



FAITH CHRISTIAN
S C H O O L

Head
of
School

About Faith Christian School

Faith Christian School (FCS), located in the scenic Blue Ridge Mountains of Roanoke, Virginia, is an independent, junior kindergarten through twelfth-grade school delivering a Christ-centered education in the classical tradition. Founded in 1997, FCS partners with Christian families to cultivate wisdom, virtue, and a love for learning through a time-tested model rooted in a biblical worldview. With approximately 220 students and a 9:1 student-teacher ratio, the school fosters a close-knit community where students are known, loved, and challenged to grow in both intellect and character.

FCS occupies 27 acres in a beautiful, natural setting that backs up to the Blue Ridge Parkway—providing a peaceful and inspiring environment for learning and spiritual reflection. As a member of the Association of Classical Christian Schools (ACCS) and the Virginia Council for Private Education (VCPE), the school is committed to classical education through the Trivium—grammar, logic, and rhetoric—equipping students to think critically, reason biblically, and communicate with clarity and purpose. In addition, many faculty members hold professional membership in the Society for Classical Learning (SCL), reflecting a shared commitment to ongoing formation and excellence in classical Christian teaching.

The FCS community draws families from over 40 local churches and is marked by vibrant spiritual formation and shared values. At FCS, the integration of faith and learning extends beyond chapel or Bible classes, it informs every subject and activity and is lived out through authentic community. Whether in the classroom, on the stage, or on the athletic field, students are encouraged to pursue excellence and to see their studies as a way of knowing and honoring God. Faculty serve as mentors and models, engaging students in the formation of both knowledge and character.

Rich school traditions—such as Inceptio and Valedictio ceremonies, chapels and an annual all-school service project—contribute to a culture shaped by humility, courage, love, and truth. As Faith Christian looks to the future with clarity of purpose, it remains deeply committed to raising the next generation of Christ-followers—equipped to lead in their churches, communities, professions, and families. With deep roots, a compelling mission, and a joyful, gospel-centered culture, Faith Christian School is poised to thrive under its next Head of School.



Academics

At Faith Christian School, education is a joyful pursuit of truth, goodness, and beauty. Learning shapes not only the mind, but also the heart, imagination, and character—forming students to live faithfully and think deeply. FCS’s academic program is rooted in the Trivium—grammar, logic, and rhetoric—guiding students through age-appropriate stages of learning. Teachers invite students to explore God’s design in every subject, using conversation, guided discovery, and story to cultivate wonder and wisdom.

Lower School (Junior Kindergarten - Grade 5)

The Lower School at FCS lays a joyful and lasting foundation for lifelong learning. These early years are full of discovery, and classrooms are alive with curiosity, creativity, and purpose. Students are encouraged to ask questions, explore God’s world, and grow in knowledge, character, and confidence. Teachers cultivate wonder while building essential skills in reading, math, and reasoning, alongside habits like cooperation, responsibility, and kindness.

Small class sizes allow for strong teacher-student relationships, and parents are welcomed as vital partners in the journey. Whether tackling a new concept or helping a friend, children learn to delight in doing things well. By fifth grade, students are prepared to step into the deeper challenges and growing independence of Middle School.



Middle School (Grades 6-8)

Middle School at FCS is a formative season marked by growth, energy, and transition. Faculty and advisors work closely with students, creating a positive spiritual, social, and academic environment tailored to the needs of this age. Joyful learning continues as students dig deeper into subject matter, ask more thoughtful questions, and begin to reason with greater clarity. The study of formal logic builds critical thinking, while an integrated curriculum encourages connections across disciplines. Students are given meaningful leadership opportunities and begin to see themselves as active contributors to the life of the school. These years are full of challenge and discovery—and by the end of eighth grade, students are ready for the independence and depth of Upper School.



