



Head of School

Fountain Valley School

Colorado Springs, CO

Salary: \$325,000 – \$400,000



Based in an outdoor enthusiast's paradise, [Fountain Valley School](#) (FVS) of Colorado Springs provides educational excellence and one-of-a-kind experiences through its unique location at the meeting point of the Great Plains and the Rocky Mountains.

Set on a historic 1,100-acre campus – the largest privately-owned urban green space in Colorado – with a 40-acre satellite campus in a high mountain valley, FVS is committed to developing leaders who embrace the world with compassion and courage.

The next head of school for FVS will be a dynamic leader who thrives on collaboration with their administration, faculty and board of trustees; eagerly leans into visioning and strategy development as the complex private school environment evolves; thoughtfully curates and confidently communicates the FVS brand and exceptional educational offering to families and supporters of the school; and advances a transformative capital campaign and state-of-the-art facilities expansion under FVS' strategic plan – the Path to the Summit 2030.

– [The Path to the Summit 2030](#).

Mission

Drawing on its Western heritage, Fountain Valley School develops leaders who embrace the world with compassion and courage.

Core Values

Courage: Embracing intellectual, physical, emotional, and spiritual challenges to stretch beyond perceived boundaries.

Compassion: Caring for others and building an empathetic, supportive global community.

Curiosity: Valuing lifelong intellectual exploration, discovery, and creative effort.

Self-Reliance: Exhibiting personal responsibility, initiative, and accountability.

Open-Mindedness: Recognizing and respecting the deep richness of human experiences.

Founded	1930
Enrollment	206 students, 35% day, 65% boarding
Students	Represent 20 states and 23 countries
School Employees	122 total, 60 full-time faculty and administrators
Faculty Retention	88% in 2024 - 2025
Student-to-Faculty Ratio	6:1, with class sizes up to 12 students per class
Endowment	\$48.4M
Operating Budget	\$18M
Tuition	Boarding: \$75,900 Day: \$40,700
Financial Assistance	\$3.7M awarded to 51% of the student body
Total Annual Funds Raised in 2025-26	\$1.4M
Accreditation	Association of Colorado Independent Schools (ACIS), State of Colorado's Board of Education, National Association of Independent Schools (NAIS), and The Association of Boarding Schools (TABS)
On the Web	fvs.edu

Curriculum and Faculty

Fountain Valley offers an academic journey that prepares students to excel to the best of their abilities and aspirations. The college-preparatory curriculum is anchored by grade-specific experiences that move from a ninth-grade program inspired by Western heritage to a yearlong, self-directed senior capstone project fostering leadership and independence skills. The newly launched 8th grade “base camp” (day program) provides a foundation for success in the high school experience emphasizing critical thinking.

The curriculum is led by a deeply committed faculty, 63% of whom hold advanced degrees, and all of whom regularly engage collectively and individually in continued professional development. Over 98% of faculty live on campus – mentoring students in a tight-knit and supportive environment (20% having been at FVS for 10 years or more).



Programming

FVS pairs academics with a robust co-curricular life that spans:

- **athletics** – FVS offers an array of activities for students to explore - from traditional team sports, to mountain sports to a full equestrian program; an impressive 60,000 square-foot gymnasium houses the largest indoor high school climbing wall in the U.S., an indoor pool with eight competition lanes, a strength and conditioning gym, an indoor walking/jogging loop, and basketball and volleyball courts; FVS is home to a herd of 51 horses in the year-round equestrian program; and, the renowned FVS mountain biking course covers 15 miles and hosts races in partnership with the Colorado High School Cycling League;
- **experiential education** – faculty actively utilize the 1,100 Prairie campus as an outdoor learning area, from ecology lessons to exploring art in nature; the Mountain Campus brings students and faculty together in a spectacular learning setting for exploration, outdoor adventures and retreats; all students engage deeply beyond the classroom through a signature [Interim Expeditions](#) program where they visit locations around the world to explore new cultures and experiences that transform perspectives and passions;



Programming (cont.)

- **international exchanges** – FVS promotes international understanding, service and cultural immersion through world-class exchanges and experiences with Round Square (a diverse network of 250 like-minded schools across six continents); and
- **visual and performing arts** - visual arts are cultivated in The Art Barn, the school's dynamic 3-story creative hub with dedicated studio spaces and a gallery which serves as a gathering place to celebrate student work; the performing arts department fosters discovery of student talents on stage and behind the scenes, with multiple theater productions and concerts offered throughout each year.

FVS provides a residential life program built around trust, mentorship, and shared responsibility. The result is a deliberately well-rounded education, as rigorous in the classroom as it is rich with opportunities for growth beyond it.

