



# HEAD OF SCHOOL SEARCH

**Charlottesville, Virginia**  
**Position Starts July 1, 2027**

*Charlottesville's College Preparatory High School For  
Academically And Artistically Advanced Students*



## MISSION

The Mission of Renaissance School is to provide curious & engaged students a rich, interdisciplinary learning environment focused on critical thinking, creativity, civic engagement, and collaboration.

## ABOUT RENAISSANCE SCHOOL

The Renaissance School is a small, intentionally designed learning community serving highly capable and deeply engaged students. The school is distinguished by its commitment to individualized learning, interdisciplinary thinking, creativity, restorative practice, and student agency.

Students at Renaissance are artists, scientists, researchers, innovators, and independent thinkers. They are encouraged to take intellectual risks, develop sophisticated research and analytical skills, and engage meaningfully with the world around them. The school fosters a culture defined by kindness, curiosity, respect, accountability, and belonging.

The educational experience is both rigorous and highly personalized. While the school does not offer traditional AP courses, students regularly engage in advanced-level study and sit successfully for AP examinations. Faculty members are respected as experts in their fields and are entrusted with significant autonomy in developing transformative classroom experiences.

The school's strong outcomes, including impressive college placement, and deeply positive student experiences, reflect the power of its mission and community.



## ACADEMICS

Serving students in grades 9 through 12, the academic program is designed to meet the needs of advanced learners through a challenging curriculum. The curriculum is designed to challenge high-ability students through a blend of traditional college preparatory subjects and innovative interdisciplinary work.

### 5-Year Academic Plan

The graduation requirements for Renaissance School, at 33 credits, are significantly more rigorous than area public and independent programs. On a traditional schedule, this means students take 8-9 courses per year, and some students will complete up to 10 courses per year to maximize the available opportunities at Renaissance School. However, there are many reasons why students may wish to complete their studies over the course of five years rather than four, and at any given time up to 25% of Renaissance School students are on the 5-year studies program.

Specifically, recognizing the value of the Arts for personal expression, cultural appreciation, creative problem solving, collaboration, health, critical thinking, and many other domains that are part of the life of an ambitious college-bound student, Renaissance School requires a minimum of five Innovative Arts credits. Students build out their elective profile based on their interests, ranging from taking multiple foreign languages to advanced math and science courses.

### Special Programs

The school offers several unique programs that set it apart from traditional high schools, most notably the SmART Lab. This program explores the intersection of math, science, and the arts, teaching students how these disciplines inform one another. Additionally, the rigorous two-year Independent Studies program at Renaissance School has been compared to graduate school level work. In their Junior and Senior years, students are responsible for selecting and researching topics of their choice. In their Junior year, the focus is on conducting interviews, academic research, and public speaking. By the end of their Senior year, students have pursued rigorous academic research, produced a 20-page, APA style thesis paper, and defended their theses before the faculty.



## Arts

As the top-ranked arts school in Virginia, Renaissance School integrates the arts into every facet of its identity. The program is designed for students who are serious about their craft, offering specialized tracks in visual arts, music, and performance. Students are given frequent opportunities to showcase their work in professional settings throughout the Charlottesville area, and many graduates go on to pursue high-level degrees in the fine and performing arts.

## Athletics

**The Renaissance School flexibility is a strength when working with athletes' schedules.** We've been proud to ensure the Junior Olympic and nationally-ranked athletes, in equestrian sports, swimming, fencing, golf, squash and others, as well as pre-professional dancers, have the time they need for training (sometimes 20 or more hours a week) and competition travel. We have guided athletes to Division I colleges and universities in their sports, and supported the early college application requirements, including communication with coaches.

## AT A GLANCE

- Founded: 1999
- Location: Charlottesville, Virginia
- Number of students: 50 to 52 students  
Grades 9-12
- Average class size: 10
- Graduation requirements: 33 credits
- Student retention rate: 98%
- College acceptance rate 17 years running: 100%
- Families receiving tuition assistance: 35%
- School community gives to the annual fund: 100%
- Average college award per senior: \$284K
- #1 ranked school for the arts in Virginia
- Top 8% ranked school nationally
- Top 10% STEM national rating
- Top 17% ranked private school nationally
- An AP Platinum Honor Roll School



Students get regular physical activity through PE, community club sports, the Ultimate Frisbee team (go Ravens!) and student-led triathlon, skiing & snowboarding, running, rock climbing, and other clubs. Students regularly have the chance to walk to UVA Grounds, area galleries, or through the neighborhood with their faculty advisory group. The school offers the opportunity for earning credit for outside sports.

Renaissance School offers a comprehensive, integrated health curriculum. This has included visits from UVA Hospital nutritionists, ACAC physical therapists, Region 10 mental health professionals, SARA specialists on healthy relationships, and other professionals in the fields of not just healthy eating, sleeping, and activity levels, but also how to cultivate good mental health, healthy interactions with technology, social media, healthy relationships and how to get help from local resources.

## TRADITIONS

Renaissance School maintains a series of traditions that emphasize its unique blend of academic inquiry, artistic performance, and community bonding. These events are designed to showcase student work while fostering a supportive, non-traditional high school environment.

