



THE WEBB SCHOOL
BELL BUCKLE

Head of School Search

WEBB SCHOOL | BELL BUCKLE
JULY 1, 2025





The Webb School

Founded in 1870 by William R. “Sawney” Webb, The Webb School is located on a beautiful 150-acre campus in the Tennessee countryside. It is one of the oldest continuously operating boarding schools in the South, known for its commitment to academic excellence and its enduring honor code. By 1917, Webb had more Rhodes Scholars than any other secondary school.

Webb is built upon social, moral, and personal integrity. The School’s motto is based on a frequent admonition from the founder to “Do Nothing on the Sly” - hence “Noli Res Subdole Facere.” Today, students at Webb are part of a 154-plus-year tradition of strong academics, enduring community, personal growth, and character development. Webb creates a nurturing and caring environment of community and purpose in a rural setting. Strong and well-financed, Webb is a coeducational school of approximately 420 students, with day students grades 6-12 and 7-day boarding students grades 9-12. The Board of Trustees comprises many Webb School graduates who have stayed connected to their alma mater.

The Webb School received an overall ranking of A+ according to Niche.com comparing scores in academics, teachers, college preparation, diversity, sports, clubs and activities. The School currently ranks in the top 15% of Best College Preparatory Private High Schools in the United States and boasts above-average rankings in diversity, high school programs for athletes, and STEM programs. The student-teacher ratio is an excellent 8:1, while the national average is 17:1. Students feel known by teachers and administrators alike. Boarding students comprise 50% of the upper school student body, coming from 23 countries and 12 states. Freedoms of a boarding school allow personal growth and demand self-responsibility by fostering independence. The School believes academics, athletics, clubs, and extracurricular activities all help motivate students to strive for personal excellence in their lives. The Webb School offers 40 student clubs, including table tennis, yearbook, computer programming, and pickleball. Additionally, the school offers 22 varsity sports, such as football, cheerleading, golf, basketball, track, tennis, and baseball, played during the Fall, Winter and Spring seasons. The school's teams have an unusual mascot – the Webb Feet.





Webb's mission is “to turn out young people who are tireless workers, and who know how to work effectively; who are accurate scholars; who know the finer points of morals and practice them in their daily living; who are always courteous.”



What We Believe

The Webb School faculty has endorsed the following enduring understandings. These beliefs are the foundation of our curriculum and all that we stand for.

INTEGRITY is a cornerstone of a flourishing life and community.

SELF-DISCIPLINE and autonomy are essential to success.

LEARNING is an enjoyable and ongoing process.

Each person has unique gifts and capacities and a **RESPONSIBILITY** to develop them.

RESPECT for self and others is essential to a harmonious society.

Each person shares the responsibility and honor of **SERVING OTHERS**.



Located just over 50 miles southeast of Nashville, The Webb School is in the small town of Bell Buckle, Tennessee. Bell Buckle is an artist's village listed on the National Register that is well-known for its antique shops and eclectic festivals (such as R.C. Cola & Moon Pie). The School is within walking distance of the downtown area. The mission of The Webb School is "to turn out young people who are tireless workers, and who know how to work effectively; who are accurate scholars; who know the finer points of morals and practice them in their daily living; who are always courteous." As a community, the students and faculty carry forward many meaningful traditions. These include signing the Honor Pledge, serving on the Honor Council, participating in Senior Blazer Day, and ringing the Culleoka Bell. Popular annual school activities include Spirit Week, Spring Fling, and Diversity Week (or Day). An academic spotlight is on Emerging Voices, a program showcasing students' original ideas through writing and public speaking, developed with mentorship. The Webb School's vibrant and inclusive environment enables students to grow personally and academically.



The Campus & Student Life

The open yet intimate and picturesque campus is surrounded by mature maple and oak trees and beautifully landscaped, with the buildings balancing old and new designs. Of historical importance is the Junior Room, a white clapboard one-room schoolhouse constructed on the current campus in 1886. Near the Junior Room are the Son Will Admissions building, the Big Room (academic classroom building), and the William Bond Library. Across the road are buildings, including McClurg Hall, dedicated to science and math and the Residential Village, comprised of modern dormitories staffed by residential-life faculty. The areas around the dorms offer an inviting student center and open space for students to gather before and after classes. Also on campus is a light-filled dining room, gymnasium, multiple sports fields, and the Webb Follin Administration Building and Chapel.

Students at Webb are encouraged to develop both independence and accountability. The variety of programs Webb offers helps distinguish the School from others regionally and nationally. Webb offers a personalized education, including academic support for students with mild learning differences, with a student-teacher ratio of 8:1 and an average class size of 10. Academic programs reflect contemporary thinking about appropriate curricula and include over 20 Advanced Placement Courses. A foreign language immersion program begins in Grade 6.

Students are supported in their academic growth through an advisor system, progress reports, daily extra help, a study center, test prep, and, if needed, the LIFT (Learn, Inspire, Focus, and Teach) Program. Webb boasts a 100% college matriculation rate and an impressive college acceptance list. Both day and boarding students are encouraged to participate in student life and afterschool activities - Webb supports 22 varsity sports and a robust outdoor program: The WILD (Wilderness Instruction and Leadership Development) Program.



