

LOWER SCHOOL DIRECTOR SEARCH

GREENSBORO DAY SCHOOL

Greensboro, North Carolina

greensboroday.org

Start Date: July 2026



GREENSBORO DAY SCHOOL



**Carney
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& ASSOCIATES

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Mission Statement

Greensboro Day School develops the intellectual, ethical, and interpersonal foundations students need to become constructive contributors to the world.

Statement of Community

Greensboro Day School is committed to cultivating a diverse, equitable, and inclusive community of belonging that is safe and welcoming for all. We respect and affirm the dignity and worth of each member of our community.

Core Values

The GDS Core Values are the fundamental principles that guide our institution's actions.

Relationships for Life

We foster interpersonal connections in the classroom and beyond, building meaningful relationships that last a lifetime.

Strength in Differences

Diversity produces better outcomes, makes our community stronger, and prepares our students to engage meaningfully with the world.

Intellectual Curiosity

By fostering critical thinking, independent inquiry, and a sense of wonder, we encourage students to engage in resourceful problem solving and innovation to prepare them for the challenges and opportunities of the future.

Citizens with Purpose

As constructive contributors, students understand how ethical decision-making, civic responsibility, and stewardship of resources can make a positive impact on the world.

Culture of Wellbeing

We are committed to nurturing the physical, emotional, and social development our students need to live healthy and balanced lives.



Community Cornerstones

The Community Cornerstones guide our character and citizenship expectations for GDS students, employees, and families. We believe these values are necessary to cultivate an inclusive community of belonging that is safe and welcoming for everyone at GDS. Our Community Cornerstones are Respect, Kindness, Integrity, and Responsibility.

Strategic Vision

Our Strategic Vision is to establish Greensboro Day School as a national leader in independent school excellence and innovation where students reach their full potential, live with purpose, and create a lasting impact on the world.

At a Glance



Established
1970



Lower School enrollment
284



Faculty in the Lower School
39



Student/teacher ratio
9:1



Students of color
35%



Financial aid awarded
\$2.8M



Faculty with advanced degrees
55



Campus size
86 acres

Enrollment: 1,020
Zip codes represented: 55
Total faculty: 132
Faculty/Staff of color: 17%

Average class size: 18
Students receiving aid: 24%
Endowment: \$21M
Annual operating budget: \$26M



Overview

Founded in 1970, Greensboro Day School serves 1,020 students from PK to Grade 12 and is located in the bustling city of Greensboro, North Carolina. Head of School Tracie Catlett is currently in her seventh year leading the School, which is witnessing growing enrollment and successfully completed a \$27 million capital campaign, which funded two major building projects, one of which is complete, and the second of which will be completed in March 2026.

Greensboro (population 300,000) is the third largest city in North Carolina and the largest city in the Piedmont Triad, which also includes Winston-Salem and High Point. You can be in the Blue Ridge Mountains in two hours and on one of North Carolina's beautiful beaches in three.

At this time, Greensboro Day is seeking a Lower School Director to begin in July 2026. The Lower School Director provides strategic, operational, and instructional leadership for the Lower School. The Director oversees the design and delivery of a vibrant academic program that is developmentally appropriate, inclusive, drives intellectual curiosity, and meets the evolving needs of young learners. The Director fosters a safe and nurturing environment, ensuring that students are known, challenged, supported, and inspired to thrive academically, socially, emotionally, and physically.

Opportunities, Roles, and Responsibilities

This is an exciting time at Greensboro Day. The school's new Center for Student Life, Entrepreneurship and Innovation, which will open in the spring of 2026, will allow the school to soar to new heights in terms of program offerings and student experience. It will house nine centers that will offer innovative program in engineering, entrepreneurship, robotics, visual arts, public purpose, and wellness. The Center will serve as a campus hub and include a coffee and smoothie shop, campus store, and the homebase for two full-time nurses. Also, and importantly for the day-to-day student experience, it will house a new dining commons which will allow for a daily flow in and out of the Center, enabling increased interaction between students and faculty in the lower, middle, and upper school divisions.



GDS' next Lower School Director will lead the division as it grows, adding classes, hiring faculty, and partnering with others at the school as it evolves and leverages the opportunities that come with growth. More specifically, the school seeks a leader who will:

- Serve as the educational leader for the Lower School, guiding curriculum development, pedagogy, assessment practices, learning support services, and alignment with upper divisions
- Actively manage, monitor, and refine safety protocols and policies to ensure the emotional, social, and physical safety of the Lower School community
- Lead and support faculty in their design, implementation, and evaluation of developmentally appropriate curriculum and programs that support students' academic, social, emotional, and citizenship growth
- Ensure that the school's Community Cornerstones are meaningfully woven into the Lower School experience—helping students become responsible members of their school, community, and beyond
- Promote an instructional culture of reflection, innovation, collaboration, and continuous improvement
- Oversee faculty training, goal setting, classroom observations, review of teaching practices, and annual performance evaluations
- Hire, orient, mentor, evaluate, and retain high-quality Lower School faculty and staff
- Build a strong, collaborative, positive culture among Lower School faculty, honoring their professional expertise while fostering shared purpose and continuous growth
- Work with leadership colleagues and school wide teams to ensure coherence and alignment across the school
- Collaborate with the Associate Head of School for People & Program, Dean of Academics, and Dean of Campus Life to align curriculum, academic program, student services, and student life opportunities
- Oversee day-to-day operations of the Lower School: scheduling, supervision, student discipline, attendance, safety protocols, events, and communications
- Collaborate with colleagues in other departments to support enrollment, community engagement, and resource planning
- Serve as ambassador for the Lower School, representing the division in meetings with parents, prospective families, and other constituencies
- Maintain strong partnerships with parents and families: proactive communication, family education events, involvement of parent stakeholders, and positive parent-faculty-division relations
- Provide a visible and engaged presence in all aspects of Lower School life (classrooms, playgrounds, events, assemblies, etc.) and models the Community Cornerstones and Core Values of the School



Qualifications and Personal Attributes

- Bachelor's and Master's degrees required
- Minimum of five years in a leadership role supporting & evaluating faculty, ideally in an independent school (experience as a lower school division director is preferred)
- Teaching experience at the lower school level
- Demonstrated knowledge of current trends and best practices in elementary education
- Leads by asking and answering "why" and "how," someone who is bold enough to question the status quo and discerning enough to know when to iterate approach and pace of change
- Leads by listening and values teacher and student voice
- Results oriented -- ability to build, lead, and manage comprehensive organizational initiatives and proactively solve problems
- Supports organizational change, mobilizes others across diverse stakeholder groups for organizational change, and drives momentum for change
- Has a high degree of emotional intelligence
- Is proactive, responsive, and always closes the loop
- Personal qualities of credibility and unwavering commitment to Greensboro Day School's mission
- A sense of humor is appreciated

Projected Timeline for the Lower School Director Search Process

Below is a projected timeline for the search, and we aim to have this wrapped up by the end of February.

- Initial Interviews: Completed by end of January
- Semifinalist Round: Early February
- Finalist Visits to Campus: Mid-February
- Lower School Director Projected Announcement: Late February

Learn More

Click on the links below to learn more about Greensboro Day School.

[School Website](#)

[Be BOLD Campaign](#)

[School History and Traditions](#)

[Get to Know the Lower School](#)

[Inclusion and Belonging](#)

[About Greensboro, North Carolina](#)

[Strategic Plan](#)



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;
- 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:

John Faubert

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