

MOUNTAIN VILLAGE CHARTER SCHOOL

Head of School

Plymouth, New Hampshire · Full-Time · Start Date: August 1, 2026

Salary: \$85,000–\$105,000, commensurate with experience

About Mountain Village Charter School

Mountain Village Charter School (MVCS) is a global pioneer in elementary and middle school education, offering innovative, nature-based Montessori instruction within a public, tuition-free institution. Founded in 2012 by a group of parents dedicated to integrating the natural world into public education, MVCS puts the nature-based core of Montessori philosophy at the center of every school day. It currently serves approximately 100 students in grades 1–8, and MVCS classes take advantage of the 38-acre campus of working forest, marsh, field, and river, using the local landscape not as a backdrop to the curriculum but as the curriculum itself.

Our mission is to engage students in experiences that integrate natural environments with Montessori philosophy, igniting achievement in academic, social-emotional, and physical development. With this whole-child approach, MVCS uses the unscripted outdoors to build students' fundamental developmental skills and grow both their knowledge of and connection to the local landscape.

MVCS is not just a place where students learn, we're a community: our staff and families are the foundation this school is built on. Our families are engaged, our staff is caring and student-focused, and together we believe deeply in what we are building. We are also a school in motion — navigating a leadership transition, a strategic realignment, and a move to a new campus. The incoming Head of School will lead through that transition and shape what comes next.

The Opportunity

This is a principal-and-superintendent role at a small, mission-driven school. The Head of School reports directly to the Board of Trustees and holds full responsibility for the school's educational program, culture, operations, and community relationships. The Board governs; the HoS leads.

The central opportunity of this role is instructional: building genuine nature-based Montessori capacity across a faculty that is ready for it. Staff have received nature-based Montessori training, but the incoming HoS will establish the sequential, foundational professional development arc that moves the faculty from exposure to depth. This is work that will define the school for years.

The HoS is supported day-to-day by an experienced Dean of Students / Director of Operations who carries significant responsibility across student support, family communication, enrollment coordination, HR, and vendor management.

MVCS is also on a deliberate growth path toward full enrollment of 150 students and is developing plans for expanded summer programming. Active, strategic enrollment management is one of the most important functions of this role; funding is directly tied to enrollment numbers.

The right candidate will find here a clear mission, a community that believes in it, a beautiful and unusual campus, and genuine scope to shape a school. If you are energized by mission-driven complexity and ready to lead through a period of meaningful transition, we want to hear from you.

Key Responsibilities

Educational Leadership

- Lead the school's commitment to full nature-based Montessori fidelity in alignment with the state-approved Charter and Board-approved Strategic Plan
- Build Montessori instructional capacity through hiring, coaching, professional development, classroom observation, and modeling
- Establish a coherent, sequential professional development arc that deepens faculty practice over time
- Oversee academic and developmental outcomes across all grade levels
- Recruit, hire, develop, and retain high-quality faculty and staff
- Foster a cohesive school culture grounded in MVCS's mission and values
- Build and maintain strong partnerships with families and the broader community

School Administration & Operations

- Manage enrollment actively and strategically, including outreach, retention, and relationships with sending districts — enrollment drives school revenue and is a core leadership responsibility
- Ensure compliance with NH Department of Education requirements and charter obligations
- Oversee special education programming, IEP coordination with sending districts, and Section 504 compliance
- Manage scheduling, staffing, and resource allocation
- Oversee school communications, technology systems, and operational workflows
- Supervise the Dean of Students / Director of Operations and provide clear direction on priorities
- Provide administrative oversight of the after-school program and hire program staff
- Ensure campus safety, health policies, and risk management

Strategic & Organizational Development

- Partner with the Board of Trustees on strategy, mission fidelity, and long-term planning
- Develop and strengthen internal systems, policies, and organizational effectiveness
- Partner with the Board's Development Committee on fundraising, grants, and capital planning
- Represent MVCS with local school districts, community stakeholders, and at the state and national level
- Support the school's long-term growth toward full enrollment and expanded programming
- Support transition to and development of MVCS's new campus

Qualifications

Required

- Advanced degree in education, leadership, or related field, or equivalent experience
- Minimum 3–5 years of leadership experience in a school or educational setting
- Successful classroom teaching experience (minimum 3 years strongly preferred)
- Genuine knowledge of Montessori philosophy or a demonstrated commitment to completing foundational Montessori training within the first year of employment. Casual familiarity is not sufficient; MVCS is a chartered Montessori school committed to full mission fidelity, and the HoS is its primary model and driver
- Working knowledge of NH special education law, IDEA, and Section 504
- Demonstrated ability to lead through complexity, manage competing priorities, and make sound decisions under pressure
- Strong organizational and operational skills: scheduling, communications systems, technology, and workflow management
- Strong communication skills with diverse audiences — staff, families, board members, and regulators
- Demonstrated experience building instructional capacity in others through coaching, mentoring, or professional development

Strongly Preferred

- Montessori experience in a public school setting; private Montessori experience is valued, public school Montessori experience is the stronger preparation for this role
- Certificate of Advanced Graduate Studies in Educational Leadership
- Experience leading a school through mission realignment, culture change, or instructional improvement
- Experience in charter school leadership or public education administration
- Familiarity with nature-based or place-based education as a pedagogical framework
- Experience in nonprofit leadership, fundraising, or organizational development

Compensation & Benefits

Salary: \$85,000–\$105,000, commensurate with experience

Contract term: August 1, 2026 – July 31, 2027

Health stipend: \$5,000 annually for qualified health and wellness expenses

Paid leave: 15 vacation days, 6 personal days, 10 sick days annually

After-school program: Free enrollment for employee's children

Retirement plan: Participation based on eligibility

Professional development: Supported

The Head of School position is a full-time, year-round position. Summer schedule expectations are more flexible and will be defined in collaboration with the Board; candidates should be prepared to discuss availability for planning, enrollment, and any expanded summer programming in advance of the 2026–27 school year.

A Note to Candidates

Mountain Village Charter School has a clear and meaningful mission and a community that believes in it. The incoming Head of School will find a beautiful campus, a faculty that is caring and

student-focused, an experienced operational partner in place, strong family engagement, and real scope to shape the school's next chapter.

Mountain Village Charter School is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, religion, sex, gender identity or expression, sexual orientation, disability, age, veteran status, or any other characteristic protected by federal or state law, including the New Hampshire Law Against Discrimination (RSA 354-A).

TO APPLY

Submit a resume or CV and cover letter to Delaney Carrier at delaneyc@mountainvillagecharterschool.org. Applications will be reviewed on a rolling basis. Finalist candidates will be asked to provide contact information for three professional references, including at least one current or former supervisor.

Questions: Contact Delaney Carrier, Board Chair, at delaneyc@mountainvillagecharterschool.org

Learn more: mountainvillagecharterschool.org