

OPPORTUNITY PROFILE

Head of School

LONE TREE & ENGLEWOOD, COLORADO

Beginning with the 2027–28 school year

SEARCH CONDUCTED BY



A living education, centered on Christ

OUR MISSION

To provide a “living education,” centered on Christ, where each child is guided and empowered to author a full and free life—a life rich in relationship to God, self, others, ideas, and all of creation.

Ambleside Colorado is a Christ-centered school community providing a living education grounded in the philosophy and practical pedagogy of Charlotte Mason. Founded in 2010, the school has grown from a small K–8 into a two-campus, K–12 community: the Lone Tree campus, its “hundred-year home,” serves kindergarten through high school, and the Englewood campus, opened in August 2026, serves the elementary grades.

Each child is viewed as a complete person, created by God with a desire to learn. Teachers engage students through a relational method, a rich curriculum of living books and ideas, and the gentle formation of academic, moral, and interpersonal habits. Education here is formation and discipleship, not merely the mastery of information.

For the children’s sake. That guiding commitment shapes every decision and is lived out in a deeply relational community where parents, faculty, and students pursue formation together. As a member school of Ambleside Schools International, Ambleside Colorado has long served as a flagship within the broader Ambleside network.

2010

Year founded

2

Campuses: Lone Tree & Englewood

K–12

Grades served

190

Students enrolled, 2026–27

42

Faculty & staff



“The question is not, how much does the youth know when he has finished his education, but how much does he care?”

CHARLOTTE M. MASON

A season of transition and growth

Leadership in transition

After a decade of leadership that saw Ambleside Colorado grow from a K–8 school of roughly one hundred students into a two-campus, K–12 community, Head of School Andrew Hayes will conclude his tenure at the end of the 2026–27 school year to become Executive Director of Ambleside Schools International.

He leaves the school on firm footing and remains a committed ally. His family will stay part of the Ambleside community, and he is eager to support the next Head as a counselor and encourager through the transition.

The next Head inherits a unified, mission-driven Board, a deep bench of Ambleside master teachers and campus principals, and a clear, shared vision for the decade ahead.

The Board’s ten-year vision

- 01 Full enrollment**
Every class filled with the right families, on every campus.
- 02 Three to five thriving campuses**
Thoughtful growth across Colorado’s Front Range, supported by shared services.
- 03 A lasting endowment**
Supporting teacher pay and keeping tuition within reach for families.
- 04 A flagship for the Ambleside network**
Leading in teacher training, parent formation, and resources for Ambleside schools worldwide.

Opportunities & challenges in the first years

Strengthen before replicating

Deepen enrollment, marketing, and community visibility at Lone Tree and Englewood, building a model that can be carried to new campuses.

Keep every classroom excellent

Ensure consistent, joyful Ambleside teaching across grades and campuses through training, coaching, and accountability.

Grow the next tier of leaders

Coach a committed team into larger roles and prepare leaders who can one day launch and lead a campus of their own.

Rekindle community

Renew parent involvement, volunteer engagement, and alumni connection—the relational heart of what makes Ambleside distinctive.

Build systems that scale

Establish the structure, shared services, and clear measures of academic, financial, and enrollment health for each campus.

Lead through transition

Follow a beloved, long-tenured leader with humility and patience, earning the trust of families, faculty, and Board over time.

Head of School

The heart of a pastor, the mind of an educator, and the capability of an executive.

The Head of School is the senior executive and educational leader of a growing multi-campus school, reporting to the Board of Directors as a non-voting member. The Board governs and sets direction; the Head owns operational leadership.



MISSION & EDUCATIONAL EXCELLENCE

- Steward the Christ-centered mission and philosophy
- Keep “for the children’s sake” central to decisions
- Ensure excellent Ambleside pedagogy on every campus
- Train, coach, and hold teachers to a high standard

ORGANIZATIONAL & LEADERSHIP DEVELOPMENT

- Lead strategy and operations across campuses
- Build the structure and shared services growth needs
- Develop and empower leaders with clear accountability
- Measure academic, financial, and enrollment health

FINANCIAL, ENROLLMENT & COMMUNITY

- Lead budgeting, forecasting, staffing, and resources
- Grow enrollment, visibility, and parent engagement
- Steward major-donor relationships with the Board
- Stay personally connected to families and staff

BOARD PARTNERSHIP & STRATEGIC GROWTH

- Translate the Board’s vision into clear priorities
- Report clearly on the school’s overall health
- Lead toward full enrollment and multi-campus growth
- Strengthen Ambleside Colorado’s flagship role in ASI

The leader we're seeking

Qualifications

- A mature, personal faith in Jesus Christ and full alignment with Ambleside's Statement of Faith and the Nicene Creed
- Genuine conviction that the Ambleside approach is distinctive, and the ability to articulate why
- Resonance with Charlotte Mason and a commitment to being formed in the Ambleside Method
- Significant senior leadership in a school, church, or complex mission-driven organization
- Organizational and financial literacy with meaningful budgets, people, and priorities
- Proven ability to develop and empower other leaders

STRONGLY PREFERRED

- Multi-site leadership, or leading through growth
- Degree in education, divinity, leadership, or business
- Teaching, pastoral, or formation-focused experience
- Master's degree

Attributes of a successful Head

- **A shepherd's heart.** People leave a conversation less distressed than they came.
- **Humble and secure.** Glad to make others look good and to learn from those before.
- **A steady builder.** Does today's work exceptionally well, then replicates it.
- **A developer of people.** Delegates well, and rolls up sleeves when needed.
- **Relationally present.** Notices people, remembers names, and stays curious.
- **Wholly convinced.** Believes Ambleside offers a better way than the status quo.

POTENTIAL PATHS TO THIS ROLE

Sitting heads of school and principals, Christian school leaders, and pastors or church planters who have built and led something complex.

This position begins with the 2027–28 school year.

Interested candidates can email amblesidecolorado@matchstick.is

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