The same level of care extends into a personalized academic program anchored by individualized college counseling and a strong record of [matriculation](#) intentionally designed to produce genuinely well-rounded graduates, prepared intellectually as much as personally.



Community

FVS is a small, close-knit community where students, faculty, staff, and alumni are genuinely connected, and where teachers, advisors, and dorm faculty know students well enough to support them individually rather than push them into a single mold. This student-centered approach gives the school a distinctive niche: FVS offers a strong academic program and provides students the appropriate room to grow into themselves through a rich slate of outdoor and place-based programming which builds confidence, resilience, and self-reliance in ways few other schools can replicate.

The community is furthered through gatherings in the FVS Chapel – a Spanish Colonial-style chapel housing community meetings, celebrations, student performances and campus traditions, as well as the FVS Carillon Tower – housing 56 handcrafted bells offering a daily reminder of beauty, tradition and community at Fountain Valley School.

A deeply engaged board of trustees and leadership team is committed to finding and supporting its next head of school.

■ Opportunities and Challenges

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In 2030, FVS will celebrate its Centennial, and the next head of school will have the rare chance to lead the school through this milestone: honoring a century of legacy while positioning Fountain Valley for its next hundred years. Meeting that moment will require the next leader to address several priorities – as outlined in the strategic plan and roadmap to and through 2030.

Chief among these priorities is enrollment. While FVS has enjoyed consistent day and boarding enrollment, the school is positioned to achieve growth to satisfy its strategic plan. The next head of school will partner closely with enrollment leadership on recruitment, student composition, value proposition to prospective families, and achieving sustainable, mission-aligned growth in both the day and boarding populations.

Development will be an interconnected and equivalent priority of the new head of school. The FVS' capital campaign will support the construction of transformative new facilities (for which construction is underway) and requires significant philanthropic support. The next head of school will be a visible, energetic advancement leader who can mobilize alumni, broaden the base of giving, and translate FVS's mission into a compelling case for investment. Notably, the school has already secured \$33.5 million as part of its capital campaign.

Underlying these efforts is an opportunity to sharpen institutional identity and brand. The incoming head will help the community articulate, with clarity and confidence, what distinguishes Fountain Valley from other schools. These efforts are already in progress, as a beloved interim head is focused on strengthening relationships, advancing fundraising, and fostering a shared leadership model while he is at the helm.

The next head should continue successful efforts to retain and empower current talent. FVS needs a leader who wants to invest in existing administrators and faculty, supporting their professional growth and agency. The board of trustees is a committed and active partner to the FVS head of school – the next head of school should have strong interpersonal skills and governance experience to build a constructive, trusting partnership with a supportive board.

The next leader will inherit operational complexity. An active construction project, campus buildout, and ongoing maintenance of a 1,100-acre campus require someone who can manage financial and logistical obligations without losing momentum or community confidence.

The incoming head of school should bring a steady, thoughtful approach to programmatic evolution consistent with The Path to the Summit 2030.





Reporting to the board of trustees, the head of school serves as the chief executive and educational leader of Fountain Valley School, responsible for the overall vision, health, and success of the institution. The head of school oversees a leadership team spanning academics, community life, enrollment, development, finance, operations, and faculty affairs and is entrusted to work with the leadership team to translate the school's mission and strategic priorities into action from the classroom and dormitories to the boardroom and beyond. The head will guide and inspire the effective leadership team in their respective domains.

The ideal leader will pair deep care for students and community with the strategic and financial acumen to manage a complex, campus-based organization, along with the presence and relational skill to represent Fountain Valley credibly to families, donors, faculty, and the broader Colorado Springs community. This is a transformational moment for Fountain Valley: as the school approaches its Centennial in 2030, the incoming head of school will help carry forward the vision of those who built FVS while setting the course for its second century.

Responsibilities

- Partnering with the board of trustees to articulate the school's mission, building consensus and support for the vision across all constituencies
- Leading and executing a capital campaign and broader fundraising strategy, cultivating major donors, alumni, and current parents
- Strengthening enrollment by clarifying FVS's value proposition and building sustainable growth in both the day and boarding populations
- Sharpening and communicating a clear institutional identity
- Overseeing the quality and direction of the school's academic and residential programs and ensuring consistency and thoughtfulness in programmatic decisions
- Attracting, retaining, developing, and evaluating outstanding faculty and staff, with particular attention to stability in key administrative roles
- Managing the school's financial health, including budgeting, the endowment, and oversight of the current capital project and deferred maintenance needs
- Building and maintaining a trusting, collaborative partnership with the board of trustees grounded in transparency and open communication
- Serving as the school's principal ambassador to donors, alumni, prospective families, and the local community
- Engaging with the broader network of independent school leaders to uphold best practices in admission, marketing, faculty recruitment, and fundraising



