



Head of School Search

Louisville, Kentucky
Position Start Date: June 1 - July 1, 2026



EDUCATORS COLLABORATIVE

At a Glance



Position Start Date
June 1 - July 1, 2026



Pre-Kindergarten 2 through Grade 5



Day School, Progressive Education



260 Students



4200 Lime Kiln Lane
Louisville, KY 40222



www.chanceschool.org



Application Deadline
December 10, 2025

Educators Collaborative is pleased to partner with Virginia Chance School in Louisville, Kentucky, in the search for its next Head of School, to begin July 2026.

Virginia Chance School is a distinguished progressive learning community with a steadfast commitment to the principles of progressive education—fostering curiosity, creativity, critical thinking, and a lifelong love of learning in every child. Grounded in experiential and whole-child education, the school provides an exceptional opportunity for a visionary educational leader to advance its mission and values into the future.

The hallmark of a Chance education is the intentional development of the whole child—academically, cognitively, socially, physically, and emotionally—through the tenets of progressive education. Serving children from Pre-Kindergarten 2s (PK2) through 5th grade on its Glenview campus in Louisville, Chance nurtures not only strong academic foundations but also the essential personal qualities cultivated through social-emotional learning, including leadership, teamwork, respect, inclusion, civic-mindedness, resilience, and a strong sense of identity.

The next Head of School will be called to champion these values, inspire a talented faculty, and partner with families and the broader community to ensure that Virginia Chance School continues to thrive as a model of progressive education.

Mission and Educational Philosophy

Virginia Chance School's mission, vision, and philosophy reveal a school deeply rooted in progressive ideals and distinguished by its intentional whole-child approach. Together, they reflect a learning community that values curiosity, inclusion, and authentic engagement, and that prepares children not only for academic success but also for meaningful lives as compassionate and socially responsible citizens.

Vision

The vision of Virginia Chance School is to ignite and instill confidence and skills to excel in a global and changing environment.

Mission

Virginia Chance School is an independent school serving children ages 2 through 5th grade. It is a diverse community of learners committed to excellence and respect through a joyful, challenging, and progressive program. With an intentional whole-child approach to education, each child is guided to reach their cognitive, social, emotional, moral, and physical potential. Graduates emerge as confident, inquisitive learners prepared to engage productively with their world.

Educational Philosophy

Virginia Chance School views childhood as a continuous and unfolding process in which children advance through developmental stages—cognitively, socially, emotionally, morally, and physically. The school emphasizes the importance of cultivating positive attitudes about learning and about life in a democratic society. Virginia Chance's philosophy is evident in several key practices and commitments:

- **Learning in community:** A welcoming culture of mutual respect fosters meaningful relationships and encourages children to take risks, explore ideas, and engage collaboratively.
- **Environment as teacher:** Learning spaces are intentionally designed to promote independence, responsibility, community, and student ownership of learning.
- **Learning through experience:** Knowledge is actively constructed through engagement, hands-on exploration, and authentic connections to the real world.
- **Connection to nature:** Nature-based play and exploration cultivate environmental stewardship and deepen connections to self and community.
- **Respectful guidance:** Positive discipline and respectful language empower children to make responsible choices, solve problems, and develop habits of self-regulation and civic responsibility.
- **Identity and confidence:** Opportunities to build self-reliance and self-confidence nurture a strong sense of identity and agency in learning.



- **Teachers as facilitators:** Educators act as guides, challenging and supporting learners to reach their full potential.
- **Commitment to diversity and inclusion:** By acknowledging and celebrating differences, the school fosters multiculturalism, inclusion, and acceptance of self and others.
- **Equity and justice:** Social justice and anti-racism are integral to the program, reinforced through service-learning and community engagement.
- **Partnership with families:** A strong collaboration between home and school is viewed as central to the life of the school and to student success.

Diversity, Equity, and Inclusion

Virginia Chance School is intentionally inclusive, welcoming all members of its community and affirming the wide spectrum of cultural traditions, backgrounds, and life experiences represented among its families, students, faculty, and staff.

