DISCOVERY SCHOOL

WE SEE EDUCATION DIFFERENTLY



855 Millsboro Road, Man;sfield, Ohio 44906 www.discovery-school.net



An Invitation to Lead

Discovery School seeks a thoughtful, collaborative, and highly engaged Head of School to lead its next chapter. This is an opportunity to shape the future of a distinctive independent school where curiosity, imagination, perseverance, and the joy of learning guide each day.

Set within 40 acres of woodland in Mansfield, Ohio, Discovery serves children from preschool through sixth grade. Our secular, progressive approach combines strong academics, inquiry-driven learning, meaningful relationships, and time spent exploring the natural world. The next Head will join a dedicated faculty, an involved Board of Governors, and families who believe deeply in the school's mission.

Our Mission

Our mission at Discovery School is to nurture perseverance, imagination, and curiosity in each child – inspiring them to find joy in lifelong learning and understand their place in an interconnected world.

Table of Contents

An Inviation to Lead	02
Table of Contents	03
About Our School	04
Our Campus & Community	07
Teaching & Learning	09
Living & Leading in Richland County	10
The Leaderhip Opportunity	12
Priorities	15
The Leader We Seek	16
How to Apply	18

DISCOVERY SCHOOL

About Our School

Shaping Bright Futures Since 1975



Discovery at a Glance

- Founded in 1975
- Preschool through Grade 6 | Enrollment: 145
- Faculty and staff: 26
- Campus: Two buildings on 40 wooded acres
- International Baccalaureate (IB) World School offering the Primary Years Programme (PYP)
- Accreditations and affiliations: International Baccalaureate and Cognia
- Specials: Physical Education, Spanish, STEM, Art, Music, and Woods



A School Rooted in Exploration

- Founded in 1975, Discovery School grew from a simple but powerful idea: children learn deeply when they are encouraged to ask questions, move beyond their desks, and engage with the world around them. More than fifty years later, that spirit remains central to the school's identity.
- Our educational philosophy is grounded in constructivism — the understanding that learners build knowledge through experience, reflection, and interaction. We pair this approach with academic rigor, kindness, and the IB learner profile, helping students become thoughtful, caring, confident participants in an interconnected world.
- Reading, writing, mathematics, and the IB Programme of Inquiry anchor the academic day. Art, music, physical education, Spanish, STEM, and outdoor experiences deepen and extend learning. Friday afternoons create additional space for enrichment, buddy activities, and community assemblies.

Our Campus & Community



Our Campus & Community

The school's two buildings sit among 40 acres of woods, near the Mansfield Art Center and Raemelton Therapeutic Equestrian Center. This natural setting is not simply a backdrop; it is an extension of the classroom and a defining feature of the Discovery experience.

The Early Learning Center provides three inviting classroom spaces for preschool and prekindergarten students, supported by two lead teachers and three assistant teachers. The Elementary Building includes classrooms, a faculty room, cafeteria, library, gymnasium, learning support space, and administrative offices, with dedicated spaces for several special subjects.

Discovery is sustained by strong relationships. Families, educators, Board members, and volunteers contribute their time, ideas, and energy to a welcoming community that values each child as an individual.

Teaching & Learning



Early Learning

Preschool and prekindergarten children learn through purposeful play, exploration, and relationships, while developing early literacy, numeracy, and motor skills aligned with Ohio's early learning standards.

International Baccalaureate Primary Years Programme

The PYP is a student-centered, inquiry-based, transdisciplinary framework for children ages 3–12. It encourages conceptual understanding, meaningful action, and connections across subjects. Discovery intentionally cultivates the IB learner profile: inquirers, knowledgeable, thinkers, communicators, principled, open-minded, caring, risk-takers, balanced, and reflective.





Primary Grades: Kindergarten–Grade 2

Students build foundational academic skills, confidence, and a sense of belonging in a learning community. Inquiry encourages them to think beyond memorization and connect learning with action.