### Academic and Artistic Showcases

The school year is punctuated by several major milestones where students present their work to the broader community. The Winter Show and the Spring Show & Art Auction serve as the primary exhibitions for visual and performing arts, often held in professional spaces like the McGuffey Art Center. Academically, the Senior Thesis Presentations and Junior Independent Study Presentations are significant rites of passage, where upperclassmen defend their year-long research projects in front of peers, faculty, and families.



## Learning Outside the Classroom

Learning outside the classroom is an integral component of supporting a love of lifelong learning. Renaissance School embraces the downtown location with regular classroom trips to the University of Virginia, Live Arts, The Paramount, Light House Studio, etc. Renaissance School also builds outside-the-classroom learning into the school year through organized week long trips.

## Student Life

Community life at the school is defined by a series of distinct traditions that emphasize its tight-knit culture and its integration into the downtown Charlottesville environment. Students and faculty frequently gather for “Fresh Salad Fridays,” utilizing the school’s rooftop garden to harvest produce for shared community meals, while the senior class leads the annual Field Day, providing a much-needed afternoon of hiking and outdoor competition before final exams. The school’s identity is further cemented through unique iconography like the Raven mascot and the elevated icosidodecahedron logo, which symbolize the intersection of history and science. Additionally, Spirit Week and frequent educational excursions into the surrounding city ensure that the student experience remains as creative and socially engaged as it is academically rigorous.

## ANNUAL CURRICULUM PLANNING

Renaissance School faculty do not teach the same curriculum over and over again. Every year is an opportunity to update, upgrade, refresh, and shift focus, and this is achieved, in part, through a series of all-faculty workshops that take place during the summer. Together, faculty walk through content and course goals quarter-by-quarter, finding intersections where material may overlap. One year included a focus on Civil Rights and Life Sciences, as illustrated through the amazing case of Henrietta Lacks. Another year saw a focus on Iberian culture, including Literature, Flamenco Music, Cuisine, and Dance. One year in Physics the central project may be on Relativity in conjunction with a Science Fiction unit in English, the next it may be on waves and the mathematics of Music, the next it may relate to stippling in Art and the physics of CMYK printing. Renaissance School faculty find new connections between subjects every year.





## INTERNATIONAL STUDENTS

Renaissance School actively welcomes international students from around the world, creating a remarkably multicultural environment for its size. The institution has been enriched by students and families originating from various countries across Asia, Europe, Central and South America, Africa, and the Middle East. By recruiting globally, the school deliberately fosters a community where diverse languages, customs, and perspectives are shared, allowing the student body to experience a wide array of international music, food, and cultural holidays.

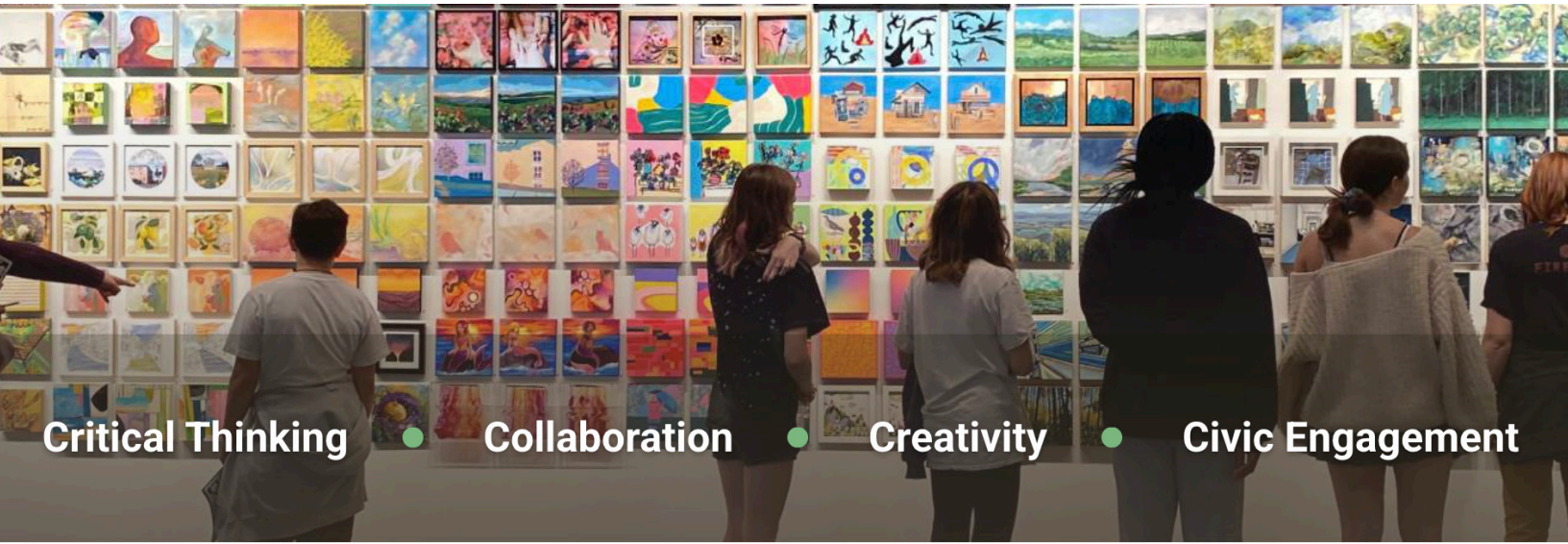
## SUMMER PROGRAMS

Renaissance School is committed to a love of lifelong learning. While regular classes break for the summer, learning opportunities continue in the form of college prep, workshops and classes, and summer reading and projects. The summer is a great time to focus on an area of interest, get ahead, or catch up in a more relaxed setting.