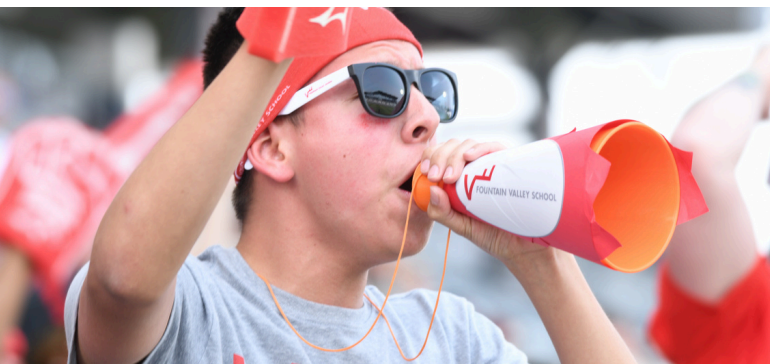
Education, Experience, and Skills

- Advanced degree preferred; a background in education is beneficial
- Considerable experience leading a complex organization with meaningful oversight of people, programs, and budget
- A demonstrated record in fundraising, advancement, or external relationship-building, with direct experience cultivating major donors and leading or supporting capital campaigns
- Familiarity with boarding school operations and residential life is a plus, including comfort with the rhythms of a campus that includes dorms, athletics, weekend programming, and a 24/7 community
- Experience working with and reporting to a governing board, with the governance fluency to balance appropriate oversight with day-to-day operational authority
- A record of leading an organization successfully through growth, enrollment building, and/or market repositioning
- Experience with budgeting, financial planning, and stewardship of institutional resources, such as an endowment
- Excellent written and verbal communication skills
- Experience navigating organizational transition, with the judgment to build trust and stability within a community
- Familiarity with or genuine affinity for the American West, Colorado, or a similar regional culture and identity is a plus



Personal Characteristics

- An energetic and articulate public-facing leader
- Warm, genuine, and relational; able to build trust quickly across a close-knit community
- An affinity for The West and the unique educational opportunities it offers
- Visible and present, with an authentic enthusiasm for engaging with students, families, faculty, and alumni
- Steady and grounded
- Integrity and transparency in communication and decision-making
- Entrepreneurial and energetic, with a bias toward action
- Humble and collaborative, valuing the ideas and contributions of others
- Resilient and even-tempered
- Genuinely curious and open-minded
- A good listener who seeks to understand before acting



The ideal candidate for the head of school position possesses the following competencies:

Drives Results

Consistently achieving results, even under tough circumstances.

Strategic Mindset

Seeing ahead to future possibilities and translating them into breakthrough strategies.

Drives Vision & Purpose

Painting a compelling picture of the vision and strategy that motivates others to action.

Instills Trust

Gaining the confidence and trust of others through honesty, integrity, and authenticity.

Financial Acumen

Interpreting and applying understanding of key financial indicators to make better decisions.

Builds Effective Team

Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.





Salary

\$325,000 – \$400,000

Housing

The Howe House, our head of school residence, stands out on campus for its beauty throughout, functionality for entertainment, scenic views of the mountains and the prairie, and connection to nature. Like many of our spaces, it displays pieces of our impressive and historical art collection.

Benefits

FVS believes in supporting the whole person—both professionally and personally. Our benefits include:

- Comprehensive medical, dental, and vision coverage
- School-paid short-term disability, long-term disability, and Colorado paid leave premiums
- School-paid life insurance equal to double the annual salary
- Voluntary life insurance options
- Employee Assistance Program for confidential support services
- Retirement plan with employer contribution
- Full access to our beautiful campus amenities, including pool, gym, walking/jogging loop, workout bikes, scenic hiking and biking trails, and our Mountain Campus





DRG is conducting this search on behalf of Fountain Valley School. Interested candidates should submit, as soon as possible, materials including the following:

- A cover letter indicating why they are particularly interested in and qualified for the position;
- A current resume;
- A one-to-two-page writing sample of a communication (newsletter, parent or faculty communication, talk, etc.) in PDF format; and
- The names, email addresses, and telephone numbers of five references, as well as the relationship of each reference to the candidate. (References will be contacted only at the finalist stage and with the candidate's permission.)

Application Status: Accepting Applications

Start date: On or before July 1, 2027

Jennifer Fleischer
Principal
jfleischer@drgconsulting.com

Staci Williams Seeley
Principal
sseeley@drgconsulting.com

[Submit an application HERE.](#)