



# GOLDEN HILLS SCHOOL

INSPIRE • ENRICH • EMPOWER



## HEAD OF SCHOOL SEARCH

Position Starts July 1, 2026  
El Dorado Hills, California



**EDUCATORS COLLABORATIVE**

EXPERTS IN SEARCH, TRANSITION & STRATEGY





## ABOUT GOLDEN HILLS SCHOOL

*Co-Ed, JK - 8th Grade*

*International Baccalaureate Middle Years Program*

*Independent Day School, 143 Students*

Since its founding in 1992, Golden Hills School, a well-established independent school characterized by a caring and supportive community, has provided students with a strong academic program enriched by the arts and athletics. Golden Hills School has built a strong reputation by emphasizing small class size, a focus on “the whole child,” community service, and a well-balanced comprehensive program spanning academics, athletics and the arts. The school is committed to nurturing a diverse community of learners and inspires lifelong learning through a balanced and differentiated curriculum. The school prides itself on employing remarkable faculty and staff who care deeply about their students and are invested in their success.

### Core Values

**Integrity:** Honesty and doing the right thing.

**Respect:** Valuing others and their opinions.

**Compassion:** Showing empathy and concern for others.

**Teamwork:** Working together to achieve common goals.

**Responsibility:** Taking ownership of one’s actions and commitments.

**Self-discipline:** Exercising control over one’s thoughts and behaviors.

**Citizenship:** Being a responsible and engaged member of society.

**Perseverance:** Continuing to try even when faced with challenges.

## MISSION

Golden Hills School is a close, diverse community dedicated to inspiring a love of learning and empowering each child to achieve his or her personal best. We provide an enriched educational environment that fosters a culture of integrity, respect and service to others. With high standards in academics and character development, we prepare students to be confident and successful global citizens.

(Adopted February, 2013)



## GHS AT A GLANCE

- Coed, Junior Kindergarten, Elementary, and Middle School
- Independent School, Non-Profit School, Fully Accredited
- IB Middle Years Program offered to students in grades 6 through 8

**Founded:** 1992

### Finances

**Budget:** \$2,667,686

**Investment Funds Total:** \$700K

**Debt:** \$224,825.00 - loan for the land and school buildings

### Student-Body

Total Students: 143

Junior Kindergarten (JK): 12

Elementary: (K – 5): 95

Middle School: (6 – 8): 36

### Student Diversity

- 68 Female
- 76 Male
- 68% BIPOC Students

### Teachers, Staff, Administrators

- 15 teachers, 3 instructional assistants, 5 staff and administrators
- Student-teacher ratio of roughly 10:1 (Elementary), 15:1 (Middle)
- Average Class Size is between 14 and 16 students.
- Board of Trustees: 6

### Campus

- 6.5 acre campus in El Dorado Hills
- Classrooms light-filled, child-centered workspaces
- Separate Building for JK/Lower Elementary and Upper Elementary/Middle School and Outdoor space
- Outdoor spaces with play structures, separate enclosed JK outdoor playground



- Athletic field on the site which compliments the gymnasium
- Modern security system
- Quiet location within a business park, away from busy main roads, 5 min from 50 freeway
- Close to an EDH Fire Station

### Tuition for 2024/2025

- **Junior Kindergarten:**  
Half day, 5 days till 12 noon: \$1,017/month  
5 days until 3:00pm: \$1,520/month
- **Elementary School:**  
Grades K - 5: \$17,190
- **Middle School:**  
Grades 6 - 8: \$17,500

### Tuition Assistance

- 5 Students received Financial Aid
- \$8,000.00 Average Award

### Accreditation/Authorization

- California Association of Independent Schools, CAIS
- Western Association of Schools and Colleges, WASC
- International Baccalaureate World School Middle Years Program, IB MYP

### Affiliation

National Association of Independent Schools







## THE PROGRAM

### Jr .Kindergarten and Elementary (Grades JK - 5)

*(For more information click on the link above)*

From its earliest incarnations as a one-room schoolhouse, GHS has kept its commitment to the three founding principles that guide the ongoing excellence of its program; small class sizes, character education and parent involvement.