## Charlottesville, Virginia

Charlottesville is a vibrant and intellectually rich community known for its natural beauty, cultural vitality, and strong educational environment. Home to the University of Virginia, the city offers exceptional opportunities for collaboration, arts engagement, outdoor recreation, and civic connection.

The region's combination of academic energy, creativity, and quality of life makes it an ideal setting for Renaissance's distinctive educational mission.



## OPPORTUNITY STATEMENT

The Renaissance School seeks an inspiring, strategic, and deeply student-centered leader to serve as its next Head of School beginning July 1, 2027. Located in Charlottesville, Virginia, Renaissance is a distinctive independent school devoted entirely to the adolescent experience. The school offers an extraordinary opportunity for a visionary educator and community builder to lead a highly relational, mission-driven institution known for creativity, intellectual rigor, student empowerment, and belonging.

Following 17 years of stable and thoughtful leadership, Renaissance enters its next chapter from a position of strength. The school seeks a Head who will honor its unique culture while advancing long-term sustainability, visibility, and innovation in a rapidly evolving educational landscape.

This is an exceptional opportunity for a leader who believes deeply in the promise of adolescents, values authentic relationships, and thrives in an entrepreneurial and collaborative environment.

### Community and Program Strengths

Renaissance benefits from numerous strengths that position the school for continued success:

- A deeply student-centered culture focused on adolescent development
- Exceptional student outcomes and college placement
- Highly dedicated faculty and staff
- Strong parent engagement and loyalty
- A robust STEM and STEAM curriculum
- Significant emphasis on creativity and the arts
- A restorative justice philosophy that supports student growth and accountability
- Partnerships with the University of Virginia and community organizations
- High academic expectations
- An environment where students are empowered to lead, explore, and take ownership of their learning
- A 4-year college counseling program, leading to exceptional “right fit” college placements

The school’s intentionally small size creates an atmosphere of authenticity, connection, and individual attention that is increasingly rare in contemporary education.

## Strategic Priorities and Opportunities Ahead

The next Head of School will inherit a vibrant institution with a clear sense of identity and purpose. At the same time, the school recognizes the importance of continuing to develop opportunities and strategic priorities for the future.

Among the most significant opportunities are:

- Increasing Visibility and Enrollment
- Ensuring Long-Term Financial Sustainability
- Maintaining and Advancing Strategic Partnerships
- Sustaining a Distinctive Educational Model

## Leadership Priorities

The next Head of School will be expected to:

- Champion the school's mission and culture
- Build strong relationships with students, faculty, families, and trustees
- Lead proactively and strategically
- Strengthen admissions and institutional visibility
- Ensure operational and financial sustainability
- Support and empower faculty while fostering organizational coherence
- Cultivate innovation while honoring the school's traditions and values
- Serve as an active and visible presence within the daily life of the school

The successful candidate will understand the complexity and nuance of leading a small, mission-driven institution and embrace the role's relational nature.

## Visionary and Strategic Leadership

The ideal candidate will think proactively about the future of education and translate vision into action.

The ideal candidate will demonstrate the following:

- Creativity and Entrepreneurial Spirit
- Relational and Collaborative Leadership
- Respect for Faculty Expertise
- Operational and Financial Acumen
- Experience in independent, progressive, or non-traditional education
- Demonstrated success in leadership and institutional advancement
- Strong interpersonal and communication skills
- Experience supporting innovative faculty cultures
- A commitment to restorative and student-centered practices
- The ability to balance strategic thinking with daily community engagement

Above all, the next Head of School will be a compassionate, energetic, and mission-driven leader who sees extraordinary potential in students and inspires others to do the same.



## APPLICATION PROCESS

The Renaissance School invites inquiries, nominations, and applications from experienced educational leaders who are inspired by the school's mission and opportunity. Interested leaders are asked to submit the following materials in a single merged pdf document, in the exact order below:

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

### Send applications via email to:

Debbie Millon, Educators Collaborative  
[dmillon@educatorscollaborative.com](mailto:dmillon@educatorscollaborative.com)

Mary Seppala, Educators Collaborative  
[mseppala@educatorscollaborative.com](mailto:mseppala@educatorscollaborative.com)

### Compensation

The salary range for this position is anticipated to be \$150,000–\$165,000, commensurate with experience and qualifications.



## Renaissance School

*Empowering adolescents through creativity, curiosity, responsibility, and belonging.*

418 East Jefferson Street, Charlottesville, VA 22902

[renaissanceschool.org](http://renaissanceschool.org)