Intermediate Grades: Grades 3–6

Students apply growing knowledge to more complex questions, strengthen critical thinking, explore global issues, and translate their understanding into meaningful action.



Living & Leading in Richland County



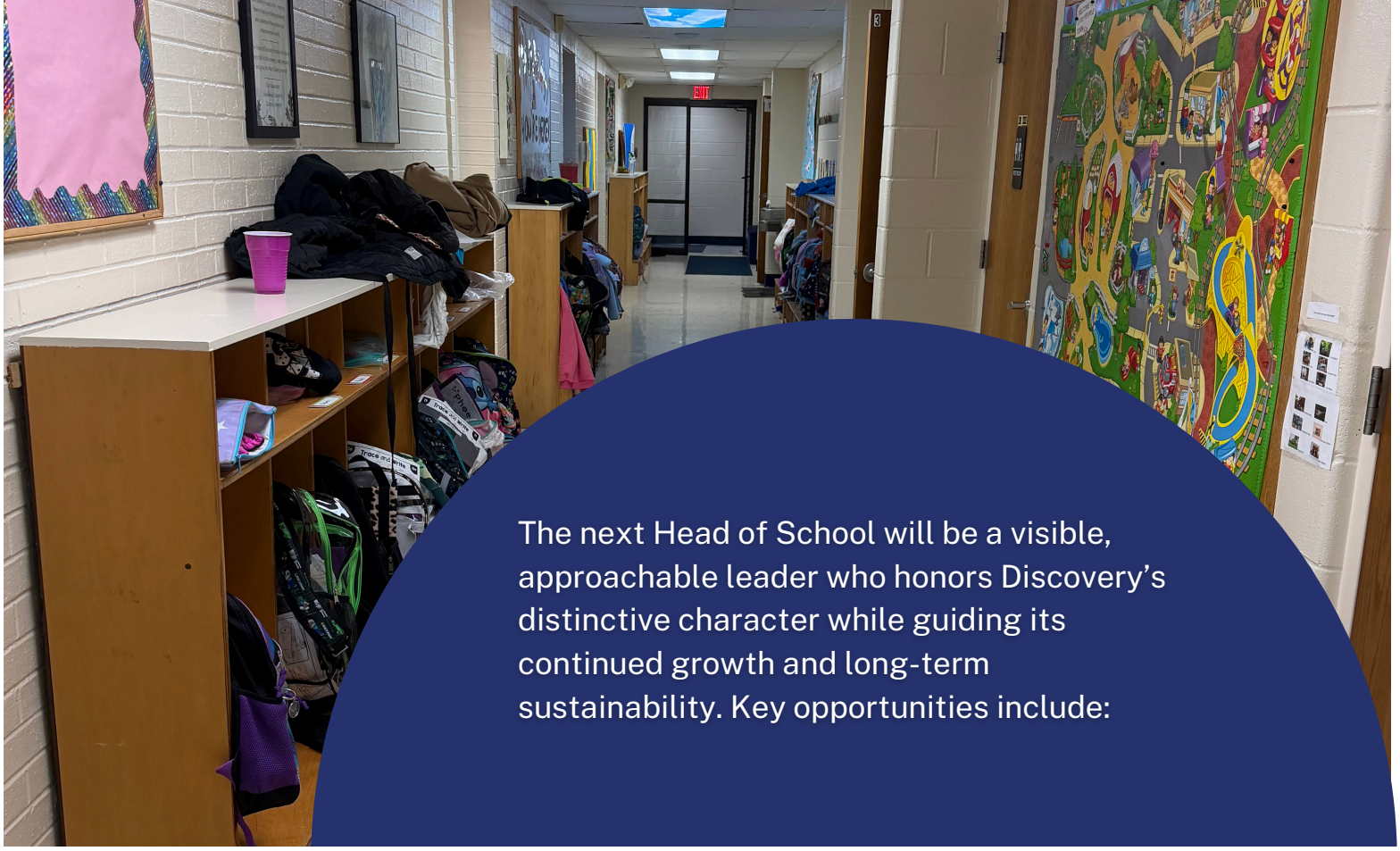
Living and Leading in Mansfield & Richland County

Located in North Central Ohio, Mansfield and Richland County offer a distinctive blend of small-town charm, cultural richness, and natural beauty. With a proud industrial heritage and a growing appreciation for the arts, education, and outdoor recreation, the region offers an inviting quality of life.

