

LAUREL



MISSION: *To inspire each girl to fulfill her promise and to better the world.*

Head of School Search

Position starts July 1, 2025

Shaker Heights and Russell Township, Ohio



EDUCATORS COLLABORATIVE
EXPERTS IN SEARCH, TRANSITION & STRATEGY

Laurel School, founded in 1896, is a nationally recognized, college preparatory, independent day school for girls, Kindergarten through Grade 12, with a coeducational Early Childhood program.

[Laurel School's Center for Research](#) on Girls puts the world's best research to work for girls – at Laurel and everywhere.

Laurel girls are ambitious.

They take risks and welcome intellectual and physical challenges.

Laurel girls are courageous, creative, ethical and compassionate. They are young women who become leaders in their colleges, industries and communities.

They are individuals who hone their intellect, develop their confidence and discover their passions. Laurel girls embrace over a century of tradition and develop bonds of friendship that last a lifetime.

Two Campuses. One Community.

Laurel girls are in the right place at the right time.

At our Lyman Campus in Shaker Heights, Kindergarten, First and Second Graders begin their journey through Primary School. Third, Fourth and Fifth Graders complete the Primary years just seven miles away at our 150-acre Butler Campus in Russell Township. Girls return to the Lyman Campus for Middle and Upper School to embark on Sixth through Twelfth Grades.

While we benefit from being a two-campus school that provides flexible indoor and outdoor learning spaces, we are one school when it comes to our philosophical approach to our students.



The Lyman Campus

The Lyman Campus is situated on 11 acres in suburban Shaker Heights, Ohio, and is home to classrooms, two gymnasiums, renovated visual arts studios, a Chapel Theatre and a dance studio for the Early Childhood, Primary, Middle and Upper Schools.



The Butler Campus

Opened in 2002, the 150-acre Butler Campus in Russell Township, Ohio, features outdoor education, experiential learning, unparalleled athletic fields, a 15-element Project Adventure Course, and a 16,000-square-foot fitness and wellness center.

VALUES

Committed to building a just and inclusive world, Laurel girls are courageous, creative, ethical and compassionate.

TAGLINE

Dream. Dare. Do.

Laurel at a Glance

- 578 students
- 2 [campuses](#)
- 68 Northeast Ohio communities and 46 school systems are represented at Laurel
- 4.4 million dollars of Variable Tuition and scholarships awarded annually
- 8:1 Student:Teacher Ratio
- 1:1 Student:Computer Ratio (Grade K-12)
- 96 full-time and part-time faculty members from Early Learners through Grade 12
- 66% of faculty members have a masters degree or higher
- 39 Honors and AP Courses
- 35 clubs, organizations
- 13 Varsity sports offered
- 8 Junior Varsity sports offered
- 72% Upper School sports student participation
- 9 Middle School sports offered
- 74% student participation in Seventh/Eighth Grade sports
- School colors: green & white
- Mascot: Gator
- Alma Mater: *"Laurel School, our Alma Mater, join our love to tell."*
- Accredited by: Independent School Association of the Central States (ISACS) • Ohio State Department of Education
- 11 Association Memberships
- Niche: A+ School, 2024 #1 All-Girls High School in Ohio
- Northeast Ohio Top Workplaces: 2023 Top Workplace; awarded eight times since 2011



Our Curricular Philosophy

To meet the needs of Laurel students, three kinds of learning in particular distinguish our curriculum: experiential, interdisciplinary and community-based. Experiential learning asks girls to be active rather than passive — students learn by doing. Interdisciplinary learning takes many forms and occurs throughout the Laurel curriculum. Connections to other disciplines help girls understand that the subjects they study do not exist in a vacuum, nor are they naturally discrete entities. Community-based learning allows students to use both interdisciplinary and experiential methods to further their understanding of the role they play in the world.

Explore the K-12 curriculum in depth by clicking on the links below:

[Kindergarten-Grade 2 at the Lyman Campus](#)

[Grades 3-5 at the Butler Campus](#)

[Middle School \(Grades 6-8\)](#)

- [Electives, Initiatives & Leadership](#)
- [Passport Travel: Grades 6-12](#)

[Upper School \(Grades 9-12\)](#)

- [The Capstone Scholars Program](#)
- [Protégé Program](#)
- [Passport Travel: Grades 6-12](#)

Sustainability

To better the world, the Laurel School community is committed to promoting sustainable environmental practices through education and action. We believe being responsible in our use of the earth's resources is the right thing to do. It is right for our students, our community, our global reach and our well-being.