The school's Diversity, Equity, and Inclusion Statement underscores its commitment to:

- Enriching its community through representation of varied backgrounds and perspectives.
- Teaching inclusiveness, equity, and anti-racism in classrooms and through service-learning experiences.
- Preparing children for a lifetime of meaningful, peaceful relationships by embracing diversity and affirming shared humanity.

This commitment extends beyond the school walls, equipping students to become compassionate, socially responsible citizens who engage constructively with their communities and the wider world.

Campus and Location

Virginia Chance School's campus is itself an extension of its educational philosophy—an ideal “classroom” where the environment functions as teacher and progressive aims come vividly to life. The 26-acre campus of woods, fields, and wetlands reflects the school's belief that children learn best through exploration, connection to nature, and authentic engagement with their surroundings.

At the center of campus stands the main schoolhouse, a two-story historic building constructed in 1914 of limestone quarried directly from the property. Preserved with attention to its historic integrity, the building has been thoughtfully supplemented by additions and renovations over the years to meet the needs of a growing and evolving program.

Situated along the river and hillside in Louisville's Glenview neighborhood, the campus offers a rich landscape of woods, trails, fields, and outdoor learning spaces. A rock wall, open green spaces, and natural play areas invite curiosity, creativity, and healthy risk-taking, supporting both physical growth and social-emotional development.

Classrooms are designed to reflect the natural environment, and the outdoors is not an occasional extension but a central feature of daily school life. In all kinds of weather, children venture outside to learn, play, and explore—strengthening resilience, curiosity, and a sense of connection to the natural world.

The campus thus provides not only a safe and inspiring environment for students, but also a living model of the school's progressive commitment to cultivating curiosity, environmental stewardship, and joy in learning.

Recent enhancements to the campus include:

- A major classroom addition (2018) providing four new classrooms, an office for the program directors, and an elevator, complements an earlier addition of a multipurpose "Funroom" and an updated kitchen.
- A dedicated Media Center housing the library and technology lab.
- Outdoor pavilions (2025) that extend opportunities for outdoor learning and community gathering.
- A landscape rich with trails, woods, fields, natural play areas, and a rock wall that invites healthy risk-taking, resilience, and exploration in all weather.

Together, these facilities and grounds provide a safe, inspiring environment that not only supports robust academic learning but also embodies the school's progressive commitment to curiosity, environmental stewardship, and the joy of learning.



About Louisville

www.greaterlouisville.com

Virginia Chance School is located in the Glenview neighborhood of Louisville, Kentucky—an area rich with history, natural beauty, and cultural vitality. Families enjoy access to the Ohio River, expansive parks and greenways, and nearby historic neighborhoods. Louisville is home to a thriving arts and dining scene, nationally recognized festivals, and landmarks such as the Louisville Waterfront Park, the Speed Art Museum, and the Muhammad Ali Center. As one of the fastest-growing metro regions in the country, Louisville is also a hub for innovation and entrepreneurship, home to leading healthcare organizations, a nationally renowned logistics and manufacturing sector, and a flourishing local business community.

The area surrounding Glenview is also known for its strong educational community, with several independent and parochial schools in close proximity. Virginia Chance distinguishes itself within this landscape through its progressive philosophy, whole-child focus, and unique campus environment. The school's historic limestone building and expansive natural grounds provide a rare and distinctive setting for education within the city. Louisville's reputation as a welcoming, globally connected city, one that blends Southern hospitality with a forward-looking vision, underscores the school's role as a place where children are prepared to thrive in a diverse and dynamic world. The city's central location and ease of travel, including Louisville Muhammad Ali International Airport just a short drive from campus, make it an accessible destination for families and visitors alike.

Cave Hill Cemetery, a nationally recognized historic landmark, offers a profound link to the city's heritage. The cemetery is the resting place of many notable figures, including Muhammad Ali, world heavyweight boxing champion and global humanitarian; Colonel Harland Sanders, founder of Kentucky Fried Chicken; and political and cultural leaders who helped shape Louisville and beyond. Its landscape design and historic monuments make it not only a place of remembrance but also a cultural and historic resource.

