



Head of School Search

CLAYTON-BRADLEY ACADEMY | MARYVILLE, TN
JULY 2027





Overview

Clayton-Bradley Academy is an independent Pre-K-12th grade school located in Blount County outside of Maryville, Tennessee and convenient to the greater Knoxville area. This year-round school offers to students, faculty and staff a warm nurturing environment where students excel through “being there” experiences. The project-based learning program is STEM-focused and integrated with real world experiences, all within a rigorous curriculum. From its founding by area educators and parents, the school has offered a unique educational experience for the community. At Clayton-Bradley, students take ownership of the learning process from the earliest age as active, engaged learners guided by an exceptional faculty. The school environment allows educational freedom where the faculty focuses on the development of critical thinking skills and problem solving, making connections to the real world.



School History

Clayton-Bradley Academy was founded in 2013 fulfilling the vision of a small group of educators and parents who were seeking a different educational option for the community. Since its founding, the school has held a mission to create a student-centered, positive, and challenging environment where all students excel through critical thinking, problem-solving, collaboration, Lifelong Guidelines and LIFESKILLS. The school opened to 77 students in K-6th grade and quickly grew to an enrollment of 500 students in PK - 12th grade with waiting lists at many grades. Guided by the vision of the founders, Clayton-Bradley has maintained its focus on critical thinking and problem solving through project based learning. Teachers ignite a passion for learning instilled through everyday life skills. Class sizes are intentionally small. Students thrive through the relationships they build with faculty, staff, and the student community. At Clayton-Bradley, everything is integrated based on the mission and vision of the school.

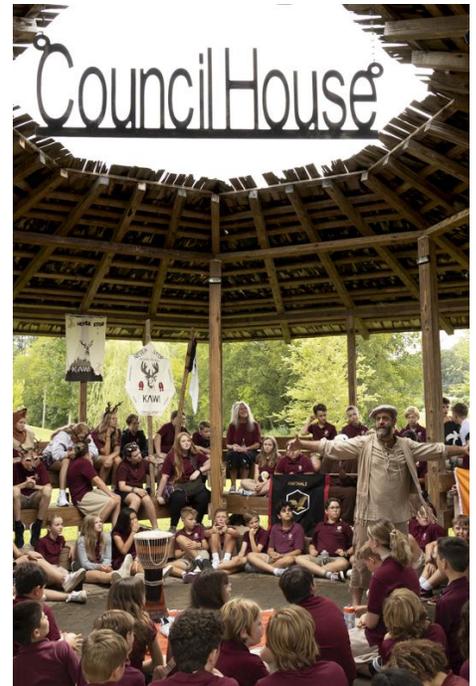


Cornerstones of Clayton-Bradley Academy

At Clayton-Bradley, the educational philosophy rests on three interconnected principles:

- The Science of Learning
- Learning Strategies
- Integration into the Real World

These guiding principles shape the school's daily practice, long-term strategy, and commitment to preparing students for college, career, and life.



CBA centers its curriculum on brain-based research that supports conceptual understanding, student engagement, and mastery. Students learn best when they are challenged to think critically, supported by strong relationships, and empowered to take ownership of their learning.



School Program

Clayton-Bradley follows a year-round school calendar where learning is continuous through instructional blocks. Vacations occur between nine week learning blocks. At Clayton-Bradley, the entire campus was constructed with purpose. The interconnected campus of classroom cottages is designed to create the optimal learning environment. The Preschool, Lower School, Middle School and High School are housed in their own modular units that are connected to each other by covered walkways and beautiful landscaping. Planned green spaces are included in each area and classrooms open to the outdoors in many of the divisions. The large campus fully utilizes the outdoor space where classes can easily move to outdoor pavilions or natural areas along Pistol Creek. The color scheme throughout the school was carefully chosen to enhance brain-based learning and to optimize cognitive function. Throughout the buildings, colors such as blues, greens, yellows and reds as well as earth tones are reflected throughout the classrooms and halls. Classrooms include adjustable lighting, large windows, and flexible seating arrangements. All elements were selected in order to contribute to a positive learning environment for the younger and older students.

In high school, the four year program is unique beginning with Base Camp and moving forward each year to Navigation, Expedition, and Summit themes. The high school program also includes internships, career exploration, and a Capstone Project in the senior year.



