

ANNUNCIATION ORTHODOX SCHOOL

Head of School

Houston, Texas

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ABOUT ANNUNCIATION ORTHODOX SCHOOL

Founded in 1970 as a ministry of Annunciation Greek Orthodox Cathedral, Annunciation Orthodox School (AOS) has grown from a single early childhood classroom into an independent day school serving more than 700 students, from age three in the school's Delphi program through eighth grade.

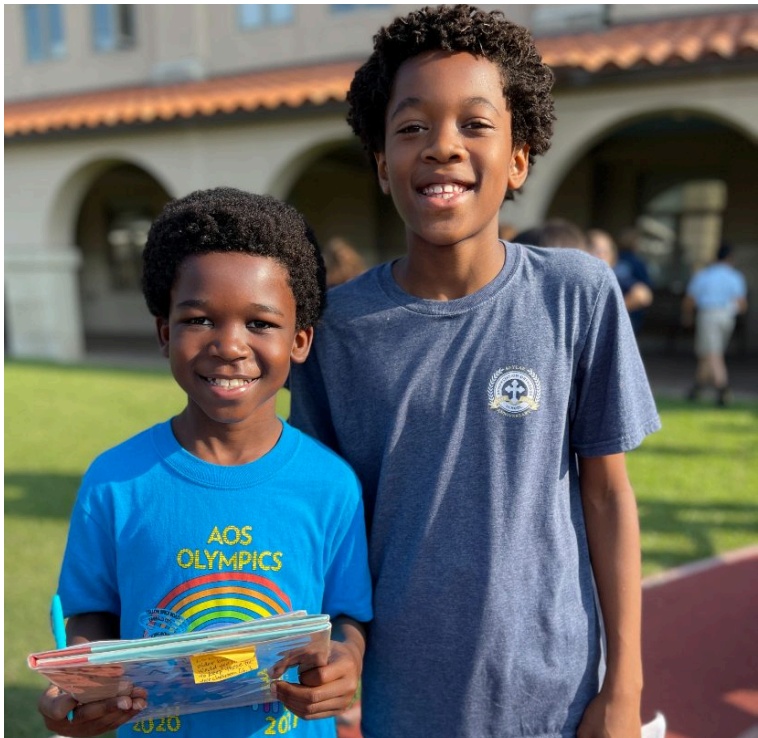
Located in Houston's Montrose neighborhood, AOS sits directly across the street from Annunciation Greek Orthodox Cathedral. More than 30 years ago, AOS became an independent school and today operates as a financially independent institution while maintaining a close spiritual relationship with the Cathedral. More than 50 years after its founding, AOS remains a close-knit community shaped by faith, family, and a commitment to knowing and caring for each child.

AOS describes itself as "The School for Hearts and Minds," reflecting its commitment to educating the whole child. The school pairs rigorous academics with a strong emphasis on character, compassion, and joy. This distinctive heritage is complemented by a welcoming community where students, families, faculty, and staff from a wide range of beliefs and backgrounds find a strong sense of belonging.

AOS graduates consistently distinguish themselves in Houston's competitive high schools and are known for arriving well-rounded and well-prepared. Beyond their academic preparation, they are students who lead, collaborate, and carry themselves with confidence.

1970	700+	Age 3–8th Grade	Montrose
FOUNDED	STUDENTS	DELPHI THROUGH GRADE 8	HOUSTON, TEXAS





COMMUNITY

Traditions shape community life at AOS, many of them decades old, fostering a strong sense of connection and belonging across the school.

Its Greek Orthodox Christian roots give the calendar its own rhythm and color throughout the year. Every Thursday, the entire AOS community gathers to pray at weekly chapel services. In September, icons and fresh basil mark the Elevation of the Cross. In January, Cathedral members and parent volunteers bake more than 100 loaves of Vasilopita bread, each with a coin baked inside for a blessed new year, and share it with the whole school. March brings the Name Day Celebration, honoring the school's namesake, the Feast of the Annunciation, with traditional Greek songs and dances performed by students. Each spring, Pascha, or Orthodox Easter, brings dyed red eggs, egg hunts, and service projects, often on a different weekend than Western Easter. AOS honors both as school holidays.

