LIGHTHOUSE
CHRISTIAN ACADEMY

HEAD OF SCHOOL

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MISSION

Lighthouse Christian Academy is a Christ-centered classical school that partners with families to form students who pursue wisdom, truth, and knowledge so they boldly enter the world for Christ.

VISION

LCA seeks to form students who think clearly, reason persuasively, articulate precisely, and evaluate all of life through the truth of Scripture; students whose hearts and minds love Christ and who live for His glory.

CORE VALUES

Christ-centered classical education
Spiritual formation
Classical excellence
Servant Leadership
Covenant Partnership

LANGUAGE AROUND FAITH

Biblical truth and the gospel are intended to shape every part of school life rather than function as an add-on to academics. LCA seeks to cultivate students who know and love Jesus Christ, view the world through Scripture, grow in wisdom and virtue, and use their gifts for the glory of God.

LEARNING ENVIRONMENT

LCA IS A CLASSICAL CHRISTIAN SCHOOL

Classical Christian Education is an approach to learning that seeks to form the whole person—mind, body, and soul. Built on the enduring tradition of the Trivium, it guides students through the stages of grammar, logic, and rhetoric, training them to think critically, reason clearly, and communicate with wisdom and eloquence.

Rather than treating knowledge as an end in itself, Classical Christian Education integrates every discipline into a greater whole, cultivating virtue, curiosity, and a love of truth. Rooted in a Biblical worldview, it aims not only to prepare students for academic success, but to equip them to live lives of purpose, integrity, and faith.

CONSUMING TO CREATING



Because we are made in the image of God, the Creator, we seek opportunities to shift our posture from passive consumers to active creators. We are a low-tech school. We understand the importance of having free time where the students can take what they've learned in the classroom and go outside and create. Our students have organically created a small society on the school grounds, including forts, shops, businesses, and restaurants.

With the creation of two outdoor spaces in 2025, many teachers utilize the spaces throughout the school day to learn and enjoy God's creation.

SERVANT LEADERSHIP

Leadership through service is the model Jesus has given us. At LCA, we take the life and actions of Jesus seriously. Integrating this servant leadership model is one of the virtuous foundations that make up the fabric of our school. Purposefully built into our structure, the upper school students serve the younger through reading to them, setting up and tearing down the lunch tables, and lead the announcing and singing to students on their birthdays.

Additionally, our 7th and 8th grade students receive First Aid and CPR training and provide childcare for our younger students during certain school events.

STRONG FOUNDATIONS

If you ask any of our students, "Boys and girls, who are you"? You will be met with a hearty, "As God's chosen son/daughter, I am wholly and dearly loved." The catechisms we say each day are rich with purpose, and the students find great joy and meaning in partaking in these recitations.

Out of a strong sense of purpose flows a strong sense of self, equipping our children for a grounded and confident integration into life beyond Lighthouse. It's the difference between simply transitioning into high school and a deep, well-rooted movement to the next step - stemming from a child knowing who they are and what they were made for.

ACADEMICS

JUNIOR KINDERGARTEN

Students in our JK program discover the joy of learning through academic practice, purposeful play, and experiential learning.

ELEMENTARY (K–5)

Our grammar school lays a foundation for a sincere love of learning through purposeful memorization and healthy habit formation.

As capacity for independent thought increases, students develop critical thinking skills as the focus shifts from what to learn to how to learn.

MIDDLE (6–8)

Upper school students sharpen wisdom and discernment, engage in Socratic dialogue, and learn to formulate logical thoughts, in preparation for the rhetoric stage, where they will learn to articulate ideas with eloquence.







FOUNDED 2001

146 ENROLLED STUDENTS

7:1 STUDENT-TO-TEACHER RATIO

11 FACULTY AVERAGE YEARS OF EXPERIENCE

23 TEACHING FACULTY

$1.4M ANNUAL BUDGET



STEVENSVILLE MARYLAND

JUNIOR K THROUGH 8TH

SOCIETY FOR CLASSICAL LEARNING (SCL)

AFFILIATIONS & ACCREDITATIONS

$12,000 AVERAGE TUITION (APPROX.)

COMMUNITY

LCA seeks to be a distinctly Christian, relational community in which students are known, loved, and formed in partnership with their families. The school values humility, teachability, strong relationships, and a shared commitment to Christ-centered classical education.

The desired culture combines joyful rigor with grace, wisdom, virtue, and meaningful partnership among faculty, parents, students, the board, and the broader Christian community.

LCA operates with gratitude on the campus of Safe Harbor Presbyterian Church, enjoying a long-standing partnership that strengthens our shared commitment to Gospel-centered ministry.

CO-CURRICULARS

Basketball
Volleyball
Drama Camp
Music

Art
School play
Christmas & Spring Concerts
Instrumental Music Class







POSITION: HEAD OF SCHOOL

JOB DESCRIPTION

The Head of School serves as LCA's chief spiritual, academic, and operational leader, accountable to the Board of Directors and responsible for advancing the school's mission and stewarding its vision. The Head of School leads LCA's faculty and staff, oversees the school's classical Christian academic program and daily operations, partners with families and the Board, and represents the school within the broader community.

LCA is entering an important season of growth and development. The next Head of School will have the opportunity to build upon the school's strong Christ-centered culture while strengthening organizational systems, developing faculty and leaders, and positioning LCA for healthy and sustainable growth. We seek a leader who combines conviction with humility—someone who listens well, builds trust, develops others, communicates clearly, and is willing to make sound decisions and lead with humble confidence.