A commitment to the early acquisition of the fundamental learning skills of reading, writing, mathematics, technology and public speaking skills allow students in the later elementary years to develop the capacity, confidence and enthusiasm to grow as independent learners, develop their critical and creative thinking skills and then be prepared to take an active role in their education in middle school and beyond. In addition to the academic program, an important component of the GHS education includes exposure to various enrichment courses. All JK-8 students study Spanish, technology/design, visual arts, performing arts and physical education. Kindergarten through 8th grade students have the opportunity to participate in at least one theater production each year.

### Middle School: (Grades 6-8)

*(For more information click on the link above)*

Golden Hills School middle school students enjoy a complete educational and enrichment program that prepares students for their choice of private or public high school, college and for life. As an authorized [International Baccalaureate World School](#), GHS offers the Middle Years Program (MYP) for an enhanced academic experience.

GHS shares a common philosophy with other IB World Schools and a commitment to improving the teaching and learning of a diverse and inclusive community of students by delivering challenging, high-quality programs of international education that share a powerful vision.

The program that is offered to the GHS middle schoolers (Grade 6 to Grade 8) is inquiry and project-based and involves learners in completing end-of-units' performance tasks that will require them to use acquired content and approaches to learning skills. It ensures that learners become curious thinkers and problem solvers that are willing and ready to take ownership of their learning.





GHS IB MYP learners are expected to be active members of the community by suggesting activities and services that they would like to offer. The program helps them become lifelong learners by letting them participate in different learning engagements and use acquired skills that will make them future-ready. It also allows them to have multiple opportunities to practice these skills to ensure they have a smooth transition to high school.

As well as a full and comprehensive physical and health education (PHE) program, the after school Athletics Program ramps up to full speed in Middle School with six different sports; Basketball, Cross-Country (2nd-8th), Flag Football, Soccer, Track, and Volleyball. GHS is a member of the El Dorado Sports League and teams compete against other public and private schools of similar size.

GHS offers academic competition with our award winning Science Olympiad Team. Middle school students spend a substantial amount of time outside of school studying, building and preparing for the spring Science Olympiad Competition in Sacramento. In recent years the GHS Team has won at the regional level and gone on to the State Science Olympiad Competition.

A variety of leadership and service opportunities throughout the year provide additional opportunities to develop and express strong character skills, confidence and resilience.

For more information click on these links:

[Athletics](#)

[The Arts and Enrichment](#)





## FINANCES AND FUNDRAISING

Golden Hills School is in a strong financial position with healthy reserves. Tuition rates remain among the most affordable in the independent school community.

The annual budget for Golden Hills School is \$2,667,696 (AY 2024 - 2025) and the school ran a small operation surplus of \$30K last school year (2023-2024). The school has reserve funds in two money market accounts totaling approximately \$700,000.

Golden Hills School carries \$224,825.00 in debt from its project for the land and school buildings. The school raises about \$175,000 each year with 100% family, staff and faculty in the annual fund drive each year for the past several years. Fundraising revenue is broken down into the following main categories: Annual Fund, the Auction & Gala, B.L.A.S.T. (Bringing Learning & Service Together).

## ENROLLMENT MANAGEMENT

Golden Hills School accepts applications throughout the school year. The acceptance rate was 91% with a 78% yield.

The school received 44 applications and accepted 40 students for the 2024-2025 school year.



## THE CAMPUS AND AREA

Located 30 minutes northeast of Sacramento, Golden Hills School draws students from El Dorado Hills and the surrounding towns. The campus has 6.5 acres dedicated to separate JK, elementary and middle school classrooms. There is a full-size gym, full-size sports field, dedicated art studio, band room, and stage for performing arts.

Beautiful El Dorado Hills is nestled in the scenic mountain foothills of the Sierras and is often referred to as the gateway to El Dorado County. With elevations ranging from 200 feet to over 10,800 feet, there is tremendous diversity in the landscape and much to discover. Rich in history and with a wide variety of recreational choices, there is something for everyone. El Dorado County is the heart of the most diversified recreational area in California with approximately one million acres of national forest. The greater El Dorado County area provides 10 major reservoirs and has 11,640 acres of lakes. Not only are there an abundance of lakes, the county boasts over 575 miles of rivers and streams that provide habitat for more than 20 known species of fish.