Curriculum

- As a school, we place importance on instructional programming about environmental sustainability. We possess a practical real-world curriculum that helps students of all ages explore and understand sustainable practices.
- In our [Early Childhood School](#), girls and boys participate in Eco!Wonder. This program allows children to explore and respect the natural world. Preschool and Prekindergarten end their year with an Eco!Wonder Celebration at the Butler Campus.
- [Kindergarten-Grade 2](#) girls spend Learning at Butler (LAB) days exploring nature and learning about the value of our environment. In Second Grade, students end the year focusing on water conservation during their Great Lakes study.
- [Third, Fourth, and Fifth Graders](#), who are housed at our Butler Campus, are daily engaged in work that supports sustainability as they take advantage of the place-based curriculum to explore connections between themselves and the natural world, understand their power as responsible stewards of outdoor spaces, and design possible solutions to the challenges posed by human dependence on limited natural resources.
- Sixth Graders in the [Middle School](#) explore themes of climate change and worldwide sustainability in their English and Social Studies classes through both fictional and nonfictional texts and are called on to consider sustainable building materials



as part of their immersive Space Week experience, where they focus on designing a colony on Mars. Eighth Graders study Environmental Science during the full second semester and extend their lab skills into the field through water testing at the Butler and Lyman Campuses.

- The [Upper School](#) offers AP Environmental Science as well as a variety of STEAM (science, technology, engineering, arts, mathematics) opportunities for girls, including scientific research work and science fair participation. Extracurricularly, girls can participate in LEAF, a club that works to educate the Laurel community on issues surrounding climate change, environmental justice and sustainable living.
- Our [Environmental Justice](#) program, which focuses on the intersection between environmental issues and social justice, teaches Upper School girls at Laurel and neighboring schools to seek sustainable solutions to real-world issues.

For more detailed information, please refer to our [divisional curriculum pages](#).

Topics of focus are:

- Recycling
- Composting
- Green Building
- Caring for our Building and Grounds
- Paper
- Food
- Green Parking Lot

A K-12 school for girls with a coed Early Childhood, Laurel School is proud to be an inclusive and equitable school community. We actively seek representation from a wide range of diverse backgrounds and a variety of life experiences to strengthen the Laurel community.





STEM & STEAM

Our STEAM programming provides a myriad of experiences designed to allow students to make cross-disciplinary connections, and to develop the skills necessary for them to be: engaged citizens, competent evaluators of information, capable problem solvers, innovative thinkers and creators.

Why Arts? Arts is a crucial component of STEAM education because it brings creativity, imagination, and a holistic perspective to the traditionally analytical and technical aspects of STEM fields.

Why STEAM at Laurel? Interdisciplinary learning is a hallmark of Laurel School's academic programming from Early Childhood through Grade 12. As a national leader in STEM, Laurel School thinks strategically about how the skillset of an artist overlaps with and enhances skills mastered by professionals in traditional STEM fields. Where practical, our students are offered the opportunity to observe, to think critically, to interpret, to appreciate precision and scale and to communicate from the perspectives of a scientist, visual artist, mathematician, computer scientist, performance artist and engineer.

To know more about the interdisciplinary programming that incorporate the elements of STEAM and the recent Awards & Programs, click [here](#).



Entrepreneurship

Innovation is a critical part of each girl's experience at Laurel. We believe an entrepreneurial mindset develops the leadership, problem-solving and self-advocacy skills necessary for success.

Our students solve real-world problems through competing in business plan competitions, starting companies and working with local businesses. Whether running our student coffee business, pitching the next big idea in the Veale Youth Entrepreneurship Forum thinkBIG! Summit, or interning with an entrepreneur, there are endless ways for each girl to find her voice.



