



Mastro
Montessori
ACADEMY



HEAD OF SCHOOL SEARCH

Start Date: July 1, 2026
Shrewsbury, New Jersey





Educators Collaborative is delighted to be assisting Mastro Montessori Academy in Shrewsbury, NJ, in their search for a Head of School to begin July 1, 2026. This is a wonderful opportunity for a school leader who believes in authentic Montessori education in the Association Montessori Internationale (AMI) tradition and is eager to guide the close-knit community into the future.

SCHOOL AT A GLANCE

- **Founded:** 1968
- **Type:** Non-profit, co-ed, independent day school
- **Grades:** Toddler-Grade 3
- **Enrollment:** 100 students
- **Divisions:** Toddler, Primary, and Elementary (anticipated)
- **Professional Affiliations:** AMI, AMS, NAMTA, NAIS, and NJ Department of Education Nonpublic Schools

ABOUT THE SCHOOL

Founded in 1968, Mastro Montessori Academy is the first Montessori school in Monmouth County and the only fully AMI-certified school in the region. It is also a member of the American Montessori Society, connecting the community to a broader network of Montessori resources.

Serving children starting at 18 months, Mastro provides Toddler, Primary, and Elementary programs, each led by an AMI-trained teacher with an assistant to ensure individualized attention. The classroom experiences emphasize hands-on learning, exploration, and self-discovery, nurturing curiosity, independence, and confidence.

Mastro is committed to creating a respectful, supportive learning environment where children thrive academically, socially, and emotionally, developing the skills and resilience that prepare them for lifelong success.

LOCATION

Mastro Montessori Academy is situated in Shrewsbury, New Jersey, a charming and vibrant town that blends small-town warmth with easy access to metropolitan amenities. Shrewsbury is known for its tree-lined streets, historic homes, and a welcoming community that values education, culture, and civic engagement. Residents enjoy a lively downtown featuring boutique shops, excellent restaurants, and a calendar full of community events that foster connection and engagement.



Located in picturesque Monmouth County, the area offers an exceptional quality of life. Families and professionals alike are drawn to the region for its outstanding schools, beautiful parks, and cultural attractions. The Jersey Shore is just a short drive away, providing beaches, waterfront dining, and recreational opportunities, while nearby train lines and highways offer convenient access to New York City and Philadelphia for business or leisure.

Monmouth County is also rich in history and natural beauty, with scenic trails, historic landmarks, and vibrant arts and cultural communities. Residents enjoy a balance of a peaceful suburban lifestyle with access to dynamic urban and cultural experiences. For a Head of School, Shrewsbury and the surrounding county offer not only a warm, family-friendly environment but also a rich professional and social community in which to live, work, and thrive.

The school campus includes two buildings that offer opportunities for space planning to accommodate enhanced programming and further meet the needs of our community. There is a new playground that connects the two facilities.

VISION

Mastro Montessori is dedicated to creating a vibrant learning community where children thrive academically, socially, and emotionally, guided by the principles of AMI Montessori education and fueled by a deep commitment to respect, empathy, and compassion.

MISSION

The Mission of Mastro Montessori Academy is to create a respectful community that cultivates each child's whole development in accordance with the standards of the Association Montessori Internationale. The Academy creates a community for children that cultivates courtesy, acceptance, caring, and compassion.



SCHOOL FINANCES

The expertise of the Board of Trustees, who report to be fiscally conservative, has resulted in the school realizing solid finances. The school has a mortgage on the second building, has cash reserves, but no endowment. The school looks to create a long-range financial plan that will address operating and capital needs in the near and long term. The essential Mastro Montessori educational expenses are completely funded through tuition. The school looks forward to expanding fundraising opportunities and investigating other auxiliary revenue streams. Annual audits have been clean, without management letters.



