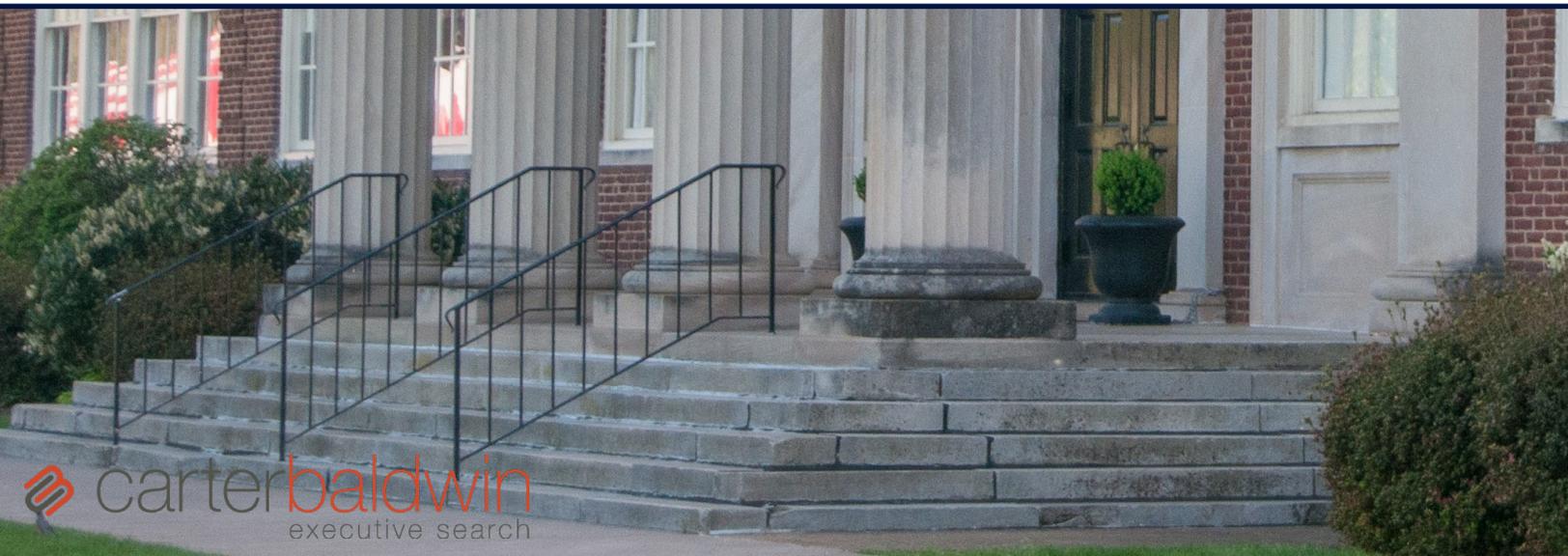


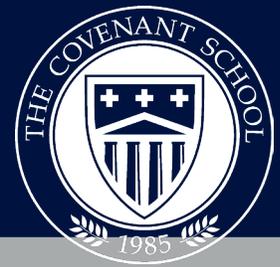


THE COVENANT SCHOOL

Head of School



About the School



Located in Charlottesville, Virginia, The Covenant School is a community of scholars that, from the earliest learner to the graduating senior, asks What kind of person do you want to be? and What kind of life do you want to live? Offering a comprehensive, Christ-centered program, Covenant students are prepared to seek truth, develop character, serve others, and shape the world around them.

Founded in 1985 as a bold experiment in melding a rigorous academic environment with the guiding principles of a non-denominational Christian culture, Covenant has served the central Virginia area for over 35 years. Covenant was the first Christian school in Virginia to have been accredited by the Virginia Association of Independent Schools and remains true today to Academic Excellence under the Sovereignty of God. Today, two campuses, 33 total acres, and 140,000 total square feet under roof serve over 550 students from Pre-K through Grade 12, and 1,400 alumni are engaging the world as leaders in their professions, their churches, and their communities.

Covenant provides an educational and cultural experience founded upon an outstanding Christian Liberal Arts and Sciences curriculum that brings a quality and value to the students and families of central Virginia. Energies at Covenant are focused on how to “teach the next generation to live well.” This means shaping the whole person and preparing the young person to live a rich life with meaning and purpose as defined in Covenant’s [Portrait of a Graduate](#). Covenant equips students to think well, connect ideas, become lifelong learners, and ultimately hunger for the truth – God’s Truth. For over 35 years, Covenant has demonstrated a record of success in delivering this distinctive, holistic educational experience that is not available anywhere else in central Virginia.

“The Covenant School seeks to promote the moral, intellectual, and physical development of young people. We foster the virtues of faith, wisdom, and love through the pursuit of academic excellence and the recognition of God’s sovereignty over his creation. We nurture our students, challenging them to follow the example of Jesus Christ, to achieve through self-discipline, to lead by service to others, and to grow in knowledge and virtue.”