Overview of the School Program

Virginia Chance School offers a comprehensive program that exemplifies its progressive philosophy and whole-child approach, blending academic preparation with social-emotional development, creativity, and physical well-being. A defining feature of the Chance experience is daily outdoor and nature-based learning, where students explore and play in all kinds of weather, developing resilience, environmental stewardship, and a deep connection to the natural world. This commitment to experiential learning is paired with an individualized, child-centered approach that honors each student's unique strengths, interests, and pace of development. Influenced by the Reggio Emilia philosophy, classrooms are designed to support inquiry, creativity, and collaboration, empowering children to take ownership of their learning and develop confidence, independence, and intrinsic motivation.

The school's multi-age elementary structure—Kindergarten, Primary (1st and 2nd grade), Intermediate (3rd and 4th grade), and 5th grade—

further enhances differentiated instruction, peer collaboration, and leadership development at every stage of growth. This intentional design is a hallmark of the Chance program, setting it apart from more traditional grade-level models. Social-emotional learning is deliberately embedded throughout the program, cultivating respect, empathy, inclusion, civic-mindedness, and a strong sense of identity. Morning Meetings and “soft starts” are intentionally designed to nurture student agency, independence, and discovery, creating a culture of belonging and purpose that sets the tone for each day.

Play-based learning at Virginia Chance School fosters exploration, creativity, and problem-solving as a foundation for deeper academic engagement. In addition to their core classroom experiences, students participate in specialist classes that broaden their learning through small-group, hands-on instruction. Students in the Early Childhood Program (PK3-PK4) enjoy Art, Library, and Science while the elementary program expands to include Spanish, Physical Education, and Music. Spanish instruction has begun to be introduced in Preschool, less formally through push-in experiences. It is taught officially as part of the curriculum in the elementary years, reflecting the school's commitment to global awareness and cultural understanding. Physical education and athletics develop teamwork, coordination, and healthy habits, complemented by a focus on health and wellness that includes nutrition, mindfulness, and practices to sustain balance and resilience. The athletics program for elementary division has recently expanded to include developmentally appropriate opportunities for competitive play, and the school has helped establish the Louisville Elementary Athletics Conference (LEAC), which offers students intentional, developmentally appropriate interscholastic competition.



In addition, the school has recently expanded student support services to provide a more structured network of resources for learners while remaining fully aligned with its child-centered philosophy. These supports are designed not as remediation alone but as extensions of the school's commitment to honoring each child's uniqueness. They include the expertise of a reading specialist to strengthen foundational reading and writing skills, as well as a student support coordinator who attends to social-emotional well-being. In this way, student support reinforces the same values of curiosity, independence, and holistic growth that define the entire Chance experience.

Beyond the core academic day, Chance also offers robust enrichment and extended day programs that expand opportunities for creativity, exploration, and community. These mission-aligned programs extend learning through clubs, activities, and experiences while providing high-quality care for families who need additional coverage.

Taken together, these elements form a program that is both rigorous and nurturing, intentionally designed to equip students not only with strong academic foundations but also with the skills, confidence, and character to thrive in school and beyond. This distinctive integration of nature, inquiry, social-emotional learning, global awareness, and community places Virginia Chance School at the forefront of progressive education.

Science & Outdoor Learning

A defining feature of the specialist program is the work of the Nature-Based Learning Director & Science Specialist, whose program is central to the curriculum and a highlight of every child's experience.

Outdoor science instruction nurtures curiosity, environmental literacy, and a deep appreciation for the natural world. Through gardens, outdoor labs, and field investigations, students engage in hands-on, place-based lessons that bring science concepts to life while supporting academic, physical, social, and emotional growth.