The Faculty & Administration

The Webb School employs 115 full-time employees. 74% of the faculty members have advanced degrees. The basis of the Webb curriculum and community are as follows: Integrity, Self-Discipline, Learning, Respect, Responsibility, and Serving Others. Members of the faculty and administration are expected to embody these principles as they model the expectations for students. All faculty members are expected to participate in the boarding school life whether they live on or off campus. Webb students and parents attribute the positive school culture to the presence and attentive nature of faculty members in the dorms, classrooms, and dining hall – or as students engage in arts, athletics, and extracurricular activities.



FOUNDED
1870



CO-EDUCATIONAL
GRADES 6-12



STUDENTS
420 (From 12 States
& 23 Countries)



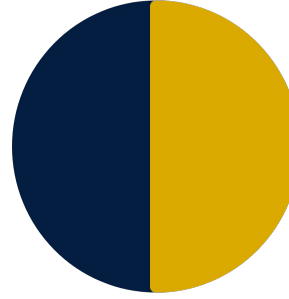
74% FACULTY
Hold Advanced Degrees



CAMPUS
150 ACRES



MASCOT
The Webb Feet



SCHOOL COLORS
NAVY & GOLD



TUITION
\$23,900-\$65,900



FINANCIAL AID
60% of Students
\$4.5 Million in Awards



ENDOWMENT
\$40 Million (Approx)



**ANNUAL OPERATING
BUDGET**
\$15.5 Million



ALUMNI
Residing in 49 States
+ DC and 45 Countries

Memberships & Affiliations



SERVING &
ACCREDITING
INDEPENDENT
SCHOOLS



The Association
of Boarding Schools



The Position

The Webb School seeks an inspired, forward-thinking Head of School to be appointed on July 1, 2025. The ideal candidate will be well informed about all aspects of an independent school and possess the capacity to exemplify and achieve what it means to lead in the 21st century.

The Head of School is Webb's chief administrative officer and reports directly to the Board of Trustees. The Head oversees an Administrative Council of 7. The Head must live on campus and be a visible presence to establish and maintain connections with the students as well as the faculty and staff. The Head connects the School with the day and boarding parents, alumni, and the local community. The Head of School will also engage with the Independent Schools of Nashville Area (ISNA), the Institute for Independent Education, the National Association of Independent Schools (NAIS), and the Association of Boarding Schools (TABS). Webb is accredited by the Southern Association of Independent Schools (SAIS) and the Tennessee Association of Independent Schools (TAIS).

The School has recently completed a Strategic Plan that focused primarily on strengthening the student experience, pursuing excellence in teaching, and ensuring Webb's sustainability through coordinated development and investment activities. The next Head will carry forward these visions and goals by working with the Board of Trustees and faculty. The new Head of School will need to balance the challenges of maintaining the School's rich traditions and implementing and communicating the vision for Webb's future. The ideal candidate should have an appreciation for and lifelong exemplification of integrity and honor in word and action. The candidate should also be able to engage and inspire the School's constituencies.



Professional Qualifications

The ideal candidate will exhibit:

- Demonstrated expertise in leadership within educational institutions and boarding schools (preferred)
- Proficiency in promoting and enhancing school reputation
- Strong leadership qualities among the faculty, including faculty coaching experience
- Strategic expertise for long-term planning with the ability to devise and track operational and financial implementation
- Previous fundraising and development experience
- Organizational skills for effective stakeholder engagement

Personal Attributes

To thrive in Webb's community, the new leader should possess the following key traits:

- Effective communicator and problem solver
- An engaging presence, actively involved in every aspect of school life
- Talent for uniting individuals toward shared goals
- A deeply rooted dedication to education
- Approachable and friendly demeanor
- Capability to make impartial and decisive choices
- Capacity to motivate and uplift those around them
- Commitment to embrace the full life of a boarding school

Challenges & Opportunities

The incoming Head of School should focus on the following prospects and obstacles:

- Upholding and strengthening Webb's commitment to academic excellence
- Acknowledging and building upon Webb's strong stakeholder relationships, including our worldwide alumni, student families, and the Town of Bell Buckle
- Understanding and appreciating the unique environment and culture of a boarding and day school. The Head of School must be a visible presence to ensure the well-being, safety, academic, and athletic success of all students, faculty and staff
- Supporting the school's core mission
- Demonstrating significant fundraising success, including major gift solicitation, capital campaigns, and annual giving programs
- Clearly presenting the school's value and immediate goals to stakeholders
- Maintaining high standards of student behavior
- Attracting, developing, and supporting a skilled pool of educators and staff



LEARN MORE

[Webb School Class of 2024
School Profile](#)

[Webb School Strategic Plan](#)

[Strategic Plan Magazine](#)



How to Apply

The new Head of School for The Webb School will begin on July 1, 2025. Prospective candidates should submit the following materials in a single PDF document to the search consultants listed:

- A cover letter expressing interest in The Webb School specifically addressing this position and school
- Resume that includes education and work experience
- Statement of educational philosophy
- List of five professional references with contact information



Search Consultants



DENNIS CAMPBELL

Consultant, Executive Coach
dennis@educationgroup.com



KATHERINE MONCURE STUART
PRESIDENT

katherine@educationgroup.com