Upper School (Grades 9-12)

In the Upper School, the full strength of Christian classical education is on display—this is when the experience becomes like lighting a fire. With the foundational skills of the grammar and logic stages firmly in place, students begin to synthesize ideas across disciplines, take greater ownership of their learning, and engage with enthusiasm and maturity. Self-motivation and active participation are expected, and students rise to meet the challenge.

The emphasis shifts from memorization to deep understanding, especially in math, science, and the humanities. The Senior Thesis is a capstone experience—requiring students to research, write, and publicly defend a meaningful argument. Teachers serve as mentors and guides, walking with students through their final years, so that graduates leave FCS equipped to engage the world with clarity, courage, and conviction.



Fine Arts

The arts at Faith Christian School are integral to the student experience, reflecting a commitment to training students to recognize and respond to beauty as a reflection of God's character. Through required coursework in visual art, music, and theater—extending through the junior year—students not only create but also consider the meaning and purpose behind artistic expression. In the visual arts, they learn to observe carefully, appreciate craftsmanship, and distinguish true beauty in a world of imitation. Music instruction builds literacy, technique, and a deeper understanding of worship. Theater develops confidence, empathy, and collaboration through storytelling and performance. These disciplines are not treated as optional, but as vital to the formation of the whole person—intellectually, spiritually, and imaginatively—within a Christian classical education.

A Mind for Truth A Heart for Christ A Will to Serve

Athletics

Athletics at Faith Christian School play a vital role in shaping character and cultivating a Christ-centered perspective on competition. Students in grades 4–12 can participate in sports such as basketball, cross country, volleyball, soccer, golf, and archery—each offering opportunities to grow in perseverance, discipline, teamwork, and humility.

FCS teams compete in the Virginia Association of Christian Athletics (VACA), and Warrior athletes have earned district, regional, and state honors, with some continuing on to compete at the collegiate level. Coaches serve as mentors, modeling Christ-like leadership and helping students connect athletic experiences to their faith.

The program fosters school spirit and community with strong parent support. While success on the scoreboard is celebrated, the greater goal is to develop student-athletes who honor God in effort, attitude, and sportsmanship—equipped to serve others and lead with courage beyond the field of play.



Extracurriculars & Student Leadership

At Faith Christian School, life beyond the classroom is viewed as essential to a student's formation. Clubs, leadership roles, and service opportunities allow students to explore interests, build community, and develop confidence in a Christ-centered context. Offerings include Student Government Association, Debate Club, Chess Club, Veritas Honor Society, Latin and Spanish Clubs (Sodalitas and La Mesa), Ministerium, and Fides—a Middle and Upper School club responsible for organizing student-led chapels.

Leadership development begins early, with younger students taking on classroom responsibilities and older students serving on committees, mentoring peers, or leading in chapel. Nearly two-thirds of Upper School students hold formal leadership roles as leadership training is integrated into college and career planning.

These experiences are more than résumé builders—they shape students to lead with humility, courage, and conviction. Whether preparing for club meetings, engaging with local business leaders or helping a younger student feel seen and known, students are prepared to be thoughtful, servant-hearted contributors who know their purpose in life.



The Opportunity

Faith Christian School in Roanoke, Virginia, is entering a meaningful and strategic new chapter. Since its founding in 1997, and especially under the leadership of its current Head of School, Faith has built a strong reputation as a place where students are deeply formed—academically, spiritually, and relationally. It’s a school grounded in the truths of Scripture and the traditions of Christian classical education, where joy, rigor, and grace are woven into the life of the community.

With a leadership transition on the horizon, the board is seeking a Head of School who will both honor this legacy and lead the school forward with fresh energy, vision, and strategic insight. This moment calls for someone who is not only spiritually mature and relationally strong, but also entrepreneurial and business-minded—a leader who can navigate challenges with wisdom and courage, and who sees opportunity where others might see limitation.

Faith’s next Head must be able to read the moment clearly. The Roanoke Valley offers a growing number of academic options, and while Faith’s distinctives are strong, they must be communicated more boldly and broadly. Enrollment has held steady, but growth will require creativity, clarity of message, and a willingness to explore new models that stay true to the school’s mission while expanding its reach and resources.

