

HEAD OF SCHOOL

AUGUSTA CHRISTIAN SCHOOLS

MARTINEZ, GA

INTRODUCTION

Founded on Christian values in 1958, Augusta Christian Schools (ACS) is an independent, non-denominational Christian school. The school's 26-acre campus is located in Martinez, a suburb of the beautiful city of Augusta, Georgia, home of the world-famous Masters golf tournament. ACS serves over 700 students from K3 to 12th grade who represent a diverse blend of churches from the surrounding area. The school provides strong academic programs, including STEM and an innovative medical health science program, robust fine arts opportunities, and a wide range of sports for grades 6–12, all taught from a distinctively-Christian perspective.

Augusta Christian Schools is seeking its next Head of School to begin June or July of 2026. The Board of Trustees determines policy, ensures that the vision, philosophy, and objectives of the school are maintained, and ensures fiscal stability. The Board is committed to a relationship with home, church, and school in the growth and development of the student. The board is a strategic, policy-making board, and considers the Head of School to be its sole employee. It gives the Head the freedom to conduct the school's day-to-day operations. Reporting to the Board of Trustees, the Head of School will be responsible for leading Augusta Christian Schools to carry out its mission, purpose, and vision in this exciting new season of growth.





MISSION STATEMENT

To prepare students to serve Jesus Christ as Lord, partnering with family and church, instilling high standards spiritually, academically, socially, and physically.

VISION STATEMENT

Building Kingdom Leaders to serve Jesus Christ as Lord.



CORE VALUES

To maintain the values of Christian honesty and integrity in all endeavors,

To develop Kingdom Leaders who possess a profound sense of responsibility for all their actions and beliefs,

To foster "The Great Commission" mindset in our faculty, staff, and students to understand the magnitude and importance of serving others,

To place emphasis on our students for their surrender to God's ultimate plan for their lives and not the world's plan,

To instill in our students the value of God's infinite wisdom first and then stress the importance of high academic achievement.

STATEMENT OF BELIEFS

WE BELIEVE in, and without reservation hold to, the verbal inspiration of the Holy Scriptures as expressed in the Old and New Testaments, and accept whatever they declare to be true as the authority of God Himself speaking therein;

WE BELIEVE that there is One and only One living and true God and in the unity of the Godhead there are three Persons of one substance, power, and eternity;

WE BELIEVE that Adam and Eve were seduced by the temptations of Satan, sinned, and fell; and by this fall all mankind became dead in sin, corrupt in nature; and this corruption is transmitted from generation to generation; and, therefore, man is in need of regeneration and pardoning grace for restoration;

WE BELIEVE that Jesus Christ is God's only begotten Son, the Mediator between God and man, the second Person of the Trinity, Who was conceived by the power of the Holy Spirit in the womb of the virgin Mary, and thus possessing two whole, perfect, and distinct natures, Godhood and manhood;

WE BELIEVE that Christ died on the cross to make a substitutionary atonement for sinners, was buried, and on the third day He arose from the dead with the same body in which He suffered, with which also He ascended into Heaven; and there sits at the right hand of the Father making intercession for His people, and in the Father's own time will personally return to judge men and angels and bring in the Kingdom of Glory;

WE BELIEVE in the Holy Spirit as the third Person of the Trinity, of the same substance and equal in power and glory with the Father and the Son, to be loved, obeyed, and worshipped; and that He regenerates men by His grace, convicts them of sin, moves them to repentance, persuades and enables them to embrace Christ by faith and unites all believers to Christ;

WE BELIEVE the Gospel of Christ and that there is no other way of salvation than that revealed in it… specifically, that saved individuals are born again into God's family by accepting and receiving Jesus Christ as their personal Savior;

WE BELIEVE that the church is the Body of Christ and consists only of those who are born again. We believe that Christ makes intercession for His church and will come again for His church.