Other traditions build that same sense of belonging without a religious calendar behind them. Chief among them is Chapel Buddies, which pairs each of AOS's youngest students with an older student who walks them to chapel every week, models what it means to be a good AOS citizen and builds relationships that carry across grade levels.



MISSION STATEMENT

Annunciation Orthodox School, having grown from a ministry of the Annunciation Greek Orthodox Cathedral, celebrates the diverse and individual qualities of all children and their families. AOS provides a superior education in a secure and stimulating Christian environment which encourages the individual child to achieve academic, spiritual, emotional, social and physical excellence, and to become a responsible member of our society.

THE SCHOOL FOR HEARTS AND MINDS

Rooted in Greek traditions and culture, AOS offers an educational experience that extends beyond academic excellence and includes the development of strong character in an Orthodox Christian environment. Every day, we celebrate the distinct talents and diverse backgrounds of our students, cultivating empathy, resilience, confidence, and agape (unconditional love in action) while fostering a joy of learning. Our students mature into grounded and compassionate members of society prepared for future challenges.

ACADEMICS

Academic rigor at AOS starts early, in Delphi and Pre-K, and builds year over year through eighth grade. Students are taught to try what's hard, to take real academic risks, and to treat failure as part of learning rather than something to fear. That mindset shows up in a curriculum built around cross-curricular collaboration and STEAM integration, where a poetry unit becomes a podcast that students write and record themselves, or a self-portrait assignment grows out of a classroom study of Frida Kahlo. Core instruction spans language arts, mathematics, social studies, science, and world languages, alongside physical education, religion, visual art, drama, music, and technology, with faculty deliberately connecting subjects rather than teaching them in isolation.

In Early Childhood, the Delphi and Prekindergarten programs integrate every area of development, from language and math to science, social studies, and life skills, through developmentally appropriate lessons and projects. Housed in the Jesse H. Jones Center for Early Childhood Development, the program gives children a hands-on environment built around play and exploration. Chapel, religion, gross motor skills, Greek, and music round out the day, all aimed at building curiosity and letting young learners move at their own pace.

The Katherine Veletsos Lower School, covering kindergarten through fourth grade, is where that early curiosity turns into independence. Students build foundational academic skills while growing socially, emotionally, and spiritually, developing a growth mindset through both independent work and collaboration with classmates.

Fifth through eighth grade take place in the Mark Kelly Middle School Building, where academic demands are sharpened alongside continued social and emotional development. An enrichment program spanning fine arts, coding, and design thinking gives students room to explore beyond the core curriculum during some of the most significant growth years of their lives. Dr. James Comer's line, that no significant learning can occur without a significant relationship, is one AOS treats as foundational to how middle schoolers are taught, not just how they're cared for.

That same emphasis on relationship carries all the way to the end of eighth grade, when preparation for high school begins in earnest. Heading for High School, the school's application readiness program, walks students and families through the entire process, pairing each family with an assigned advisor and spending the fall building the interviewing and essay writing skills students will need. AOS alumni consistently matriculate to Houston's top independent high schools, arriving well-prepared and ready to lead from day one.





ATHLETICS

The mission of AOS athletics is to nurture the whole person: spiritual, mental, emotional, and physical. Student-athletes are taught to see past themselves and to compete for something larger than the scoreboard.

That mission is backed by a no-cut policy. AOS fields teams at multiple skill levels so that any student willing to commit to practice and to teammates gets to play, not just the most talented.

AOS competes across three seasons as a member of the Houston Junior Preparatory Conference, fielding teams from cross country and football in the fall to basketball and wrestling in the winter to lacrosse and track and field in the spring. The program has the championship banners to show for it, including recent titles in basketball, softball, and volleyball, and graduates have gone on to compete collegiately at schools including Colgate, Washington & Lee, and Claremont McKenna.

FINE ARTS

AOS describes its approach to fine arts as "seeing the beauty in creation," language that reaches back to the school's Greek Orthodox roots and its belief that every child is capable of making something beautiful. Students explore drama, music, visual art, and literary art, both as disciplines of their own and woven into everyday academics.

The school's award-winning literary magazine gives student writers a real audience, built from work solicited through writing competitions and practiced daily in the classroom. Learning also extends beyond the building, through museum visits, professional performances, and a cultural immersion trip.

That work culminates on stage and in galleries throughout the year, from one-act plays and musicals to the Eikon Art Show and the spring concert, giving every student a chance to perform or present what they've made.