PROGRAM OVERVIEW

Mastro Montessori Academy offers an authentic, full Montessori program from Toddler through Elementary years, guided by AMI-certified teachers in mixed-age classrooms. The curriculum balances rigorous academics with hands-on, practical learning: from language, mathematics, and science to music, art, and ecological stewardship. Children develop independence, confidence, and a love of learning through carefully prepared environments, uninterrupted work cycles, and meaningful real-world experiences, including gardening, beekeeping, and community-based projects.

Enrichment programs and flexible schedules, including full-day, after-school, and summer offerings, allow students to flourish while supporting diverse family needs. The school's AMI accreditation and commitment to Montessori principles create a cohesive, mission-driven environment where intellectual growth, social-emotional development, and creativity thrive, offering a Head of School the opportunity to lead a distinctive, high-impact program with a strong sense of community.

PREPARING CONFIDENT, PREPARED LEARNERS

Mastro Montessori graduates go on to do quite well in their secondary schools and beyond. The school is recognized for having well prepared students who are confident and kind.





LEADERSHIP PROFILE

The Board of Trustees of Mastro Montessori Academy is conducting an international search to identify its next Head of School. To that end and to assist them in clarifying the opportunities and challenges ahead, Carole Everett and Debbie Millon of the search firm Educators Collaborative, surveyed the school community and visited the campus to collect input from members of the faculty, administration, staff, parents, and trustees. Based on this input and the impressions of the consultants, the following represents a summary of Mastro Montessori's strengths and the challenges and opportunities it faces in the next three to five years, as well as the qualifications and attributes of the next Head of School.

Notable Strengths of Mastro Montessori Academy

Fidelity to Montessori Principles

Mastro Montessori Academy is deeply committed to the authentic Montessori philosophy, guided by AMI-certified teachers who bring both expertise and passion to the classroom. This fidelity ensures that every aspect of the program, from classroom materials to work cycles, supports the developmental needs of each child.

Dedicated and Caring Faculty and Staff

The school's educators are deeply committed to each child's growth, combining professional expertise with genuine care and enthusiasm. All faculty hold AMI credentials, reflecting a high level of training and dedication to Montessori principles.

Academics with Individualized Attention

The classroom experience allows for personalized learning experiences that foster confidence, independence, kindness, curiosity, and executive functioning skills. The balance of challenge and care ensures that children are prepared to excel academically and thrive socially.



Successful Graduates

MMA students consistently demonstrate readiness for the next stage of their education. Secondary schools praise Mastro graduates for their independence, self-discipline, and ability to navigate both academic and social challenges with confidence.

Strong Community

Mastro fosters a diverse and inclusive environment where students, families, and staff contribute to a warm, student-centered culture. This strong sense of community supports both learning and personal development.

Parent Recognition and Support

Families consistently value the school's commitment to Montessori and its nurturing approach, appreciating the thoughtful guidance and support their children receive.

Beautiful Campus Setting

The school's inviting, well-maintained campus, including a new playground, provides students with an inspiring and safe environment that encourages exploration, play, and learning.

Opportunities for the Next Head of School

Enrollment Growth

Mastro Montessori Academy has experienced strong enrollment, particularly in its Toddler program. The next Head of School has the opportunity to build on this success through intentional outreach, strategic marketing, and thoughtful admissions initiatives to sustain growth.

Student Retention

Encouraging students to continue from Toddler through Elementary grades will strengthen community continuity and cultivate a robust student leadership pipeline. Focused attention on retention strategies will help ensure that more students remain through sixth grade, enhancing both academic and social cohesion.

Faculty Recruitment and Retention

At the heart of Mastro Montessori's success is its talented, dedicated faculty. The next Head of School will play a central role in attracting, supporting, and retaining exceptional Montessori educators, ensuring the school continues to deliver the highest quality of teaching and learning.



Management and Leadership

MMA seeks a visionary leader with strong organizational and managerial skills to guide the school's operations, optimize internal systems, and inspire faculty and staff. The Head of School will play a pivotal role in maintaining day-to-day excellence while setting a strategic direction that ensures long-term success.