Guided by this specialist, students explore with rigor and wonder, developing skills in inquiry, problem-solving, and stewardship. Outdoor learning is intentionally integrated across the curriculum, providing joyful connections to art, literacy, and environmental studies.



Finance and Development

Virginia Chance School enters this leadership transition with a sound financial foundation, careful fiscal management, and clear opportunities to strengthen its culture of philanthropy. The school's FY 2025–2026 operating budget projects \$5 million in revenue, supporting a balanced budget that sustains the progressive, whole-child program at the heart of the Chance experience.

Financial aid is an important element of the school's commitment to access and inclusion. On average, Virginia Chance allocates approximately \$300,000 annually for need-based financial aid for grades K–5.

The school employs 62 full-time faculty, staff, and administrators, supplemented by 15–22 part-time employees depending on the need for substitutes, floaters, and extended day staff. This staffing model ensures both program quality and operational flexibility.

The school carries debt only on its most recent building addition, with a current balance of approximately \$1.26 million. The Trustees, in partnership with the Finance Director, are strategically and responsibly managing this obligation as part of the school's long-term financial stewardship.

Virginia Chance maintains both an Investment Management Account (IMA) and an endowment. The IMA currently holds at just under \$950,000. The endowment, which stands at about \$2.75 million reflects a \$300,000 increase in portfolio value since May 2025. These assets provide an important foundation for long-term sustainability.

Philanthropy and annual giving play a critical role in advancing the school's mission. While annual giving is modest relative to the operating budget, it is steady and provides opportunities for significant growth under the leadership of the next Head of School. Strengthening the culture of giving, expanding donor engagement, and deepening philanthropic investment will be essential priorities as Virginia Chance builds upon its progressive program and prepares for its next era of growth.



Governance and Leadership

Virginia Chance School benefits from strong and thoughtful governance, anchored by an accomplished and deeply committed Board of Trustees. Composed of current and former parents, the Board brings a wealth of professional expertise—particularly in fiscal management and organizational leadership—while maintaining a clear focus on mission, strategic direction, and accountability. Trustees embrace best practices in nonprofit governance, empowering the Head of School with operational oversight and responsibility for the day-to-day management of the school. This clarity of roles fosters a healthy and productive partnership between Board and Head, a hallmark of the school's stability and success.

The school's leadership team has been shaped to address the growing operational and programmatic needs of the community. In addition to academic and programmatic leaders, the team includes dedicated professionals overseeing Human Resources, Marketing and Communications, Finance, Operations, and Health Services (School Nurse). This staffing model reflects the Board and administration's recognition of the increasing complexity of independent school management and their shared commitment to sustaining a strong infrastructure to support the school's mission and progressive vision.



Leadership Profile

Virginia Chance School seeks an inspiring educational leader who will embody and champion the values of progressive education while guiding the school into its next chapter of growth and innovation. The next Head of School will inherit a thriving community where children are known, celebrated, and challenged, and where joyful, inquiry-driven learning prepares students to thrive in an ever-changing world. Building on the school's historic foundation and its commitment to whole-child, nature-based education, the Head will be called to serve as a visionary, a community-builder, and a steward of mission—empowering faculty, partnering with families, and engaging with the wider community to ensure that Virginia Chance School continues to flourish as a model of progressive education.

To fulfill this charge, the next Head will enter a school with notable strengths to build upon, opportunities and challenges that call for wise leadership, and a set of qualifications, professional experiences, and leadership attributes that together define the profile of the leader most likely to succeed in this role.

Notable Strengths of the School

Virginia Chance School offers a distinctive blend of mission-driven practices, community culture, and educational excellence that positions it strongly for the future. Among its most notable strengths are:

A Safe and Joyful Learning Environment

Students thrive in a setting that is intentionally designed to cultivate curiosity, confidence, and joy in learning. The school environment emphasizes safety, respect, and belonging, allowing children to take healthy risks and grow as independent learners.

Commitment to Social-Emotional Learning

With inclusion, belonging, and identity at the core of its program, Chance nurtures the whole child and ensures that every student is seen, valued, and celebrated. Social-emotional learning is seamlessly integrated into daily routines, empowering students to develop empathy, resilience, and civic-mindedness.