A One School Model

As an institution that educates the early learner to the emerging adult, the Covenant community of scholars has a distinct advantage in a Pre-K through Grade 12 environment. Covenant is led by a Head of School, three division heads, and an Academic Dean who ensures that the curriculum is a succinct arc across all grades. This curriculum builds on itself from grade to grade, encouraging students to make connections across disciplines and become more sophisticated in their learning.

The Covenant faculty not only collaborates across departments but across campuses as well. For example, the Lower School Math Coordinator meets regularly with the Upper School Math Department Chair to ensure continuity of learning. A school play in Grade 5 prepares young thespians for the full-scale Upper School Musical held each spring. Directors of Academic Support are available on both campuses for students requiring additional assistance. School-wide events such as Convocation and Fall Fest bring the entire student body together with their families to celebrate the Covenant community as well.

Academics

The Christian Liberal Arts and Sciences tradition has long prepared students for academic achievement and successful living, providing students with the tools they need to read closely, think critically, reason logically, and speak compellingly. Traditionally, it has called its students to a broad range of study, encompassing literature, history, mathematics, science, and the arts, and teaches them how to approach these disciplines purposefully and critically. It also invites its students to a life of virtue founded upon the truths of the Christian faith. It calls its students to know the good, the true, and the beautiful, and to live a life consistent with those things.

This educational approach is reflected throughout Covenant's college-preparatory program. Course work in the [Lower School](#) and [Middle School](#) firmly grounds students in the foundational skills of reading, writing, and computation. The reading of classic children's literature, the study of the great epochs of history and of Scripture, attendance at Chapel, service projects, and the viewing and imitating of great works of art and music, develop a taste for beauty, while the exploration of the physical world engenders both wonder and curiosity as well as a desire to investigate God's creation mathematically and scientifically.

In the [Upper School](#), a wide array of challenging courses in the humanities and sciences encourages students to learn in increasingly sophisticated ways. Socratic Seminars train students in careful reading, critical thinking, and precise speech. Courses in Scripture and theology further acquaint students with the truths of the Christian faith, while Chapel and homeroom groups invite them to consider the call of virtue and faith in their lives. Service opportunities challenge students to consider how they might meet needs around the school and beyond its walls. Participation in sports fosters important qualities of perseverance, fair play, and teamwork.

100%

COLLEGE
ACCEPTANCE
RATE

14:1

STUDENT-
TEACHER
RATIO

34

STATE
CHAMPIONSHIPS
IN

19

ATHLETIC
PROGRAMS

3000

HOURS OF
ANNUAL
COMMUNITY
SERVICE

Arts

Some of the best stories at The Covenant School are told through the School's visual and performing arts. Each work hung from the walls, fired in the kiln, run up and down a keyboard, or presented on stage, highlights goodness, brightens the campus and celebrates the world in which they live. Covenant students discover and nurture their God-given artistic abilities and develop a deeper recognition of beauty all around in a variety of media. Learn more about the Covenant Arts program [here](#).

Athletics

The Covenant program encompasses 19 athletic programs and 34 state championships won. Participation in sports at Covenant is both a privilege and an important part of a child's education. The school believes that sportsmanship, hard work, teamwork, and fair play are the building blocks of a sound athletic program, and while winning is valued, there is an overriding emphasis on character formation. Over 70% of Covenant students participate on at least one athletic team, while many students participate on several teams. Learn more about the Covenant Athletics program [here](#).



The Covenant Experience

A Tradition of Worship

Covenant's mission includes challenging students to follow the example of Christ and fostering recognition of God's dominion over all creation. One way this is applied is through a weekly time of meeting together as a community in a non-denominational Chapel service rooted in the historic, orthodox Christian tradition. This corporate worship time includes a student-led music team, various readings from Scripture and historic Christian creeds, personal testimonies, and a message from the Chaplain, a teacher, or member of the community.

Covenant Traditions

For more than 35 years, The Covenant School has been teaching the next generation how to live well. The beloved traditions bring unity and belonging to students and alumni of the school. Click [here](#) to learn more.

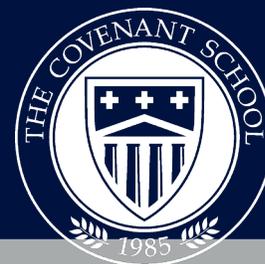
House

The House program is an integral part of student life in the Middle School and the Upper School. Born in 2014 out of a collaboration with faculty and student leaders, the vision of the group was to build a program that would enrich the student life experience while fulfilling the mission of the school to deepen community both internally and with our neighbors in the community. Click [here](#) to learn more.

