



HILL COUNTRY  
MONTESSORI SCHOOL

# Head of School Search

HILL COUNTRY MONTESSORI SCHOOL

START DATE: JULY 2026



The  
Education  
Group



## Mission Statement

To foster children's natural love of learning by providing excellent Montessori education through the collaboration of teachers, parents, and students.

## Core Values

**Inspire Independence & Value The Individual:** In our authentic Montessori environment, learning is active and student-driven. HCMS upholds that every child is a natural innovator—capable of asking bold questions, trying new approaches, and discovering meaningful solutions. Students discover that their voices matter and their ideas have impact.

**Cultivate Mindful Leaders:** The HCMS education goes far beyond academic confidence, instilling the mindset and skills to become imaginative problem-solvers and compassionate leaders. HCMS strives to utilize the Montessori philosophy to cultivate increased mindfulness and leadership in student environments. Teachers communicate mindfully with each child to meet them with respect, as well as create a school community that meets the deep needs of all students so that they can grow and thrive into productive leaders.

**Instill Respect:** At HCMS, the school acknowledges all cultures, religions, customs, and people. Conflict resolution is taught through our Peace Curriculum; students learn about different cultural celebrations; and invite families to share experiences from their culture music, food, dress, etc.). The school wants students to be proud of their family and heritage, as well as be comfortable with who they are. Differences are welcomed, questions are encouraged, and growth is celebrated.

**Foster A Community For Student-Led Love of Learning:** HCMS strives to instill in students a love of learning with an education that values autonomy, independence and self-exploration. Students are empowered to take creative risks, embrace ambiguity, and develop resilience. This Montessori learning approach extends beyond the classroom into homes, families, communities, and the world at large. Students discover that their voices matter and their ideas have impact.

**Promote Environmental Stewardship:** HCMS believes that schools have a special role and responsibility in confronting the challenges of climate change and environmental stewardship. Ownership and responsibility for improving our natural and social environment through a variety of initiatives are emphasized.





## Overview

Hill Country Montessori School, Inc. (HCMS) began its journey as a parent initiative to provide early childhood education to the Boerne community. It is the successor organization to St. Helena's Montessori School, which was founded in 1981. The South School Street campus in Boerne was purchased in 1990 and allowed the school to expand programs from early childhood through elementary. After adding an Upper Elementary class in the fall of 2007, it became apparent a larger campus was needed to meet the needs of the growing student population. Joyfully, that journey brought the school to the current HCMS campus, constructed in 2009, nestled on 10 acres in the beautiful Texas Hill Country. It continues to serve children from early education through 8th grade.





## THE SCHOOL

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**Established:** 1981**Grades:** 18 months-8th Grade**Enrollment:** 105

## FINANCIAL

## FINANCIALS

**Tuition:** Ranges from \$11,800-\$17,700**Operating budget 2024/25:** \$1.8M**Outstanding Debt:** \$0**Annual Fundraising:** \$150,000+

## Associations &amp; Affiliations





## Academics

Hill Country Montessori School follows the philosophy of Dr. Maria Montessori, a physician, anthropologist, and internationally renowned child educator. Born in Chiaravalle, Italy in 1870, Montessori devoted her life to helping all children reach their natural potential.

The Montessori approach to education cultivates the self-motivated growth of young children and adolescents in all aspects of their development – cognitive, emotional, social, and physical. Traditional public and private schooling, however, tend to focus mainly on the cognitive side of development.

HCMS offers an authentic Montessori experience with self-paced classrooms and places an emphasis on a child's holistic development, helping them develop internal fulfillment, a strong academic foundation, and social connection throughout life. HCMS is proud of their AMS accreditation as one of few (6) in the state of Texas with this distinction.

### Explore our Programs

[Explore Our Toddler Program](#)

[Explore Our Primary Preschool Program](#)

[Explore Our Elementary Program](#)

[Explore Our Middle School Program](#)





## Living in Boerne, Texas

Nestled against a lush, scenic backdrop of the Texas Hill Country, Boerne (the seat of Kendall County) is a German-heritage town that has retained much of its Old-World charm despite its proximity to San Antonio which is just 30 minutes away. Boerne's rich and storied past and its resident's commitment to keeping the heritage alive for future generations have made it not only a popular place to visit, but a wonderful community to live and raise a family, retire, or open a business. The population of Boerne is 22,712 and the greater Kendall county population is 51,828.





## The Position

Hill Country Montessori School is seeking its next Head of School, an experienced and dynamic leader with proven success in an educational environment. Above all, this individual must be a person of unquestionable integrity with a deep and abiding commitment to the authentic Montessori experience. The successful candidate will embrace both the heart of HCMS's mission and the promise of its future. The School seeks a leader who is passionate about mentoring faculty and deeply committed to nurturing the academic, social, emotional, and spiritual growth of every student. The next Head of School will assume office on July 1, 2026.

### Key Qualities

- Exceptional communicator and community builder
- Commitment to serving as a steward of Montessori philosophy and practice
- Skill in mentoring and supporting faculty in their professional growth
- Proven success in fostering collaboration among faculty, parents, and trustees
- Ability to inspire those around him/her through authenticity and vision
- Integrity, transparency, and sound judgment in leadership and decision-making
- Strategic thinker with strong long-range planning abilities
- While a basic understanding of and appreciation for the Montessori methodology is essential, the ideal candidate does not need to be Montessori certified





## Key Opportunities for the Next Head of School

- **Upholding Montessori Excellence** – Ensuring fidelity to Montessori philosophy while adapting to evolving educational needs and expectations and to continue student learning.
- **Faculty Recruitment and Retention** – Attracting, supporting, and mentoring talented Montessori certified educators in a competitive market.
- **Strategic Enrollment Management** – Sustaining strong enrollment by communicating the value of Montessori education and broadening community outreach.
- **Resource Development** – Strengthening fundraising and cultivating philanthropic support to secure long-term financial stability.
- **Facilities and Campus Growth** – Planning for the care, improvement, and potential expansion of the school's 10-acre campus to align with strategic goals.
- **Community Engagement** – Building on the school's close-knit culture while fostering connections across parents, alumni, trustees, and the wider community.
- **Balance of Tradition and Innovation** – Preserving Montessori authenticity while thoughtfully integrating new approaches, programs, and technologies.



## How to Apply

Interested candidates should provide a résumé, cover letter highlighting their interest in and fit for the position, a statement of leadership philosophy, and a list of five (5) professional references with contact information, as a single PDF attachment, ideally by Oct. 30, 2025. These materials should be sent to the consultant for this search listed below.

Candidates will be evaluated as materials are received.

*Hill Country Montessori School, Inc. does not discriminate on the basis of race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age (40 or older), socio-economic level, physical ability or genetic information, and learning style, or any other legally protected class in the administration of its policies or procedures.*



## Search Consultant



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