Progressive Pedagogy

The school's progressive educational philosophy—anchored in child-centered, inquiry-driven, and nature-based learning—shapes every aspect of the program. This approach equips students with both academic skills and the habits of mind to thrive in a complex, changing world.

Intimate School Size and Low Student-Teacher Ratio

Small class sizes and the presence of two teachers in each classroom ensure individualized attention, differentiated instruction, and the ability to honor each child's unique strengths. The scale of the school supports a close-knit, nurturing atmosphere where relationships flourish.

Excellence and Commitment of Faculty

The faculty are deeply dedicated to progressive education and to the mission of Virginia Chance School. Their expertise, creativity, and care for students sustain a culture of innovation, collaboration, and high expectations.

Commitment to Fair and Transparent Compensation

Recent adjustments to the pay scale now place early childhood teachers on par with teachers of upper grade levels, underscoring the school's recognition of the equal importance of all divisions. Greater transparency around compensation further reflects the school's commitment to fairness, equity, and valuing faculty.

Strong Sense of Community

Families, faculty, staff, and students are united by a clear sense of mission and purpose, all working together to advance the distinctive practices and goals of a Chance education. Parents know why they chose Chance and embrace its progressive philosophy, while faculty and staff bring that philosophy to life each day in classrooms and across the campus. This alignment creates a vibrant, engaged community characterized by trust, inclusion, and shared purpose. The resulting sense of belonging is not only a hallmark of the school experience but also a powerful foundation for its continued success.

Enrollment Growth and Vitality

Virginia Chance School has experienced steady enrollment growth since 2015, increasing from approximately 160 students to 255 students across PK2 through Grade 5. With small class sizes and two teachers per classroom, the school ensures personalized attention and strong relationships. This upward trend reflects the community's confidence in Chance's progressive, whole-child program and positions the school well for continued vitality and sustainability.



Solid Financial Foundation

Virginia Chance School benefits from careful fiscal stewardship, with a balanced operating budget of nearly \$5 million, modest debt limited to a recent building addition, and growing investment assets including a \$2.75 million endowment. Annual giving and financial aid programs reflect both the generosity of the community and the school's commitment to access, providing a strong platform on which the next Head can build an even more robust culture of philanthropy.

Sound Governance

The Board of Trustees is composed of accomplished, engaged, and supportive members who bring professional expertise and deep commitment to the school. Their focus on governance best practices and their partnership with school leadership provide a strong foundation for future success.

Opportunities and Challenges

As Virginia Chance School looks to its next chapter, the new Head of School will inherit an institution of significant strength while also addressing important opportunities and challenges that will shape its future success. Among these are:

Faculty Support and Retention

Ensuring that teachers feel valued, supported, and inspired remains a central priority. Sustaining morale and strengthening retention will require clear communication, responsive leadership, meaningful professional development, and thoughtful attention to compensation models. The Head will be called to champion and invest in faculty, affirming their central role in the life of the school.

Compensation and Recognition of Experience

While progress has been made in creating greater equity and transparency in the school's pay structure—including aligning early childhood teacher salaries with those of upper grade levels—further work remains. Continued attention is needed to define what constitutes relevant experience and education, and to ensure that compensation models fairly recognize and reward faculty across divisions. The Head will need to bring fairness, clarity, and strategic vision to this important work.

Organizational Leadership and Management

The next Head will need to build and sustain a shared understanding of the school as both a mission-driven learning community and a complex business enterprise. This dual perspective is particularly important as the school continues to refine its organizational leadership structures and clarify roles and responsibilities. The challenge—and opportunity—will be to ensure sound business practices and operational excellence while preserving the culture of trust, collaboration, and community that defines Virginia Chance School. Doing so will require clear communication, transparency, and a leadership style that empowers leaders to lead—providing oversight, guidance, and strategic alignment while trusting professionals to do their work effectively.