SCHOOL LIFE

Leadership opportunities begin as early as first grade, through roles like Safety Patrol and Student Council, and continue into Middle School through Student Council and the Student Ambassador program. Community service is taught before it's assigned. Every project starts with an educational component so students understand the issue and who it serves before taking part in efforts like the Thanksgiving Food Offering and Toys for Joy.

That same support extends to daily life on campus. SAGE Dining Services runs the dining hall, growing produce in a rooftop garden and keeping a nut-free kitchen with full allergen labeling, while a counseling team works alongside teachers to support students socially and emotionally, not just academically. Parents stay closely involved through the Parent-Teacher Club and Dads Club, which organize events like the Back-to-School Breakfast, the Book Fair, and the Olympics.

GROWING CAMPUS

AOS is in the middle of the largest building project in its history. The Light the Way campaign, the second and final phase of the school's 2013 master plan, will add 41,000 square feet of new space, nearly tripling the school's indoor arts and athletics programming, and is scheduled to open to students in early 2027.

The new facilities replace what the school has outgrown: a decade-old modular arts building and a gymnasium built in the 1990s. In their place will be a 1,200-seat auditorium, a blue box theater, a recording studio, dedicated music and art classrooms, and a dance studio, alongside a double gymnasium, an outdoor field and track, and expanded locker rooms. New covered outdoor spaces, including a central gathering area the school calls the Agora, will extend learning and community life outside the classroom, and an updated security fence will create a fully closed campus.

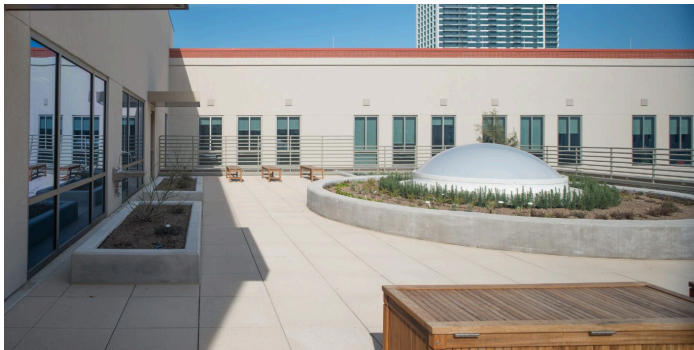
41,000
SQUARE FEET ADDED

1,200
SEAT AUDITORIUM

Early 2027
OPENS TO STUDENTS







THE HEAD OF SCHOOL OPPORTUNITY

Annunciation Orthodox School (AOS) has experienced remarkable leadership stability throughout its more than fifty-year history and is now seeking its fourth Head of School. AOS's strong financial position, record enrollment, and deeply rooted community provide an exceptional foundation. The next Head will partner closely with the Board to shape a compelling vision for AOS's future while building upon the strengths and traditions that have defined AOS for generations.

AOS is entering this leadership transition with significant momentum. The school recently completed its Light the Way capital campaign, raising $25 million against a $20 million goal and reflecting the generosity and commitment of the AOS community. With enrollment at an all-time high and a significant campus expansion underway, the next Head will inherit a school well positioned for its next chapter.

Central to this opportunity is the distinctive culture of AOS. Rooted in the Greek Orthodox tradition, AOS is known for its warmth, hospitality, and highly relational community. The next Head will embrace AOS's rich traditions and become an engaged presence within its close-knit community, while developing an understanding and appreciation for the Orthodox Christian tradition that has shaped AOS since its founding.

Building upon a position of strength, the next Head will help AOS define and pursue its aspirations for the future, preserving the character and community that families value while continuing to elevate AOS's academic program, organizational capacity, and overall student experience.

$25M

RAISED AGAINST A $20 MILLION GOAL

The Light the Way capital campaign reflects the generosity and commitment of the AOS community.