Clayton-Bradley Core Beliefs

- A clear and shared focus on student learning
- A rigorous and integrated curriculum
- High expectations for learning
- Effective school leadership
- Aligned instructional and assessment practices
- Focused professional development
- Safe and supportive learning environment
- Family involvement
- Respect for diversity



Lifelong Guidelines & LIFESKILLS at CBA

- Trustworthiness
- Truthfulness
- Active Listening
- Personal Best
- No Put-Downs

These are taught and modeled at CBA ensuring that students leave the school with character and habits for future leadership and service.





The CBA Community

Community is an important part of the CBA experience. Through weekly “family gatherings” each Wednesday morning for the entire school community, students have the opportunity to showcase their work in student-led programs. Respect is shown for all presentations and students are celebrated for their work and what they have learned. At Clayton-Bradley, parents are partners in the success of their children. In addition, mentorship programs build community among the students where friendships blossom among the students as they become partners in learning and each is celebrated.



Fast Facts

Founded: 2013

Total Number of Students: 502

Gender:

Female: 51%

Male: 49%

Ethnicity:

White: 86.1%

Asian: 5.0%

Hispanic: 4.0%

Multiracial: 3.2%

African American: 1.2%

Native American: 0.2%

Unknown: 0.04%

International: 0.0%

Pacific Islander: 0.0%

Campus size: 27.85 acres

Financial Aid: \$1.2 million

Total school budget: \$6.9 million

Debt: \$0.00 (CBA rents the facility from Clayton Homes)

Total faculty: 46

Faculty by division:

PK: 4

LS: 12

MS: 6

HS: 9

Related Arts: 15

Percent of faculty with advanced degrees: 53%

Memberships and Affiliations: SAIS, NBOA, MISBO





The Position

Clayton Bradley Academy seeks a leader who will join the school and the community, quickly assessing, understanding and appreciating the school and the community that surrounds the campus. Following in the footsteps of the founding Head, the new leader at CBA will need to step confidently into the leadership role, embracing the mission with a vision for the next chapter.

The school is justifiably proud of its groundbreaking, research-based curriculum, and wants to see that excellent curriculum continue to guide the way. The school is not looking for candidates who need to make radical changes but rather to bring a professional, discerning eye to the programs and facilities and continue to move the School forward. Experience or familiarity with Project-Based Learning will be a strong plus.

The next Head of School will inherit a highly professional administrative team and a strong faculty. “People skills” will be important as the new leader guides the professional staff through the transition to new leadership as well as ongoing growth and development in support of the work they do.

The Board of Trustees is engaged and supportive, as is the parent community. The support and backing of Clayton Homes will continue, as it has since the school’s founding.



Opportunities & Challenges

Clayton-Bradley has known only one leader since its inception, so the transition presents both opportunities and challenges. The challenge will be to maintain the strong foundation upon which the school was built, and to lead in a way that remains true to the school's guiding principles. The opportunities lie in taking the school to new levels, and imbuing new energy, new strategies, and bringing to bear a keen eye to appropriate change.

The next leader of Clayton-Bradley Academy will assume the leadership of a thriving school with a dedicated community. Clayton-Bradley is still growing and additional facilities will be needed as the student population grows. The next leader will need to be a storyteller and a visionary. S/he will need to understand the development aspect of the school, with the ability to tell the story of this amazing school, while seeking support through fundraising activities and relationships.

The next leader will need to embrace the history of CBA, while collaborating with the Board and community in carrying out the vision for the next chapter of the school.

The next leader should have knowledge and experience in project based learning and a values-based education, being a visible presence throughout the school.

The school seeks a leader who brings qualities that include;

- Strategic thinking
- Ability to tell the CBA story
- Financial acumen
- Strong transparent communication
- Fundraising and "Friendrasing"
- Ability to honor the past while envisioning the future
- Commitment to the "customer" experience through community involvement
- Relationship building
- Advocacy for the faculty and staff and their professional growth



How to Apply

Prospective candidates should send the following materials in a **single PDF document** to the search consultants:

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- Statement of educational philosophy
- List of five professional references with contact information
- Letters of reference, if available, but not required

Candidates will be evaluated as materials are received. **The application deadline is Mar 23, 2026.**

Search Consultants



MARGARET DELK MOORE
SEARCH CONSULTANT
(757) 871-5598

margaret@educationgroup.com



BOB VETO
SEARCH CONSULTANT
(478) 973-6986

bveto@educationgroup.com