Health, Safety, and Crisis Management

Virginia Chance School's hillside setting and proximity to the Ohio River create environmental risks, including flooding, that require vigilant planning. Combined with ongoing concerns about school safety and post-COVID health protocols, this makes emergency preparedness a critical priority. The next Head will be expected to oversee regularly updated and practiced plans; engage operations, health, and communications leaders; and use non-traditional instruction (NTI) days in compliance with the Kentucky Department of Education NTI program when needed to balance the safety of students and staff with continuity of learning.

Enrollment, Marketing, and Communication

As with many independent schools, effective enrollment management is essential. Building strong systems for marketing and communication will be critical to maintaining robust enrollment and ensuring that the school's distinctive story is well understood in the community. The Head will need to bring strategic vision and persuasive storytelling to this vital work.

Diversity and Inclusion

Continuing to advance the school's commitments to diversity, equity, and inclusion is both a moral and strategic imperative. The next Head will have the opportunity to deepen these commitments in visible and sustainable ways. Success will require courage, cultural competence, and the ability to inspire collective ownership of this work.

Professional Development

Virginia Chance aspires to be recognized as a leader in progressive education. Building upon its initiative as a site and resource for professional development will not only strengthen the faculty but also expand the school's influence in the broader educational community. The Head will need to be both a learner and a teacher—modeling professional growth and creating structures for continuous learning.

Student Support

The recent formalization of student support services is a meaningful step in supporting children's more distinct learning and developmental needs. The Head will need to ensure that this work includes consistent and sound counsel to families regarding student needs, resources, and recommendations, always in alignment with the school's child-centered philosophy. Leadership in this area will demand compassion, clarity, and the ability to partner effectively with both families and faculty.

Parent Education and Alignment

A defining feature of Virginia Chance School is its commitment to progressive, inclusive, and nature-based education, with developmentally appropriate integration of technology that is thoughtfully balanced with the school's nature-based approach. Central to this is the school's dedication to diversity, equity, inclusion, belonging, and justice (DEIBJ), including its social justice and anti-racist curriculum, which requires clear and transparent communication with families. Parent education is, therefore, essential—both as an ongoing priority and as a critical part of the admissions process. The next Head will need to provide opportunities for families to understand progressive education in all its parts, while also bringing families together as a community that supports one another, the school's philosophy, and children's learning, both at home and at school.

Health and Wellness

Supporting the well-being of students, faculty, and families remains a priority. With the recent addition of a dedicated school nurse, Virginia Chance has strengthened its capacity to care for student health and well-being. The next Head will have the opportunity to build upon this investment—leveraging it to enhance wellness practices, expand health education, and sustain a healthy balance for the entire community. Doing so will call for a leader who prioritizes holistic care and models balance and well-being.

Fundraising and Advancement

Sustaining the most valued aspects of a Chance education—such as the two-teacher model in every classroom and a compensation structure that honors faculty expertise, particularly for early childhood educators—will require continued growth in philanthropy. Strengthening the culture of giving and expanding advancement efforts will ensure the resources necessary to sustain these commitments, enhance faculty support, and steward the campus for future generations. In addition to clarifying and cultivating internal development staff support, the next Head will need to serve as an ambassador for the school, engaging current families, alumni, and the broader Louisville community in a shared vision of investment and generosity.

“Children are learning more than just answers: they are learning to think, to communicate, to persist, to make choices, to ask questions, to seek answers and experience their world through their senses.”
- Virginia Chance

Qualifications, Professional Experience, and Leadership Attributes

The next Head of School at Virginia Chance will bring both the professional expertise and the personal qualities to lead a vibrant, progressive learning community with vision, authenticity, and care.

Education and Certification

- Master’s degree in education or related field from an accredited institution.
- Advanced study in early childhood development or a related field is strongly preferred.