Fundraising and Advancement

Philanthropy is essential to supporting MMA's mission and lessening tuition dependency. The next Head of School will work closely with the Board to keep fundraising invigorated, build an endowment, and continue to cultivate a culture of generosity across the community.

Governance

The Head of School can support best practices in Board development while ensuring alignment with the school's mission and strategic priorities.

Strategic Planning

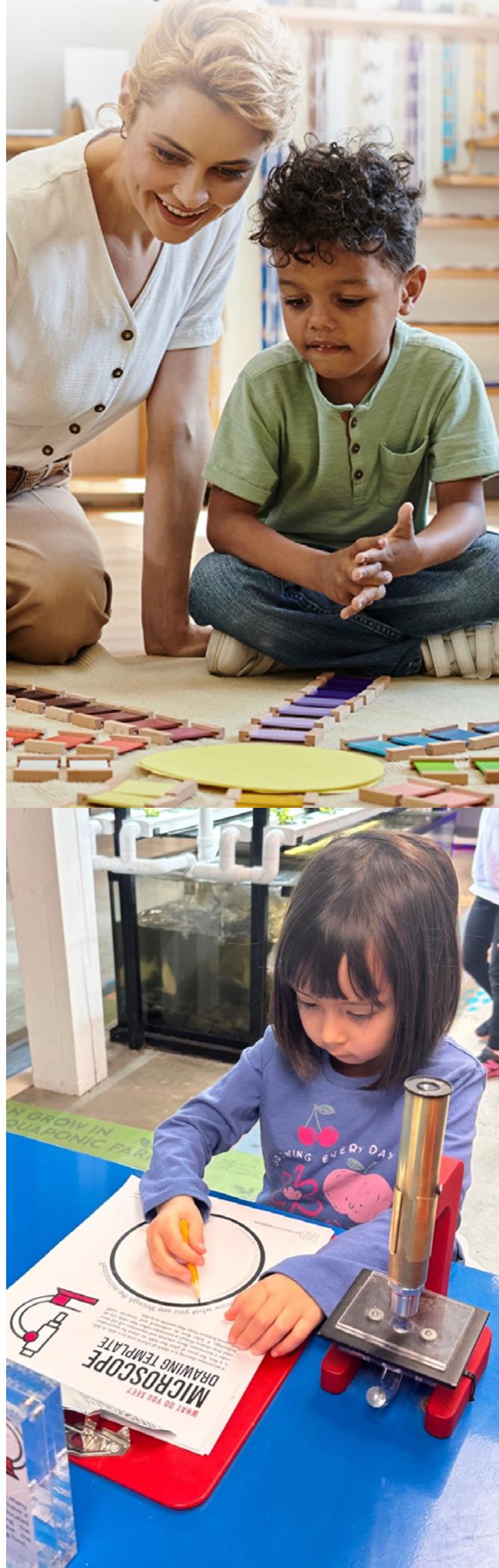
The school does not currently have a Strategic Plan. The next Head of School will have the opportunity to work with the Board and other stakeholders in creating the Strategic Plan, creating a road map for the future and ensuring that the school's vision is successfully translated into sustainable actions.

Facilities

MMA's beautiful campus is an asset, enhancing the school's appeal to families and providing an inspiring environment for learning. There is an opportunity for the next Head of School to guide a strategic facilities campus master plan that evaluates space usage and preserves and enhances the campus for years to come, ensuring it continues to support both the program and the school community.

Key Characteristics of the Next Head of School

Mastro Montessori Academy seeks an experienced, steady, and inspiring Head of School to lead the community beginning July 1, 2026. The next Head will join Mastro following a successful year under an Interim Head, who strengthened operational foundations, enhanced faculty and family connections, and set a tone of regular communication. This next leader will have the meaningful opportunity to build on these accomplishments and guide the school into its next phase of growth and excellence.