The Sierra provides guests with a variety of ski areas; all within an hour and a half drive from El Dorado Hills. These areas offer both Nordic and alpine skiing. Visitors to El Dorado Hills may also enjoy wine tasting and exploring the delightful wineries that have become famous in El Dorado County. Nearby Apple Hill is host to a variety of activities at fruit orchards, pumpkin farms, bake shops, craft fairs and breweries.





## GOVERNANCE

The corporation is a California Nonprofit Public Benefit Corporation and is organized under the Nonprofit Public Benefit Corporation Law for educational and public benefit purposes. The specific purpose of the corporation is to provide an education that enables students from junior kindergarten through 8th grade to acquire a foundation of academic, social and cultural skills for lifelong achievement.

There are currently 6 members of the Golden Hills School Board of Trustees. The board shall consist of at least three (3) but no more than fifteen (15) Trustees, the exact number to be determined by resolution of the Board from time to time.

The Board, by resolution, may create one or more committees of the Board each consisting of two or more Trustees. There are three Working Committees: the Development (Fundraising) Committee, the Marketing Committee, and the Facilities Committee. Each of these committees have a Board Liaison, a Staff member, and volunteers.

The Golden Hills School bylaws were last updated in October of 2023.

## STRATEGIC PLAN

The strategic plan was created in 2019 and is scheduled to be completed in 2026. The strategic planning process was an exercise in which constituents, parents/guardians, faculty, staff and GHS trustees worked together to review, revise and develop the long-term priorities for GHS. The cross-section of parents/guardians were selected by the board and administration based upon experience, school volunteer activities, and their previously expressed interest in additional school involvement.

The Head of School is the person responsible for implementation of the Strategic Plan, with direction on priorities from the Board of Trustees. The progress towards the Strategic Plan Goals and Objectives are reviewed annually by the Board of Trustees and the Head of School. Progress has been shared with members of the community via various avenues: Head of School reports, the Annual Report, the school website, and Board communication. The GHS Strategic Plan identifies the mission and long-term goals and objectives, as well as implementation steps that drive all that GHS delivers. Together, as a community, the school has continued to build on their core strengths and furthered the growth and development of Golden Hills School.

The school has been working on six principal areas:

**Strategic Goal:** Demonstrate educational excellence.

**Strategic Goal:** Demonstrate organizational excellence.

**Strategic Goal:** Maintain a vibrant school culture and pride.

**Strategic Goal:** Develop and execute a comprehensive marketing and admissions program that supports incremental enrollment growth and strong retention.

**Strategic Goal:** Ensure the financial stability of the school.

**Strategic Goal:** Maintain and improve the Facilities to serve the needs of the Golden Hills community.

The School will be embarking on the next strategic planning process during the 2026-2027 school year, which will further address any necessary additions or edits to the Strategic Plan/Future Planning Document.







## FUTURE LEADERSHIP OF GOLDEN HILLS SCHOOL

The Board of Trustees has launched a search to identify a new Head of School for July 1, 2026. To that end, and to assist the Board in clarifying the goals and opportunities the new Head will face, Joan Beauregard and Eric Temple of Educators Collaborative have solicited input from members of the school community during an on-campus visit and by means of an electronic survey. Those interviewed and surveyed included faculty, students, administrators, staff, parents, trustees and alumnae(i). Based on this input, the following represents a summary of Golden Hill's strengths, the challenges and opportunities it faces in the next three to five years, and the personal and professional qualities the trustees and the school seek in the next Head of School.

This is an excellent opportunity for a person who enjoys the complexities of a small, multifaceted school.

### Strengths

- A warm, welcoming community that values supportive relationships among its members.
- A community belief in the benefits of a JK- 8th grade school which educates students on a campus with connected buildings and outdoor spaces.
- GHS, named the best private school in the area for the 13th consecutive year, is a happy place for the students and those who dedicate their time and energy to those students.
- GHS achieved the official authorization as an International Baccalaureate (IB) World School in AY 2023-2024. This program, renowned for its holistic approach to education and emphasis on critical thinking, inquiry and global mindedness, aligns with the GHS mission.
- Kind, bright, happy, articulate students well-prepared for high school and beyond.
- Students who enjoy their interactions with the adults and are encouraged to be kind, positive and accepting of each other.
- Small class sizes where faculty truly know each student as well as a small school where the faculty know students in other classes.
- A nurturing, joyful, challenging academic curriculum that includes hands-on learning and opportunities for enriching learning experiences. Weekly performing arts classes for all students and a visual arts program for the middle school students are two examples of the wide range of artistic outlets available.
- Caring and inspired teachers who thoroughly enjoy working at Golden Hills School.