Professional Experience

The successful candidate will demonstrate a record of accomplishment in school leadership and management, with particular strengths in:

- Early childhood and elementary education, including teaching experience and a deep understanding of child development.
- Recruitment, retention, and support of a talented and mission-driven faculty, fostering an environment where professionals are trusted to do their work while being guided by clear expectations and shared goals.
- School leadership and organizational management—including the effective oversight of people, processes, and systems—to advance institutional goals while allowing leaders to exercise responsibility in their respective domains.
- Developing and following through on proactive processes that engage staff in initiatives and operational changes, ensuring clarity, consistency, and trust in both the process and resulting decisions, all in alignment with the school’s progressive mission and whole-child philosophy.

- Articulating and promoting a distinctive educational model, serving as a visible ambassador and advocate who can inspire enthusiasm for the mission and value of the school among current families, prospective families, faculty, and the broader community.
- Effective, transparent, and persuasive communication with all constituencies.
- Designing and stewarding compensation models that effectively honor relevant experience and credentials across all divisions of the school, ensuring fairness, sustainability, and alignment with mission.
- Student support, including the ability to provide consistent and sound counsel to families on developmental needs and appropriate plans for support, while coordinating across faculty and staff who carry out this work daily.



Leadership Attributes

The next Head of School will model a leadership style that inspires trust and confidence across the community. Beyond credentials and experience, the successful candidate will bring personal qualities and ways of leading that reflect the school's values and strengthen its culture. Among the most important are:

- Honesty, integrity, and transparency in decision-making.
- Approachability, humility, and empathy—qualities that make the leader both accessible and relatable.
- A forward-thinking and visionary mindset, able to honor tradition while guiding innovation.
- Strong relational skills, with the ability to connect authentically with students, families, faculty, staff, and trustees.
- A collaborative, community-minded orientation, coupled with the judgment and courage to make difficult decisions in the best interest of the school.
- Charisma and commitment to mission, exuding genuine passion for the Chance model and serving as a “cheerleader” for its progressive philosophy—energizing others through inspiring communication, visible presence, and authentic enthusiasm.
- A leadership style that empowers others—trusting leaders to lead and faculty to teach—while providing thoughtful oversight, coordination, and strategic planning to align the whole community toward common goals.
- Compassionate and Respectful Leadership, demonstrating dignity and respect in all interactions, honoring the uniqueness of each individual and fostering a culture of inclusion and belonging where every member of the community feels valued, heard, and affirmed. Models the integrity and fairness that sustain trust across the school.

Application Process

How to Apply

Candidates interested in the position must submit the following materials in a SINGLE merged PDF document in the exact order below by December 10, 2025.

- [EC Candidate Summary Sheet](#) (You'll be asked to make a copy before completing)
- Cover Letter addressed to: Sarah Farmer, President, Board of Trustees; Chair, Search Committee
- Résumé
- Statement of Leadership Philosophy
- A list of five professional references: Name, email and phone contact, and relationship
- [EC Disclosure Form](#) (You'll be asked to make a copy before completing)

Send applications via email to Educators Collaborative Partners:

Carol Santos
Email: csantos@educatorscollaborative.com
Phone: 860-839-5757

Chris Bright
Email: cbright@educatorscollaborative.com
Phone: 405-664-9803



Search Calendar

The following are projected dates

Applications Due
December 10, 2025

**Semifinalist Interviews
(Virtual)**
January 12 - 15, 2026

**Finalist Campus Visits
and Interviews**
January 26 - 27, 2026
January 29 - 30, 2026
February 2 - 3, 2026
February 5 - 6, 2026

Announcement
March/April 2026

Start Date
June 1 - July 1, 2026

Compensation and Benefits

Compensation and benefits are competitive, with an anticipated salary range of \$150,000 to \$180,000 depending on experience and qualifications. Virginia Chance School offers a comprehensive benefits package including a 403(b) retirement plan with up to 5% employer matching that vests fully after five years (at 20% per year), excellent insurance coverage, and meaningful support for ongoing professional growth. Total compensation will be commensurate with the responsibilities of the role and the candidate's potential to contribute to the school's long-term success.