The ideal candidate will be a passionate educator, proven community builder, and skilled manager, bringing integrity, warmth, and joy to the role. This hands-on, visible leader will prioritize transparent communication, authentic relationship-building, and a strong presence across the school community.

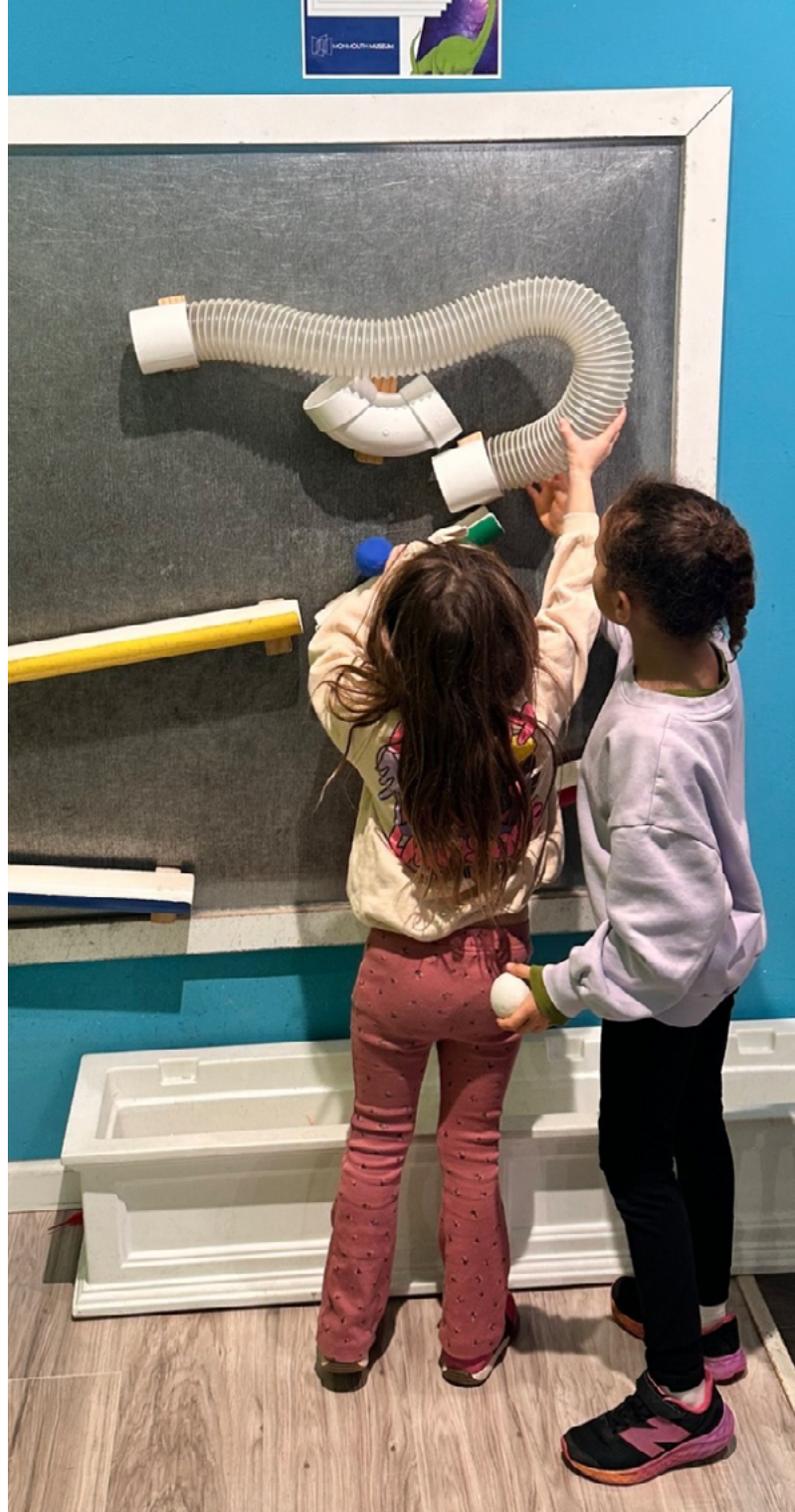
Key characteristics include:

- **Visionary and Focused Leader:** Extremely focused on the school's mission and vision, guiding its strategic direction while supporting and empowering teachers to deliver excellence.
- **Montessori Knowledge Preferred:** Training and experience in Montessori education, ideally within the AMI tradition, with a deep understanding of Montessori philosophy and best practices is preferred, but a school leader with outstanding management and communication skills will also be considered.
- **Strategic and Future-Focused:** Able to anticipate challenges and opportunities, set priorities, and plan thoughtfully for the school's long-term success.
- **Collaborative Community Builder:** Skilled at fostering meaningful parental engagement, nurturing faculty collaboration, and strengthening the school's culture.
- **Hands-On Administrator:** Leads by example, addressing operational and educational challenges directly, and maintaining a visible presence in the daily life of the school.
- **Faculty Support and Mentorship:** Provides guidance, encouragement, and professional development, ensuring that teachers are empowered and confident in their work.
- **Excellent Communication Skills:** Exceptional written and verbal communication abilities, with the capacity to convey information clearly and build trust across all stakeholders.



- **Trust, Diplomacy, and Integrity:** Consistently fair, transparent, and ethical; able to navigate sensitive situations with tact and diplomacy.
- **Warm, Welcoming, and Positive:** Approachable and engaging, with a pleasant disposition that fosters a culture of enthusiasm, inclusivity, and community spirit.
- **Strong Listener and Accessible:** Attentive to input from faculty, families, and students, ensuring that all voices are heard and valued.
- **Governance Knowledge:** Well-versed in best practices for nonprofit school governance and able to work collaboratively with the Board to advance the school's mission.
- **Inspirational Presence:** Motivates faculty, encourages appropriate parental engagement, and cultivates a culture of dedication, enthusiasm, and excellence.
- **Love of Children:** Demonstrates a sincere and deep commitment to nurturing and guiding children's growth across all developmental stages.

This role offers an outstanding opportunity to lead a distinctive Montessori program, strengthen a committed and talented faculty, and deepen community connections, shaping the school's future while honoring its tradition of excellence.



The Vincent S. Mastro Montessori Academy is a 501 (c) (3) nonprofit, nonsectarian school admitting students of any race, color, national and ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, gender, national or ethnic origin in administration of its admission policies, educational policies, or school-administered programs. Reasonable accommodation that does not alter the fundamental nature of our programs or create undue burden is made for students with disabilities.



SEARCH CALENDAR

(The following are projected dates)

Application Deadline: 30 January 2026. Applicants are encouraged to submit full materials as soon as possible. Initial interviews with consultants are starting immediately.

Semi-Finalist Interviews (virtually): late February

Finalist Interviews (on campus): late-Feb / early-March

HOW TO APPLY

Applications are due by **30 January 2026**.

Candidates interested in the position are asked to submit the following materials in a **SINGLE** merged PDF document in this **exact** order:

- EC Summary Sheet (contact a consultant below for this document)
- Cover Letter Addressed to the Head of School Search Committee
- Résumé
- Educational Leadership Statement
- A list of five professional references with contact information including name, relationship to the candidate, phone, and email address
- EC Disclosure Form (contact a consultant below for this document)

Send applications via email to:

Carole Everett, Educators Collaborative
ceverett@educatorscollaborative.com

Debbie Millon, Educators Collaborative
dmillon@educatorscollaborative.com

The annual salary for the Head of School position is \$130,000-150,000. There is also a generous benefits package that includes health and dental insurance and retirement contributions.



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mastromontessori.org