

Opportunity Statement

Central Montessori Academy

Head of School Search

Cincinnati, Ohio

Start Date: July 2025



Central
Montessori
Academy



Lead Consultant
Tim Viands

School Overview

Central Montessori Academy (CMA), nestled in the heart of Cincinnati, Ohio, is a vibrant and nurturing learning community where children from 18 months through 6th grade embark on a journey of self-discovery and intellectual exploration. Founded on the principles of Maria Montessori, CMA fosters a love of learning through hands-on exploration, individualized instruction, and a carefully prepared environment that encourages independence, creativity, and a lifelong passion for knowledge.

At CMA, education is viewed as a collaborative partnership between teachers, students, and parents. Experienced and dedicated Montessori-trained teachers guide students on their individual learning paths, fostering a sense of wonder and joy in the learning process. Small class sizes allow for personalized attention and differentiated instruction, ensuring that each child's unique needs and learning styles are met. The school's commitment to authentic Montessori practices is evident in its thoughtfully designed classrooms, rich with hands-on materials and opportunities for self-directed learning.

CMA's curriculum extends beyond the traditional academic subjects, encompassing a holistic approach to education that nurtures the whole child. Students are encouraged to develop their social-emotional skills, cultivate their creativity, and embrace their individuality. The school's emphasis on peace education creating a respectful and inclusive environment where children learn conflict resolution and the value of diversity. Outdoor education and environmental awareness are also integral components of the CMA experience, providing opportunities for students to connect with nature and develop a sense of responsibility for the world around them.

CMA fosters a strong sense of community, where families, faculty, and staff come together to support and celebrate each child's growth. The school's active Parent Association provides opportunities for parents to connect with one another and participate in school events and activities. CMA's commitment to diversity and inclusion creates a welcoming environment where all families feel a sense of belonging.

CMA is more than just a school; it is a place where children are empowered to become confident, independent learners and compassionate global citizens. The school's focus on character development, social responsibility, and peace education instills in students the values of respect, empathy, and integrity. CMA graduates are well-prepared for the challenges of secondary school and beyond, equipped with the academic skills, critical thinking abilities, and social-emotional intelligence to thrive in a complex and ever-changing world.

The Position

Central Montessori Academy (CMA) seeks a passionate and visionary Head of School to lead the school into its next chapter of growth and excellence. CMA is a vibrant and growing Montessori school serving students aged 18 months through 8th grade. The Head of School will be a collaborative and inspirational leader with a deep commitment to Montessori philosophy and a proven track record of success in school leadership.

Key Responsibilities:

- **Leadership and Vision:**
 - Articulate and implement a compelling vision for the future of CMA, aligned with the school's mission and values.
 - Foster a positive and collaborative school culture that supports the growth and development of all students, faculty, and staff.
 - Serve as the primary spokesperson for the school, representing CMA to the broader community.
 - Strategically prioritize resources to balance operational needs, faculty support, and school development.
- **Academic Excellence:**
 - Ensure the delivery of a high-quality Montessori education that meets the needs of diverse learners.
 - Support faculty in their professional development and implementation of best practices in Montessori pedagogy.
 - Oversee curriculum development and assessment, ensuring alignment with Montessori principles and standards.
- **Community Engagement:**
 - Build strong relationships with parents, alumni, and the broader community.
 - Foster a welcoming and inclusive environment where all families feel a sense of belonging.
 - Communicate effectively with stakeholders about the school's programs, achievements, and challenges.
- **Operational Management:**
 - Oversee the day-to-day operations of the school, ensuring a safe and supportive learning environment.
 - Exhibit general awareness of financial regulations and compliance.
 - Deliver clear and consistent communication with staff regarding financial decisions and priorities.
 - Collaborate with the administrative team to manage facilities, and human resources effectively.
 - Ensure compliance with all relevant local, state, and federal regulations.
- **Strategic Planning and Development:**
 - Lead the development and implementation of the school's strategic plan.
 - Identify opportunities for growth and innovation, ensuring the long-term sustainability of CMA.
 - Oversee fundraising and development efforts, collaborating with the Board of Trustees and development staff.

Qualifications

- Montessori certification preferred.
- Minimum of five years of school leadership experience, preferably in a Montessori setting.
- Deep understanding of Montessori philosophy and pedagogy.
- Proven track record of success in leading and managing an independent school community.
- Excellent communication, interpersonal, problem-solving and organizational skills.
- Commitment to diversity, equity, and inclusion.
- Passion for education and a dedication to the mission of CMA.



Competencies of the next Head of School

- The ability to connect and articulate the values of CMA, its program, and its community.
- Possessing energy, vision, and fresh perspectives.
- A passionate and dynamic educator.
- Someone who is both inspirational and aspirational.
- An analytical thinker.
- A consummate professional, who portrays an executive presence.
- A present and visible leader, with a good sense of humor and high level of humility.
- An authentic storyteller, who will elevate the school's philanthropic capacity.
- An organized and methodological approach to school management.
- School management experience, including hiring, governance, and policy creation.

Opportunities & Priorities

The next Head of School will lead CMA with passion and vision. The following are the top priorities and opportunities for the next Head of School:

- As the next chapter begins at CMA, lead the effort to gain American Montessori Society accreditation for the school.
- Support and hire outstanding educators who embrace the CMA vision.
- Build a robust annual giving mechanism that supports the growth of CMA.
- Set the foundation for an upcoming capital campaign that will focus on enhancing the academic and community spaces while expanding the capacity of the school.

Compensation & Benefits

The salary for the next Head of School will be competitive and commensurate with experience.

Benefits Include:

- Health Insurance
- Tuition Remission for Eligible Children
- Professional Development Opportunities
- Relocation Assistance, Negotiable

To Apply

Interested candidates should submit electronically in one email and as separate documents (preferably PDF's) the following materials:

- A cover letter expressing interest in this position
- A current resume / CV

As the process moves forward, selected candidates may be asked to submit:

- Writing samples specific for this search
- A list of five professional references
- Complete a battery of competency assessments
- Complete a candidate questionnaire

Review of candidate materials will begin immediately. Candidates are invited to contact the consultants and to submit a resume and cover letter as soon as possible to:

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**For inquiries,
contact us.**

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