



Hampton Roads Academy

Director of Middle School

July 2026

Overview

Hampton Roads Academy is seeking an energetic and accomplished leader to serve as Director of Middle School. Building on a robust academic and co-curricular foundation, the next Director will create a dynamic, engaging and joyful learning environment that empowers students to explore, grow, and prepare confidently for the challenges of Upper School and beyond.

The ideal candidate will not only bring a proven passion for working with middle schoolers, but also a strong ability to foster interpersonal relationships with students, parents, and colleagues and the capacity to cultivate a culture of academic risk-taking, innovation, and creativity to inspire a lifelong love of learning.



The School

Hampton Roads Academy, an independent school serving Pre-K through 12th grade in Newport News (VA), is recognized for its dedication to academic excellence, a supportive environment, and a holistic educational approach.

Established in 1958, the school emphasizes five core values: helping students identify the best in themselves, promoting growth through diverse opportunities and challenges, developing leadership capabilities through various programs including student government and community service, encouraging students to strive for continuous improvement, and establishing strong moral roots to prepare students to handle any situation that they may encounter.

Hampton Roads Academy Mission

Hampton Roads Academy, an inclusive community of service and compassion, prepares students to excel intellectually, artistically, physically, and morally in higher education and in life.





A Community of Honor

The Honor Code at Hampton Roads Academy sets the standard for ethical behavior and personal responsibility within our community. It unequivocally demands that community members refrain from lying, cheating, stealing, or engaging in any dishonest acts. It places the responsibility on each individual to ensure that the code is upheld and remains unbroken.

Our Honor System is not confined to a specific group or level—it is the very framework by which the entire school operates. From the youngest students in our Lower School to the leadership represented by our Head of School, the Honor System is a unifying force that permeates every aspect of our educational journey.

Four Pillars of Honor: Personal Accountability; Intellectual Maturity; Creative Thinking; Respect for Honesty, Integrity, & Truth.



HRA Fast Facts

195 Middle School Students

18 Middle School Teachers

9 MS/US Crossover Teachers

9:1 Student-Teacher Ratio

Average Class Size of 12

4,000 Completed Hours of Community Service Annually

1:1 Technology Program in Grades Pre-K-12

11 years average of teacher experience

Overarching Values

At HRA, we continue our tradition of educating the whole student and preparing them for future phases of life. Whether in the classroom or on the sports field, our students strive for more than just success—they aim for growth. Through our robust educational and extracurricular programs at HRA, we strive to help our students:

Identify the Best in Themselves

Promote Growth

Develop Leadership Capabilities

Strive to Become Better

Handle Any Situation

Middle School TEAMS

Middle School TEAMS (Together Everyone Achieves More) seek to create personal connections, matching students with caring faculty members who serve as guides throughout the school year. Each student has a TEAM advisor with whom they meet on a regular basis during the TEAM block, and who provides personal guidance and support for that student.



Opportunities for the Next Director of Middle School

Strengthen Inter-Divisional Collaboration and Transition Programming

Develop and implement systematic communication protocols and collaborative initiatives between Lower, Middle, and Upper School divisions, with specific focus on creating seamless academic and social transitions for students moving between divisions, from both fourth to fifth grade and eighth to ninth grade.

Enhance Academic Rigor and Instructional Innovation

Establish and maintain academic standards that appropriately bridge Lower School foundations with Upper School expectations, while implementing creative pedagogical approaches, expanding elective offerings, and ensuring classroom engagement strategies that challenge and inspire middle school learners.

Execute Strategic Enrollment Growth and Marketing Initiatives

Collaborate with the admissions team to develop and implement enrollment strategies to achieve optimal class sizes for Middle School grade levels through targeted outreach, enhanced school visibility, and compelling program differentiation that positions the Middle School as a premier educational choice.

Implement Comprehensive Student Behavioral and Social Development Programs

Establish clear, age-appropriate behavioral expectations and disciplinary protocols while developing proactive programs that teach healthy relationship skills, prevent bullying, and promote positive peer interactions, appropriate boundaries, and student independence.

Foster and Maintain Cohesive Faculty Culture and Professional Development

Preserve and strengthen the existing collaborative faculty relationships and team cohesion while managing change effectively, providing supportive leadership that empowers the Middle School leadership team, and ensuring transparent communication that builds trust and maintains the strong sense of camaraderie that faculty value.

Build Comprehensive Student Support Infrastructure

Design and advocate for implementation of enhanced student support systems, including potential dean of students role, expanded counseling services, and grade-level leadership structures, while ensuring equitable faculty workload distribution across divisions.



Primary Responsibilities

- Leadership & Administration
 - Provide daily leadership of the Middle School, creating a place where students feel both challenged and supported, known and valued.
 - Serve as a visible presence for students, faculty, and families.
 - Oversee scheduling, student life, and behavioral expectations rooted in fairness and integrity.
 - Collaborate with the Head of School and Administrative Team to advance HRA's strategic goals.
- Faculty Support & Development
 - Recruit, mentor, and evaluate Middle School faculty and staff.
 - Promote a culture of collaboration, innovation, and professional growth.
 - Support alignment of curriculum and pedagogy with the Lower and Upper School divisions.
- Student Experience
 - Champion the intellectual, social, and emotional growth of students during these pivotal years, encouraging them to become curious learners, kind friends, and confident leaders.
 - Oversee advisory, student support, and character education programs.
 - Foster opportunities for leadership, service, and personal growth.
- Curriculum & Program Innovation
 - Guide faculty in delivering a challenging, relevant, and balanced academic program.
 - Encourage inquiry-based learning, critical thinking, and the creative use of technology.
 - Strengthen co-curricular offerings including arts, athletics, clubs, and community engagement.
- Community Engagement
 - Communicate with warmth and clarity, partnering with families so that together we celebrate student achievements and navigate challenges.
 - Partner with the Admission Office to share the value of the HRA Middle School experience.
 - Represent the division at parent events, assemblies, and community gatherings.

Desired Qualifications

- Advanced degree in education or a related field preferred.
- At least 7–10 years of teaching and/or administrative experience, ideally in an independent school setting.
- A demonstrated passion for working with middle school-aged students
- A strong ability to foster interpersonal relationships with students, parents, and colleagues
- The capacity to cultivate a culture of academic risk-taking, innovation, and creativity to inspire a lifelong love of learning
- Exceptional leadership, communication, and relationship-building skills.
- Ability to inspire, support, and challenge both students and faculty in keeping with HRA's mission and values
- Demonstrated commitment to diversity, equity, inclusion, and belonging.



How to Apply

Hampton Roads Academy is partnering with Educational Directions on this search. Interested candidates should send a resume, a letter of interest, a statement of education/leadership philosophy, and a list of five (5) professional references to search consultant Highley Thompson at Highley.Thompson@edudx.com.

Please do not contact the school directly.



**Hampton Roads
Academy**
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