Laurel's Curricular Braid

Entrepreneurship, along with civic engagement, global studies and STEAM, is one of the themes woven through Laurel's Curricular Braid that sets the foundation for the Kindergarten-Grade 12 academic program. In Primary and Middle School, each year highlights two different strands of the curricular braid preparing girls for life in Laurel's Upper School where the braid continues to weave throughout the academic program to graduation. Entrepreneurship is featured in age-appropriate ways in Third Grade, Fifth Grade and Eighth Grade. In Upper School, girls are given the opportunity to create their own entrepreneurship path through Laurel's signature initiatives: the [Protégé Internship Program](#) and the [Capstone Scholars Program](#).

Diversity, Equity, Inclusion and Belonging

At Laurel School, the fulfillment of our mission: *"To inspire each girl to fulfill her promise and to better the world"* requires that we respect and fully honor each member of our community.

DEIB at Laurel serves as a resource to the community for training, social and cultural programming and inclusive educational approaches. We strive to promote equity and justice.

A K-12 school for girls with a coed Early Childhood, Laurel School is proud to be an inclusive and equitable school. We know communities are stronger when its members represent a variety of experiences and backgrounds. We are committed to embracing students whose individuality will enrich our learning environment. We seek to hire faculty and staff members who will bring their unique skills and perspectives to Laurel School.





Facing History and Ourselves

People Make Choices. Choices Make History.

Launched in 2008 with 12 schools, today, the Facing History and Ourselves (FHAO) Partner Schools Network includes over 100 schools and reaches over 40,000 students.

As part of this network, Laurel embraces Facing History's core themes as foundational to the School's mission and weaves Facing History content and teaching strategies throughout the school: in classes, advisory groups, faculty meetings, and school community activities.

To know more about this program click [here](#).

Athletics at Laurel

The athletic program is viewed as an extension of and a complement to the total learning process. The Laurel athletic program sets high standards for participation; aside from sport skill, sport strategy and physical fitness, the program seeks to provide each athlete with opportunities to develop confidence and a positive self-image, and to reach her fullest potential. Any student who is ready to commit to team expectations and goals and work hard to develop her athletic potential is welcome to participate in our program.

Our student-athletes compete against top opponents, work with incredible coaches, get exposure to a variety of colleges, and compete on our unparalleled fields and in state-of-the-art facilities at our 150-acre Butler Campus.

Our experienced coaches prepare their teams for fierce competition, while helping individual athletes progress to the next level in their athletic development. We boast an impressive record of multiple, successive OHSAA State Tournament appearances!

Laurel athletes develop time-management and leadership skills, discipline and resilience that serve them well in their academic work and throughout their lives. The commitment girls feel to their teammates and their sport has lasting effects.

FALL: Cross Country ▪ Field Hockey ▪ Golf ▪ Rowing ▪ Soccer ▪ Tennis ▪ Volleyball

WINTER: Basketball ▪ Rowing ▪ Swimming ▪ Diving

SPRING: Lacrosse ▪ Rowing ▪ Softball ▪ Track and Field





Class of 2023 College Acceptances & Decisions

Members of the Class of 2023 were accepted into **141 schools** across **37 states** as well as DC, the UK, and Canada. They will attend 37 colleges and universities throughout 19 states across the US. Their choices represent the Ivy League, Public Flagship schools including honors colleges, HBCUs, Liberal Arts schools and more.

Community at Laurel

Our community knows there is much more to Laurel than academics.

From after-school programming to student global travel, and parent volunteer opportunities to service learning and community service, life at Laurel does not end in the classroom.

Explore this [Campus Life section](#) for non-academic topics and the many ways the Laurel experience extends beyond the classroom and to the community—and world—at large.

With parents' help, the [Laurel School Parent Association](#) works to enrich the Laurel School community in many different ways.

Laurel School also offers:

[Gator Lane](#) provides spiritwear to the Laurel School community

[Dining Services](#) - *Fresh Food Forward*

[After School and Music Academy](#)

[Service Learning and Community Service](#)

[One Coffee Circle](#)





Board of Trustees

The Laurel School Board of Trustees is composed of volunteer individuals with a wide range of backgrounds and skills. These members include Laurel alumnae, parents, parents of alumnae and engaged members of the community.

Board members share a commitment to the vision of Laurel School as the pre-eminent girls school that knows girls, fosters their academic excellence and supports girls' well-being. With the Head, the Board sets vision and strategy for the school and ensures sound financial management, proper stewardship of resources, and accountability towards goals.