The board is not looking for a reinvention of the school, but for a leader who understands what makes FCS special—and who can build on its strengths, address its current vulnerabilities, and guide it through a changing educational landscape. This includes navigating the tension between tuition and accessibility, strengthening the value proposition of Christian classical education, and ensuring that both academic excellence and financial sustainability are supported by clear systems, healthy culture, and wise leadership.

This is more than a job—it’s a calling to lead a school that’s aligned in mission, deeply rooted in its Christ-centered identity, and ready for thoughtful growth. The right leader will inherit a committed board, a strong and unified faculty, and a loyal parent community—all eager to partner with a Head of School who will protect what matters most while preparing FCS for what comes next.

Duties & Responsibilities

The Head of School serves as the chief executive and spiritual leader of Faith Christian School, reporting directly to the Board of Directors. In this role, the Head is entrusted with advancing the mission, nurturing the culture, and guiding the school's growth and sustainability. The Head leads a seasoned administrative team that includes the Middle and Upper School Head, Lower School Head, Director of Development, Director of Enrollment, Director of Finance, and others. With full operational authority under board-established policy, the Head manages personnel, programs, and priorities in a manner aligned with the school's mission and "[Basic Understandings](#)" of Christian classical education.

Mission & Culture

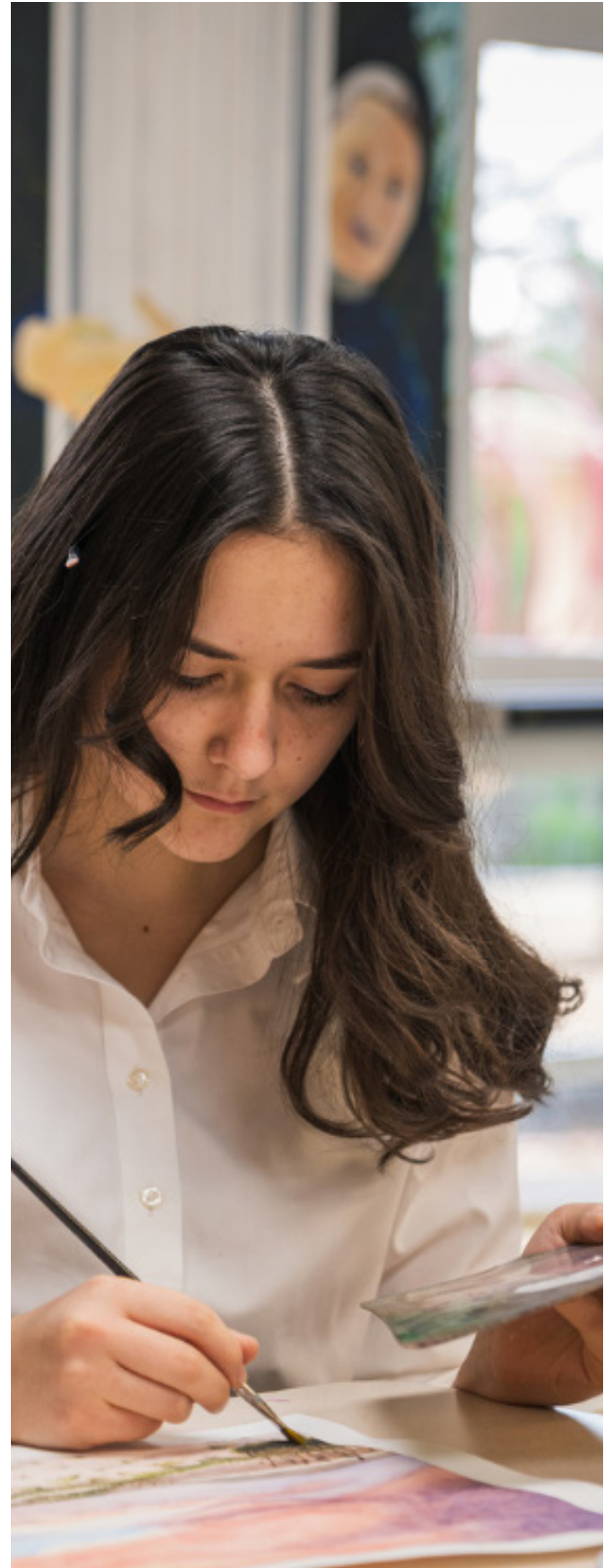
- Uphold and clearly articulate the school's Christ-centered mission and commitment to Christian classical education.
- Model spiritual maturity, humility, and servant leadership in every aspect of school life.
- Foster a culture of grace, joy, accountability, and relational trust among students, faculty, and families.
- Promote unity and spiritual vitality through consistent messaging, personal example, and shared formation practices.

