 1, 2025 to join with the school community to springboard into its second 50 years with joy, vision, hard work, and unwavering student-first focus. While prior Montessori training and/or experience is a plus but not required, the ability to continue to rebuild the historic connections of community, inclusive decision-making and creative educational approaches, will characterize successful candidates.

Strengths of the School

Among many strengths of the school, the new head will find:

- A wonderful faculty who are often cited for going above and beyond to get to really know not only each child, but their families. Because of the Montessori multi-age classrooms, these great teachers have three years to get to know their students. The connection between students and teachers extends to teacher-parent connections and a warm sense of collegiality among the teachers themselves.



- Facilities that are bright, well maintained and well suited to the prepared environment that is central to Montessori education. Most classrooms have direct access to the outdoors where playgrounds and fields await eager children. The school even has a full-sized gym, not often found in PK-8 schools.
- The school is in the process of providing more training and Montessori certification for its faculty. Not only will the school host a Montessori training program in the summer of 2025, some faculty will travel in the summer of 2024 to increase their training.
- With as many as 40% of students needing some kind of learning support, dedicated staff and the Montessori method itself provide the kind of individualized, student-paced-and-driven education that benefits neurodiverse students.
- The school has an ongoing DEIJ committee and has developed an anti-racism statement which can be found on the website.
- As noted above, the school has a number of signature programs that differentiate it from other schools in the area. Another example is that the re-envisioned Middle School intends to have students off campus every Friday in a variety of experiential learning endeavors.

Opportunities and Challenges

Among the challenges and opportunities the new Head will be expected to address are:

- All schools are still recovering from the disruption of the Pandemic. At OMMS, the need to re-establish the close-knit sense of community is in a school that has had significant disruptions and craves stability.
- OMMS passionately believes in the student benefits of Montessori education. It is ongoing work to keep faculty trained as well as to effectively communicate those benefits externally in order to rebuild enrollment that has declined as a result of the various disruptions of the past few years.



- Enrollment growth is essential and the new Head will be expected to help create the marketing messages and be the compelling face of the school and chief story-teller about the amazing student benefits of an OMMS education.
- Insofar as Montessori is the most important differentiator of the school, the school must continually strengthen the Montessori program, especially in the higher grades.
- As noted above, the Middle School (grades 7-8) is embarking on an exciting effort to define the very best in Montessori education for these adolescents. Starting in the Fall of 2024, it will take several years and the support of the new Head to help that effort succeed.
- As in all schools, it is ongoing work to create a DEIJ culture that welcomes all, educates students in age-appropriate ways, and assures that the diversity and inclusion in the school community prepare students for success in a diverse and multicultural world.
- With significant neurodiversity among students (both accelerated learners and those who learn differently), it is essential to define clearly whom the school can and cannot serve, and to assure that those who need learning support and/or extra challenge are provided with the resources they require.
- The school would benefit from implementation of updated software and systems that can more efficiently and effectively improve communications and operations.
- The school needs to build a culture of philanthropy that will significantly grow annual fundraising and will underlie a likely capital campaign in celebration of the 50th anniversary in 2027. That anniversary is a rare opportunity to be maximized as a springboard to the school's future.



Desired Personal Skills and Attributes

The next head will ideally possess these personal characteristics:

- Familiarity with Montessori Education, especially in the older grades. If not a Montessorian, then a passion for and understanding of progressive education.
- A connector. Someone who can nurture all the relationships within the school; who can build relationships with area high schools; who can expand the visibility of OMMS in the surrounding communities.
- A marketing mindset always looking to tell the story of the school to prospective parents, prospective donors, and the community at large, in a compelling, exciting, and engaging way. An irresistible face of the school.
- Prior fundraising experience, able to expand the culture of philanthropy within the school community and expand both annual and capital giving.
- Humble tenacity. Able to persist, to drive the school forward, to successfully implement change; but without making it about them. Approachable, relational, warm, and inclusive.
- Educational creativity. While strengthening the Montessori program of the school is essential, someone who knows educational thought leadership, who knows child development, who is able to bring emerging practices into the school within the context of Montessori values and pedagogy.
- Prior classroom experience sufficient to provide continuous support, professional development and guidance to the school's excellent faculty. Ability to lead faculty by providing them the space and resources to do what they do well, and also challenge them so that they grow and develop. Not micromanaging, but setting a high bar.
- An understanding of diverse learners, a mindset that all students can achieve great things, a passion for and joy of learning.
- Comfortable and experienced leading groups and supporting the DEIJ efforts of the school community.
- Highly organized. A systems thinker. Experience with structuring the administration of the school for maximum efficiency and effectiveness within a realistic budget that reflects the priorities of the school.
- Technologically savvy and familiar with effective learning management, student information and modern communications software systems.
- Prior experience in supporting a strong parent auxiliary, clarifying parent expectations and boundaries, and welcoming parent involvement in the school in constructive ways.

Learn More

Click on the links below to learn more about Oak Meadow Montessori School.

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[School History](#)

[High School Matriculation](#)

[Montessori Foundations](#)

[About Littleton, Massachusetts](#)



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;
- Statement of familiarity with and philosophy of Montessori and/or progressive education;
- 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:

Skip Kotkins

Senior Consultant

skip.kotkins@carneysandoe.com

The full-time equivalent salary range for this position is \$180,000-\$220,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.