ESSENTIAL QUALITIES

The next Head of School will:

- **Demonstrate a mature Christian faith** and a genuine interest in learning about, participating in, and championing the Orthodox Christian traditions and Greek culture that are foundational to AOS.
- **Be a strategic and forward-thinking leader** who can partner effectively with the Board of Trustees to establish a compelling long-term vision for AOS and translate that vision into clear priorities and action.
- **Be an effective organizational leader**, capable of aligning the Board, faculty, and staff around the School's strategic direction and successfully leading its execution.
- **Thrive in the highly relational nature of the AOS community**, naturally building meaningful relationships with students, families, faculty, and staff and participating actively and visibly in the life of the School.
- **Bring strong operational, academic, and financial acumen**, along with the discipline necessary to steward the School's constituencies, programs, and resources effectively.
- **Demonstrate discernment and humility**, seeking counsel, drawing upon the expertise of others, and taking the time to develop a deep understanding of AOS, its culture, and its community.
- **Communicate with transparency, warmth, and confidence**, building trust while navigating difficult issues with sound judgment, courage, and resolve.
- **Be a collaborative and empowering leader** who recruits, develops, and retains talented faculty and staff; enables others to lead and contribute meaningfully; and establishes clear expectations and accountability.
- **Serve as a persuasive and articulate advocate for AOS**, strengthening relationships within the School community and elevating AOS's presence throughout greater Houston.
- **Bring experience cultivating philanthropic support and meaningful donor relationships**, ideally including leadership of or significant involvement in a capital campaign or other major fundraising initiative.
- **Bring significant senior leadership experience**, preferably within an independent school environment, with K–8 and faith-based school experience considered especially relevant.



KEY RESPONSIBILITIES

Partner with the Board of Trustees to establish and advance a compelling long-term vision for AOS, lead the strategic planning process, and translate the School's strategic direction into clear priorities and measurable goals.

Provide effective leadership and oversight of the School's academic programs, organizational structure, policies, and operations, ensuring alignment with AOS's mission, values, and strategic priorities.

Steward the School's financial resources responsibly, including oversight of the operating budget as well as long-term financial planning and obligations associated with the recent campus expansion.

Sustain AOS's strong enrollment and market position while thoughtfully addressing long-term enrollment capacity, facilities needs, and evolving programmatic requirements.

Maintain appropriate accreditation and memberships in relevant independent school organizations and ensure adherence to sound educational, governance, and operational practices.

Maintain and strengthen AOS's relationship with Annunciation Greek Orthodox Cathedral, collaborating closely with clergy and Cathedral leadership on matters of faith, tradition, and shared campus life.

Recruit, develop, and retain exceptional faculty and staff who embrace the mission and culture of AOS, and support them by investing in their continued professional growth and leadership development.

Partner with the Board of Trustees and the Advancement team to deepen a culture of philanthropy, cultivate meaningful donor relationships, and advance future capital, endowment, and strategic funding priorities.

Provide thoughtful oversight of student life and disciplinary matters, balancing accountability with compassion in a manner consistent with AOS's mission and values.

Safeguard the well-being of students, faculty, and staff through effective security, risk management, and emergency preparedness, exercising calm, timely, and well-calibrated judgment during crises, including severe weather and decisions regarding school closures.







HOUSTON, TEXAS

Houston, the nation's fourth-largest city, offers the opportunities and amenities of a major metropolitan area alongside a strong sense of community and an approachable quality of life. AOS is ideally situated in the heart of the Museum District and Montrose, one of the city's most vibrant and established areas. The school is near the Museum of Fine Arts and the Contemporary Arts Museum and just minutes from Rice University and the Texas Medical Center, the largest medical complex in the world.

One of Houston's defining strengths is its remarkably diverse and international character, reflected throughout the city's neighborhoods, cultural institutions, and acclaimed culinary scene. More than 100 languages are spoken across the region, and Houston's restaurants span nearly every cuisine and price point. The city also offers a rich arts and entertainment calendar and major professional sports, including the Astros, Rockets, Texans, and Dynamo.

Houston's entrepreneurial spirit and broad economic base continue to attract individuals and families from across the country and around the world. Long recognized as a global center for energy and medicine, the region is also a leader in aerospace and technology. The city combines these economic opportunities with a relatively affordable cost of living for a major metropolitan area and a welcoming, accessible quality of life.



PROCESS OF CANDIDACY



Applications will be accepted until the time that the new Head of School is appointed. Candidates should submit application materials consisting of a resume and letter of interest addressed to the Annunciation Orthodox Head of School Search Committee by Wednesday, November 4, 2026 for most favorable consideration. Applications, nominations, and expressions of interest should be submitted to AOSHead@carterbaldwin.com. Confidential inquiries and questions concerning this search may be directed to:

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