Strategic Leadership & Institutional Health

- Lead with vision and intentionality, identifying opportunities for growth, innovation, and long-term vitality.
- Develop and execute a sustainable strategic plan in partnership with the board and leadership team.
- Use data, discernment, and market awareness to make wise decisions about enrollment, staffing, programming, and resource allocation.
- Remain attuned to broader political, cultural, and educational developments that could impact the school's mission or health.

Academic & Faculty Leadership

- Support the continued development of a rigorous and joyful Christian classical academic program aligned with the school's Basic Understandings.
- Recruit, retain, and develop faculty and staff who are aligned with the school's mission and pedagogy.
- Champion student formation through an integrated approach to academics, discipleship, and whole-person development.
- Encourage professional growth through in-service training, conferences, and leadership development opportunities.



Operational & Financial Oversight

- Ensure the sound management of budgets, tuition strategy, financial aid, compensation, and campus operations.
- Collaborate with administrative leaders to maintain healthy systems, staffing structures, and workflows.
- Steward all school resources—human, financial, and physical—wisely and strategically to support mission effectiveness.
- Oversee HR functions, including hiring, evaluation, and personnel decisions in accordance with school policy.

Advancement, Enrollment & Community Engagement

- Serve as the school's chief storyteller and ambassador, clearly communicating Faith's value and distinctives.
- Cultivate strong relationships with donors and lead fundraising efforts in collaboration with the Director of Development.
- Partner with the enrollment team to strengthen retention and recruit mission-fit families, especially through middle and upper school.
- Build relationships with churches, community organizations, local business leaders, and feeder schools to raise visibility and extend the school's impact.
- Represent Faith in regional and national associations such as ACCS, SCL, and others that promote Christian classical education.

Board Partnership & Governance

- Work in close partnership with the Board of Directors, supporting healthy governance and strategic alignment.
- Keep the board informed on progress toward strategic goals, financial health, and organizational priorities.
- Help guide long-term planning, policy development, and performance evaluation within a clear governance framework.
- Prepare board materials, support board education, and contribute to meaningful board dialogue around mission and direction.



Characteristics & Attributes

The next Head of School at Faith Christian will be a spiritually mature, mission-driven leader who brings both strength of conviction and clarity of purpose. The successful candidate will be someone who can lead with wisdom and humility—grounded in Christ, equipped to manage complexity, and eager to build trusting relationships across the school community.