A Strategic Plan For Laurel's Next Chapter Of Excellence, Innovation And Distinction: Our Journey To The Future

As we emerge from the pandemic, Laurel is proud to reaffirm the mission "To inspire each girl to fulfill her promise and the better the world." and our values statement, "Committed to building a just and inclusive world, Laurel girls are courageous, creative, ethical and compassionate." We are also proud to present a new strategic plan for Laurel School. **Beyond the Circle: Empowering Girls, Changing the World**, builds on Laurel's legacy of excellence; celebrates and strengthens Laurel's culture of innovation and distinction; and inspires us to be bold and visionary in our continued quest to be the school of choice for standout girls in Ohio.

Strategic Priorities

Powered by exceptional talent and a culture of excellence, distinctive assets and expertise, and prestigious and exclusive offerings, Laurel attracts, develops, inspires and graduates powerful girls who make their mark and thrive over a lifetime—the "Laurel Difference" is unmistakable in any student or alum.

This declaration of the "Laurel Difference" is the overarching vision for our work going forward. And it was the guiding principle used to develop our framework of three distinct strategic pillars—**A Culture of Excellence Fueled by Outstanding Faculty and Students • Extraordinary Academics and Programs that Attract, Support and Develop Stellar Girls and Women • Distinctive Assets and Expertise that are Enduring and Relevant**—to focus our efforts, and to articulate our goals and achievement in each area as the plan comes to fruition.

To know more about the three strategic priorities click [here](#).



Laurel School Leadership Profile

Opportunities and Challenges:

- Continue and grow the legacy of exceptional academics, innovation, and research-driven education for girls within a strong and vibrant school community.
- Clearly define and articulate Laurel's identity and value proposition in a crowded and competitive independent school market to drive enrollment growth.
- Further develop and expand the reach and impact of the Butler Campus and experiential learning, boldly pursuing additional distinctive opportunities for Laurel.
- Recruit resources to ensure that the physical facilities are as outstanding as the teaching and learning that happens within them.
- Continue to recruit and retain an excellent faculty and staff, in part by combining strong marketing and fundraising with adept oversight of financial management to allocate resources to increasing faculty and staff salaries.
- Sustain Laurel's outstanding reputation, while ensuring that it is as well known in the northeast Ohio region as it is nationally.



Desired Qualities and Attributes for the Next Head of School at The Laurel School:

- A visionary, experienced, and student-centered independent school leader who believes deeply in the power of an all girls' education and will build upon a strong legacy of best practice in how girls learn, experiential programming, and excellent academic and co-curricular offerings.
- An experienced overseer of financial management who has the analytical skills and commitment to balance program and fiscal constraints, and who will build upon what makes Laurel unique while ensuring the school's enduring sustainability.
- A strategic and systems thinker who is a strong collaborative leader with demonstrated ability to build effective teams, empower team members to make decisions, and delegate authority as needed.
- A warm, visible, and accessible presence throughout the school.
- An inspiring, effective, and transparent communicator who will build upon the collaborative and trusting climate among all constituents.
- A culturally competent and sensitive leader who will enhance an inclusive and diverse community and provide programming and learning opportunities to all.
- A leader with proven ability to recognize talent and nurture it.
- A role model and mentor to adults and students.
- A leader eager to engage fully with current and past parents, alumni, and in the broader Cleveland community and local and national independent school networks.



Summary of the Search Process

Interested candidates should submit the following materials as soon as possible:

- EC Summary Sheet and Disclosure Statement (Contact Nat Conard or Pilar Cabeza de Vaca for these documents)
- Letter of Interest addressed to the Search Committee
- Current Resume
- Statement of Educational Leadership Philosophy
- A list of five or more references with contact information (Name, relationship to candidate, phone and email addresses)

Application materials are to be sent electronically via email to:

Nat Conard, Partner, Educators Collaborative, LLC
nconard@educatorscollaborative.com

Pilar Cabeza de Vaca, Educators Collaborative, LLC
pcabezadevaca@educatorscollaborative.com
pcdevaca31@gmail.com

We will consider applications as they come in, on a rolling basis.



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