REQUIRED QUALIFICATIONS

- A faithful follower of Jesus Christ whose life and leadership are marked by integrity, humility, biblical wisdom, and a mature and growing faith
- Wholehearted alignment with LCA's mission, Statement of Faith, and commitment to a biblical worldview
- Deep commitment to classical Christian education and alignment with the philosophy and standards of SCL
- Demonstrated leadership ability with strong relational and organizational gifts
- Humility, teachability, and coachability, with an ability to listen well, receive counsel, build trust, and lead with conviction
- Strong written and verbal communication skills and an ability to build healthy relationships with faculty, staff, students, parents, the Board, churches, donors, and the broader community
- Ability to recruit, develop, mentor, evaluate, and retain excellent faculty and staff
- Administrative and organizational competence, including the ability to establish systems that promote clarity, accountability, and sustainability
- Ability to partner effectively with a governing Board while assuming responsibility for the day-to-day leadership of the school

LEADERSHIP EXPERIENCE

LCA seeks a leader with meaningful experience in education, demonstrated organizational leadership ability, and a strong understanding of the academic, operational, and relational dynamics of a school community. A demonstrated understanding of and deep commitment to the philosophy and practices of classical Christian education is expected, with direct experience in a classical Christian school strongly preferred. Leadership experience in ministry, business, or other mission-driven organizations is also highly valued. The ideal candidate will have demonstrated the character, judgment, relational ability, and organizational leadership necessary to lead a thriving classical Christian school.

EDUCATIONAL REQUIREMENTS

Bachelor's degree required. Master's degree or higher in education, theology, leadership, or a related field preferred.







KEY TASKS

SPIRITUAL & MISSION-DRIVEN LEADERSHIP

- Serve as a visible spiritual leader who models a mature, gospel-centered Christian faith and encourages faithful discipleship throughout the school community.
- Guard and advance LCA's mission, classical Christian identity, and biblical worldview.
- Foster a school-wide culture characterized by joyful obedience to Christ, prayer, grace, wisdom, virtue, humility, and Christian community.
- Ensure that Scripture and the gospel shape the academic, relational, and organizational life of the school.
- Lead with humble confidence—listening well, receiving counsel, making sound decisions, and earning the trust of those he or she leads.

ACADEMIC & FACULTY DEVELOPMENT

- Provide leadership and accountability for LCA's classical Christian academic program from Pre-K through 8th grade.
- Recruit, retain, mentor, evaluate, and develop faculty and staff who are aligned with LCA's theology, mission, and classical pedagogy.
- Promote academic excellence through curriculum leadership, classroom engagement, faculty coaching, professional development, and appropriate assessment.
- Partner with LCA's academic leaders and deans to strengthen instruction, student formation, and classroom culture.
- Cultivate joyful rigor and a love of truth, goodness, and beauty throughout the academic program.
- Preserve what is distinctive and strong about LCA while thoughtfully identifying and leading opportunities for improvement.





OPERATIONAL & ORGANIZATIONAL LEADERSHIP

- Oversee the daily operations of the school, including budgeting, enrollment, human resources, compliance, facilities, safety, and school administration.
- Develop and manage the annual budget in partnership with the Board and appropriate staff, stewarding LCA's resources responsibly and transparently.
- Establish and maintain systems, processes, roles, and accountability that promote organizational clarity, effectiveness, and sustainability.
- Lead and develop the school's administrative team, fostering healthy collaboration and clear responsibility.
- Implement Board-approved strategy and policies while maintaining an appropriate distinction between Board governance and day-to-day school leadership.
- Plan thoughtfully for sustainable growth in enrollment, staffing, programming, and facilities.

COMMUNITY & ADVANCEMENT

- Serve as a visible and compelling representative of LCA to current and prospective families, donors, churches, and the broader community.
- Build strong relationships with parents and cultivate meaningful partnership between the school and families.
- Provide leadership for development, fundraising, marketing, enrollment, and community engagement in partnership with appropriate staff.
- Cultivate relationships with donors and supporters and help communicate a compelling vision for LCA's future.
- Partner constructively with churches and Christian community partners while preserving appropriate school governance and leadership responsibilities.
- Help lead LCA into its next season of healthy, mission-aligned growth.





INQUIRY

If, after reading this Opportunity Profile, you sense that the gifts and experience God has given you are a good match for Lighthouse Christian Academy, we invite you to begin the inquiry process. We handle all candidate information and conversations with utmost confidentiality. Nominations, expressions of interest, confidential inquiries, and questions concerning this search should be submitted to Paul Neal (paul.neal@cace.org) from the Center for the Advancement of Christian Education (CACE), the consultant assisting LCA in this search.

To apply, please provide the following for review:

- **A current resume**
- **A two- to three-minute video introducing yourself and speaking about your passion for Christian Education**
- **Responses to the following essay questions (totaling four pages or fewer):**
  - » Describe your spiritual journey of faith in Jesus Christ. Indicate how God is using you in your work, in your church, and in your community. How has your relationship with Jesus Christ shaped your career and influenced your decision to apply for this position?
  - » Describe your experience with Christian education, both personally and professionally. How would you define the marks of educational excellence in a Christian school?
  - » Describe your leadership style. If you have taken any leadership inventories (Gallup Strengths, SDI, VIA 24, etc.), feel free to share those results.
- **Provide the names, telephone numbers, and email addresses of four references who know you and your career well enough to comment on your suitability for the Head of School role at Lighthouse Christian Academy**. (References will be contacted only after we have requested and received your permission to do so.)
- Submit materials to **Paul Neal** at **paul.neal@cace.org** with subject line: "**Lighthouse Christian Academy – Head of School**."

We handle all candidate information and conversations with utmost confidentiality. Applications will be accepted until the position is filled.