The ideal candidate will demonstrate many of the following qualities:

Spiritual & Philosophical Alignment

- A deep, personal faith in Jesus Christ and a life marked by humility, integrity, and grace
- A love for Christian classical education and the ability to articulate its value to both internal and external audiences
- A commitment to the authority of Scripture and an active involvement in a local church
- Willingly subscribe to Faith Christian School's [Statement of Faith](#) and be in alignment with the school's Basic Understandings

Relational & Cultural Leadership

- A warm, approachable, and visible presence across campus and in the broader community
- A servant-hearted posture with a track record of building healthy teams and trusting relationships
- A thoughtful communicator who listens well, speaks clearly, and leads with both courage and compassion
- High emotional intelligence and a natural ability to connect with diverse constituents



Strategic, Academic & Operational Readiness

- A strong academic background, preferably with an advanced degree (Master's or higher) in education, theology, leadership, or a related field
- A deep understanding of and demonstrated commitment to Christian classical education, either through direct experience or sustained philosophical engagement
- Prior leadership experience in a school or nonprofit setting, with demonstrated capacity to lead teams, manage budgets, and oversee institutional strategy
- Experience in teaching, curriculum development, or academic administration is strongly preferred
- A steady hand for leading complex systems and a mind for both long-term strategy and day-to-day execution

Entrepreneurial Instinct & Market Awareness

- A growth-oriented mindset with the creativity to explore new methods and programs without compromising mission
- A readiness to navigate the competitive landscape of the Roanoke Valley with clarity, adaptability, and vision
- A strategic understanding of how to grow enrollment, sustain donor engagement, and strengthen the school's financial foundation
- Comfort representing the school in public settings—both large and small—with clarity and poise

Partnership Orientation

- A collaborative spirit and the ability to lead alongside a seasoned team of administrators and faculty
- The ability to partner effectively with a nonprofit board, contribute to governance conversations, and lead within a collaborative oversight model
- A desire to be a trusted partner to parents and an ambassador for the school throughout the region
- Commitment to stewarding relationships with alumni, church leaders, donors, and educational peers.





Roanoke, Virginia

Nestled in the heart of Virginia's Blue Ridge Mountains, Roanoke offers an exceptional quality of life that attracts families and educators seeking both natural beauty and urban amenities. The city's stunning mountain vistas provide year-round recreational opportunities, from hiking the famous Appalachian Trail—including the iconic McAfee Knob, one of its most photographed viewpoints—to enjoying the region's renowned mountain biking trails, scenic drives along the Blue Ridge Parkway, and panoramic views from Mill Mountain's Star City landmark.

Roanoke's revitalized downtown district features a thriving arts scene, diverse dining options, and cultural attractions like the Taubman Museum of Art and the historic Roanoke City Market, one of the oldest continuously operating farmers markets in Virginia. The area's rich history, combined with modern conveniences and a strong sense of community, creates an ideal environment for raising families and building lasting relationships.

From an educational and professional standpoint, Roanoke presents unique advantages for school leadership. The city serves as a regional hub for Southwest Virginia, offering access to excellent healthcare through Carilion Clinic, higher education partnerships with institutions like Virginia Tech's Carilion School of Medicine, Roanoke College, and close proximity to both Virginia Tech's main campus in Blacksburg and Liberty University in Lynchburg. The region's diverse economic base includes technology, healthcare, and manufacturing sectors. Roanoke's commitment to education is evident in its collaborative school networks and strong community support for academic excellence. Its manageable size fosters meaningful connections between educational leaders and the broader community, while its strategic location provides easy access to major metropolitan areas like Richmond, Charlotte, and Washington, D.C. For a Head of School, Roanoke offers the perfect blend of small-town values and big-city opportunities, creating an environment where educational vision can flourish and make a lasting impact on students and families.

Applications and Nominations

Applications, recommendations, and nominations will be accepted until the Head of School is appointed. This Head of School will be expected to begin on July 1, 2026. For most favorable consideration, applicants should submit a Resume/CV, a written Christian Testimony, and a Letter of Interest (addressed to the FCS Head of School Search Committee) immediately and before July 24, 2025. Nominations, expressions of interest, and applications should be submitted directly to FaithHOS@carterbaldwin.com.

Confidential inquiries and questions may be directed to:



Chris Hornsby

Partner

678.448.0003

chornsby@carterbaldwin.com

Kevin Ung, EdD

Consultant

470-942-3905

kung@carterbaldwin.com