Community Service

It is part of the mission of The Covenant School to nurture the habits of servanthood in the hearts and minds of students. Lower School children are encouraged to recognize and practice I'm Third, an effort to create awareness—even at an early age—of God first, others second, self third. Students participate in grade-level service projects. School-wide initiatives also happen regularly at the Lower School. Service in the Middle and Upper Schools flows through the House system with the motto *For Others, For Christ*. Click [here](#) to learn more.

The Opportunity



The Board of Directors of The Covenant School is actively seeking the next Head of School to build upon a foundation that is academically, operationally, financially, and spiritually strong. This leader will be called upon to faithfully steward the legacy of influence that Covenant has had while educating generations of K-12 students in the Christian Liberal Arts and Sciences philosophy. A distinctive opportunity exists to lead Covenant by casting a dynamic vision for the School's future that is both compelling and attractive to families in the Charlottesville, Virginia area who desire an uncompromisingly Christian education that may run counter to many of the cultural norms of today.

The challenges facing private, Christian education are significant and those include a climate of political partisanship and societal change in our nation that will require Covenant's Head of School to bring to the role biblical wisdom and a God-honoring response to contemporary culture, adaptability, entrepreneurship, a winsome spirit, and an ability to communicate the true value of a Covenant education. Overseeing an operating budget of nearly \$9M and with expectations of 600+ students in the fall of 2021, the new leader will continue to strategically align Covenant's defining commitments of academic excellence, a thoroughly Christ-centered environment, and an affordable revenue and delivery model to produce thoughtful students of strong character, oriented towards servant-leadership, who will positively impact the world.

Covenant's next Head of School will provide Christ-centered servant leadership that will unite the School's constituencies around a shared sense of purpose and inspire Covenant's students, faculty, and staff to engage with the world and each other graciously, hospitably, and with conviction in God's sovereignty and plans for their future.

Accordingly, Covenant's Head of School must demonstrate a confident competence in the following general areas of responsibility:

Manage the School – Reporting directly to the Covenant Board of Directors, the Head of School will be the Chief Executive Officer and, with a business mindset, must provide overall leadership to the School's operations, finances, academic and co-curricular programs, and personnel of Covenant, while working within the Board's policy framework. The Head of School must therefore:

- Draw prospective and current students into the full Covenant experience and, continually develop campus environments that are challenging and full of opportunities for an abundant, dynamic primary and secondary school experience that fully integrates faith and learning.
- Review organizational leadership structure to ensure a fluid organizational plan that maintains efficient and competent oversight for all School operations.
- Develop an intuitive sense of faculty and staff morale, communicate well, inspire trust, and maintain a strong atmosphere of service.
- Recruit, retain, and develop exceptional faculty and staff committed to Covenant's mission and vision.
- Take personal pride in Covenant's campuses and attend to its physical plant with a passion for detail.
- Maintain and strengthen relationships with Covenant Board Members and find ways to further engage them to advance the mission and vision of the school.
- Continue to find new ways of building upon the strong relationship between Covenant and its surrounding communities.

Shape the Strategy – Covenant benefits from its distinctive and unashamedly Christian mission, vision, and guiding principle of Academic Excellence under the Sovereignty of God. Within these guidelines, Covenant’s Head of School must:

- Understand national and local political and cultural currents and their potential impact on Covenant’s commitment to a Christian Liberal Arts and Sciences educational philosophy.
- Craft a creative institutional response to these challenging “macro shifts” as well as work with academic leadership to fine tune the School’s academic programs and create an effective communication plan.
- Build and develop programs that extend the School’s student recruitment, donor interest and general influence beyond current constituent concentrations.
- Be a competent agent for incremental change with an eye toward continual improvement in every area of operational focus.
- Engage with similarly focused academic institutions.

Market the School – The Covenant mission and culture are unique in central Virginia. The next Head of School will become the most visible champion of Covenant’s mission and ethos, and a key shaper of its reputation externally. The Head of School will authentically communicate both internally and externally the importance of the School’s mission, value proposition, and its endeavors in ways that catalyze enthusiastic personal and financial participation in Covenant. The Head of School must:

- Work with the Covenant Board of Directors and school leadership to effectively position the School’s unique mission and culture so that it is easily articulated and embraced internally and readily understood and respected externally.
- Expand the School’s national reputation and attract to the campus accomplished leaders that fully align with Covenant’s Christian mission.
- Provide like-minded supporters a platform for financial giving that fulfills their personal passion.
- Lead institutional financial development and stewardship. Oversee capital campaigns, endowment growth, and identify additional revenue opportunities that improve the long-term financial health of Covenant.
- Undertake necessary and sufficient plans and initiatives to thoughtfully increase the size of the student body to reach a level that allows Covenant to attain the comprehensive benefits of a large, high quality Christian Liberal Arts and Sciences School.
- Become well-versed in Covenant’s history and embrace its traditions in order to relay to parents, students, faculty, staff, and prospective donors the inspirational stories that compellingly describe the school’s mission.