ACS
AT A GLANCE

FOUNDED 1958	ENROLLMENT K3-12 741
9 AP COURSES	HONORS COURSES 12
$7.5M OPERATING BUDGET	FACULTY/STAFF 124

ACADEMICS

ACS is committed to fostering the partnership between the home, church, and school to encourage and motivate students from K3 to 12th grade to discover the joy of learning. The ACS faculty are loving teachers guiding each student into gaining wisdom and understanding throughout the academic process. ACS depends on the Bible to provide the viewpoint for interpreting any subject or any school activity. The process of education is seen as a means used by God to disciple saved students in Christian growth, to bring the unsaved student to Himself through personal faith in Christ, and to develop a Christian mind so the student can fulfill



God's will for his life vocationally and personally. The school is very intentional about biblically integrating God's truth into its curriculum and pedagogy.

K3-K5

ACS offers a comprehensive early childhood education program for K3 through K5 students, emphasizing both academic readiness and spiritual development. The K3-K4 programs are half-day programs with a full-day option for each. Students receive an academic foundation in alphabetic and numerical awareness, daily Bible lessons, exploration and play time, school readiness, and several yearly field trip experiences, all in preparation for K5. The K5 program is a full-day schedule that incorporates advanced reading materials and visual aids to enhance learning, along with developmental activities and Christ-centered character development lessons. ACS's early education program aims to prepare children for a seamless transition into elementary school, aligning with the school's mission to build Kingdom leaders to serve Jesus Christ as Lord.

Elementary (1st-5th)

ACS's elementary program provides a Christ-centered educational experience focused on nurturing the whole child—spiritually, academically, socially, and emotionally. Core subjects such as reading, math, science, and social studies are taught alongside Bible instruction, helping students integrate faith into all areas of life. A key component of the elementary academic experience is the integration of STEM, which encourages critical thinking, collaboration, and hands-on problem solving. Through engaging STEM activities and lessons, students learn the basics of coding, robotics, aerospace education, basic keyboard skills, and engineering, all while building a foundation in innovation and inquiry that supports 21st-century learning. The elementary program also includes enrichment opportunities such as Spanish, physical education, computer, art instruction, library, and music, all designed to enhance student learning and creativity. ACS aims to prepare students for continued success in middle school and beyond, all while instilling a lifelong love for learning and faith.

Middle School (6th-8th)

The ACS middle school curriculum includes core subjects such as Bible, history, science, math, and English. Students can also elect to participate in co-curricular classes in chorus, band, art, Spanish, French, weightlifting, and keyboarding. In 8th grade, students can take honors-level courses at the recommendation of their teachers. The middle school curriculum is designed to foster a spirit of service and leadership, using community service as a primary vehicle for accomplishing this goal. Through a supportive and engaging environment, ACS prepares middle school students for the challenges of high school and beyond, instilling in them a lifelong love for learning and a commitment to Christ.



High School (9th- 12th)

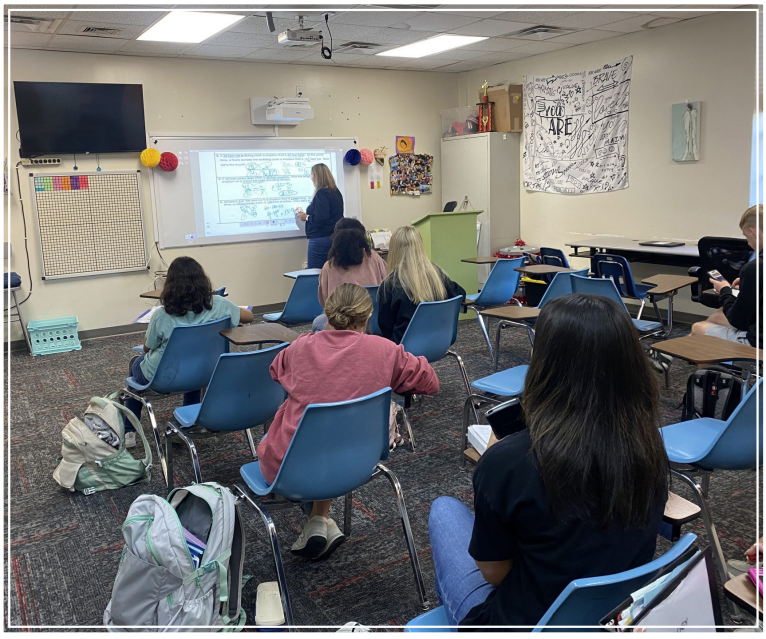
ACS's high school program delivers a Christ-centered, college-preparatory education that nurtures students' minds, bodies, and souls. The school offers three diplomas: general, college prep, or honors. Aligned with the school's mission to build Kingdom Leaders, the curriculum integrates faith with rigorous academics, offering both college and non-college preparatory tracks. Graduation requirements include 24 credits encompassing core subjects such as English, math, science, social studies, Bible, physical education, speech, and computer literacy. Students can pursue advanced coursework through honors courses or AP classes. Building on the foundation laid in middle school, community service remains integral to the program, with each grade level required to complete service hours. Through this comprehensive approach, ACS equips students to discover God's purpose for their lives and prepares them for success in college and beyond.