- A strong and vibrant community of volunteers who make things possible. The Parent Organization offers a unique opportunity for families to connect with each other while providing the ever important donations of time and talents. The many school events, the Science Olympiad, the GHS Sports Teams and the GHS Performing Arts are, in part, made possible due to the volunteer efforts of many.
- Last but certainly not the least, the GHS community's commitment to making the GHS experience top notch both through their volunteer efforts and their donation of funds to support the mission and vision. The past four years the school can proudly proclaim 100% participation in the Annual Fund.

## Opportunities/Challenges

- Increase enrollment: defining and clearly articulating the value proposition of GHS.
- Ensure the financial sustainability of the school through careful analysis of school operations - income and expense.
- Evaluate the administrative structure of the school to assure it serves the needs of GHS.
- Evaluate the effectiveness of the operational systems of GHS. Ensure that policies and procedures are handled consistently.
- Lead and support a strong, experienced faculty. Build effective and collaborative teams and delegate responsibility when possible.
- Continue to ensure GHS's ability to recruit, support, inspire and retain a faculty in an increasingly demanding and competitive market.
- Continue to emphasize development and fundraising efforts as a way to increase programming while keeping tuition affordable.

## Desired Characteristics and Skills

- An approachable, diplomatic, fair-minded leader with high energy, is joyful, likes to laugh, and demonstrates a sense of humor and warmth.
- Someone who likes children and demonstrates their understanding and joy to work amongst JK to 8th grade students and families.
- An astute listener and observer who will take the time to understand the culture and community of GHS.
- Someone who is skilled at marketing GHS by differentiating it from excellent public and private schools in the area.
- An excellent communicator who enjoys being the public face of the school and will build relationships with the broader community.
- A willingness and deep interest in taking a critical leadership role in enrollment management (retention, recruitment and growth) and marketing.
- An outstanding educator conversant with best educational practices in early education and elementary through middle school education, including enthusiastic support for the International Baccalaureate Middle Years Program.
- A confident administrator who will work with a lean administrative team and has experience with organizational structures and the capacity and skills to nurture change and growth as needed.
- Someone with a solid understanding of best practices in independent schools and the ability to build systems for effective and efficient operations.
- Someone who has the confidence to work in partnership with the Board and is committed to best practice for school governance.
- Someone who is willing and able to take a leadership role in fundraising. An enthusiastic "friend" raiser and fundraiser.



## SUMMARY OF THE SEARCH PROCESS

We encourage a preliminary conversation with Joan Beauregard and/or Eric Temple to learn more about this exceptional opportunity. Those interested are asked to submit these materials, **in the order listed, in a single merged PDF document:**

- EC Candidate Summary Sheet (contact consultants, Joan and/or Eric, for this document)
- Letter of Interest addressed to the Search Committee
- Current résumé
- Statement of educational and leadership philosophy
- A list of five or more references with contact information (including phone numbers and email addresses)
- EC Disclosure Form (contact consultants, Joan and/or Eric, for this document)

### Search Calendar

**Applications are due: July 31, 2025**

Semi-Finalist Interviews: August 25 and 26, 2025

#### Finalist Campus Visits:

- September 4 and 5,
- September 11 and 12,
- September 18 and 19.

### If interested, please contact:

Joan Beauregard, Educators Collaborative  
[jbeauregard@educatorscollaborative.com](mailto:jbeauregard@educatorscollaborative.com)  
(206) 851-6616

Eric Temple, Educators Collaborative  
[etemple@educatorscollaborative.com](mailto:etemple@educatorscollaborative.com)  
(415) 279-1837

A comprehensive compensation and benefits plan, with an anticipated salary range of \$170,000 to \$185,000.

### Non-Discrimination Policy

Golden Hills School is a private, non-profit school and does not discriminate on the basis of race, color, religion, gender, national origin, or sexual orientation in its admissions policies. Golden Hills School welcomes families of all racial, economic, religious and social backgrounds.



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