Maintain the Culture – The selected Head of School must further enhance Covenant’s culture by tuning it to its most productive potential. This will require the Head of School to:

- Solidify the expectation that every faculty and administrative team member will be recruited, interviewed, and hired with a view of preserving Covenant’s Christian mission and enhancing the School’s ability to deliver a superior education within a Christian worldview.
- Reinforce a culture of collaborative accountability, with an expectation that innovative ideas and constructive leadership will arise from cooperative interactions between the faculty and administration.
- Implement initiatives to increase global and ethnic diversity among students, faculty, and staff members with an understanding that a diverse faculty and student body is conducive to a complete educational experience.
- Implement a personnel development program that permits, challenges, and equips faculty and the administrative team members to gain new skills and competencies for greater service to Covenant.

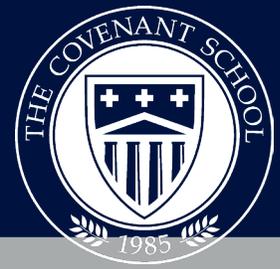
The Head of School

The Head of School must embody the School's purpose, mission, vision, and core values while leading Covenant to new levels of achievement and reputation. It is expected that the new Head of School will be a:

- Strong follower of Jesus Christ, actively engaged in a local church community, whose faith informs his/her life, character, leadership, and management priorities. A person who is committed to the authority of the Scriptures and welcomes the responsibility for the spiritual direction of The Covenant School.
- Person with a deep love for students aligned specifically with a calling to the role of Head of School.
- Leader with an informed appreciation for the liberal arts as being foundationally significant to the establishment of an informed Christian worldview, and who has the ability to communicate fluently in the realm of ideas with scholars.
- Person whose passion is driven by the mission of The Covenant School.
- Pragmatic leader who is willing and able to take decisive action in response to good ideas.
- Fundraiser who has raised funds or can point to accomplishments that give confidence that he/she can raise funds.
- Leader who understands the benefits of diversity.
- Great listener who hears from students, faculty, administration, donors, and board members, and implements the best of those ideas, crediting the source where appropriate. The Head of School will initiate dialogue on campus and consider others' opinions.
- Confident communicator who demonstrates a trustworthy and genuinely transparent character and can articulate academically sound perspectives to all campus constituents.
- Visionary leader who will develop a collective culture of forward progress, align constituencies, and develop and retain a high performing management team that effectively delivers the required results.
- Strategic entrepreneur who complements an existing business-oriented operational team.
- Person whose sense of curiosity results in productive personal and organizational growth.



Charlottesville, VA



Nestled amid the foothills of the magnificent Blue Ridge Mountains and about a hundred miles South of Washington, D.C., the greater Charlottesville region offers visitors a thriving community and vanguard of arts and culture that is both boldly innovative and grounded in rich tradition.

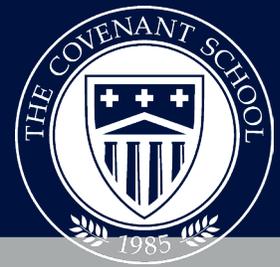
Just beyond city lines, quiet rolling hills and family farms complement city life within Albemarle County's more than 700 square miles of vibrant natural beauty, including Shenandoah National Park's Skyline Drive and abundant history and heritage. This juxtaposition of urban and rural creates a rich diversity that is the lifeblood of Charlottesville and Albemarle County. In its restaurants, talented chef-owners can go plate-to-plate with any major American city, blending traditional fare and regional favorites with flavors and influences from around the globe. One can often find a wide variety of music echoing from the Charlottesville Pavilion or Batesville Country Store, where free concerts fill the air with salsa, bluegrass and every genre in between.

Historically, Charlottesville and Albemarle County were dominated by agriculture, and that legacy continues today in small farms raising organic crops and free-range livestock. Orchards dot the region, and a 200-year tradition of winemaking now produces some of the most honored and acclaimed wines on the East Coast.

In addition to food, music, and agriculture, Charlottesville is an enclave of academia. The city is home to the University of Virginia, consistently ranked one of the nation's top public universities, with world-leading programs in business, law and English and a leading medical center. More than 20,000 UVA students infuse the area with youthful energy, new ideas and culture.



Contact



Applications & Nominations

Applications and nominations will be accepted until a new Head of School is appointed. Interested candidates should submit a resume or CV and letter of interest by June 9, 2021 for most favorable consideration.

Nominations, expressions of interest, and applications will be treated with complete confidentiality and should be submitted to TCSHeadofSchool@carterbaldwin.com. Confidential inquiries and questions concerning this search may be directed to:



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