From historic downtown Mansfield and the Renaissance Theatre to Kingwood Center Gardens, scenic parks, and miles of wooded trails, the area provides opportunities to explore, connect, and enjoy a balanced lifestyle.

For Discovery School's next Head of School, this is an opportunity to become part of a welcoming, close-knit community where relationships are valued, civic engagement is strong, and thoughtful leadership can have a lasting impact.

The Leadership Opportunity



The next Head of School will be a visible, approachable leader who honors Discovery's distinctive character while guiding its continued growth and long-term sustainability. Key opportunities include:

The Leadership Opportunity

Champion Discovery's identity as a secular, independent school distinguished by progressive education, the IB PYP, experiential learning, and outdoor exploration.

Partner with faculty and staff to sustain a positive professional culture, excellent teaching, and strong student support.

Deepen the integration of the school's woodland campus into teaching, learning, and community life.

Build on the engagement of families, the parent association, the Board, and community partners.

Guide the implementation and ongoing evaluation of the school's long-term strategic plan.

Strengthen enrollment, communications, and philanthropic relationships to support the school's future.

Priorities for the Incoming Head

As with any ambitious small school, Discovery offers meaningful work alongside genuine operational complexities. The Board seeks a leader prepared to address these priorities with clarity, collaboration, and sound judgment.

01

Financial stewardship: Understand and responsibly manage the school's combination of funding sources, including Ohio nonpublic school scholarship programs and other state-supported mechanisms.

02

Organizational effectiveness: Review and strengthen admissions, student counseling, learning support, and administrative workflows within a lean staffing model.

03

Enrollment and outreach: Build on current enrollment while increasing awareness of Discovery's educational value and reaching families who would benefit from its approach.

04

Strategic leadership: Align people, resources, and priorities while protecting the school's mission, relationships, and educational quality.





The Leader We Seek

The successful candidate will be an accessible, hands-on educational leader who believes in children, supports educators, and connects authentically with families. A strong understanding of progressive and inquiry-based education, a collaborative leadership style, operational and financial judgment, and an ability to communicate the school's value will be especially important. Familiarity with the IB PYP and independent school leadership would be valuable.



Compensation and Benefits

- Salary range: $90,000–$120,000, commensurate with experience and qualifications. Benefits include comprehensive medical insurance, paid time off, and full tuition remission for dependent children enrolled at Discovery School.



How To Apply

Please submit the following materials together as one PDF, in this order:

- A cover letter explaining how your leadership experience and qualifications align with Discovery School's needs.
- A current résumé outlining professional experience and education.
- A brief educational leadership philosophy describing your approach to a progressive, constructivist learning environment.
- At least five professional references, including each person's name, relationship to you, phone number, and email address. References will not be contacted without prior authorization.

Email your completed application to: HeadofSchoolSearch@discovery-school.net

Equal Opportunity and Non-Discrimination
Discovery School is an equal opportunity employer committed to a diverse, inclusive, and welcoming workplace. In accordance with applicable federal and Ohio law and the school's values, Discovery prohibits discrimination or harassment in recruitment, hiring, and employment based on race, color, national or ethnic origin, ancestry, sex, gender identity or expression, sexual orientation, pregnancy, religion, disability, age, military or veteran status, or genetic information.

We see education differently.

Thank you for exploring Discovery School, our “Little School in the Woods.” We look forward to meeting you!

DISCOVERY SCHOOL