VIEW ACS 2024-25 ACADEMIC PROFILE

Learning Support Program

Augusta Christian Schools offers a comprehensive Learning Support Program for students with mild learning disabilities, cognitive differences, or processing difficulties. The program begins at the elementary level, where students receive individualized instruction in reading and math within small classes of no more than five students per grade. This allows for focused attention and the use of varied teaching strategies to build on strengths, address weaknesses, and boost confidence. Each student is given a Learning Support Plan that is reviewed quarterly or semi-annually to assess academic progress, placement, and needed accommodations.

The program's goal is to prepare students for success in mainstream classes. In 6th grade, a resource teacher provides targeted support in English and/or Math to ensure readiness for general education instruction in grades 7–12. At the middle and high school levels, courses follow Georgia state standards but offer smaller class sizes, guided instruction, and learning strategies aimed at helping students master core concepts and bridge any remaining gaps. In this way, ACS can serve a great number of students within the body of Christ, and to keep families within the school together.





Health Sciences

Augusta Christian Schools is the only private school in the Central Savannah River Area (CSRA) offering Career and Technical Education, featuring a robust Healthcare Program that prepares students for success in the healthcare field. The program emphasizes both industry knowledge and employability skills, giving students a competitive edge for college and future careers. Following national trends, ACS encourages students to complete a healthcare career pathway, gaining early exposure through coursework, clinical experience, and certification. Students progress through three key classes: an introduction to healthcare systems and careers, a deeper study of anatomy and patient care, and a final course offering CNA training or sports medicine fieldwork. Students can graduate from the program having all the training necessary to be a certified nursing assistant. This hands-on experience, combined with volunteer hours and skill-building, serves as a foundation for further education in over 200 potential healthcare careers.

ATHLETICS - THE LIONS

The athletic program emphasizes developing student-athletes into Christ-centered leaders through competitive sports and spiritual growth. Serving over 65 percent of the student body across middle school, junior varsity, and varsity levels, ACS offers a diverse range of sports. The program integrates team devotions, prayer, and service projects to instill values of discipline, teamwork, and faith. ACS coaches also engage students from a biblical perspective, fostering spiritual formation and growth through athletic training and competition. While building Kingdom Leaders through life lessons learned in the arena of competition is the priority, ACS teams have also achieved notable success, securing 14 state championships and 42 regional titles in various sports. Athletic facilities include a gymnasium, baseball and football fields, and a modern field house equipped with a weight room, locker rooms, and offices. The program also supports student-athletes in pursuing college scholarships, reflecting its commitment to excellence both on and off the field.

SPORTS

ACS offers the following sports across middle school, junior varsity, and varsity levels:

Football
Basketball
Baseball
Softball
Volleyball
Soccer
Cross Country
Track and Field
Wrestling
Swimming
Tennis
Golf
Cheerleading

THE ARTS

The Fine Arts program offers a comprehensive arts education for students in grades 1 through 12, integrating music, visual arts, and drama within a Christian framework. The program is housed in the Charles B. Whitney Fine Arts Center, which includes facilities for band, choir, and visual arts instruction. Students can participate in band and choral programs that perform at various festivals and competitions, with choral groups consistently receiving superior ratings. The drama department produces an annual Broadway-style musical, with past performances including Beauty and the Beast, The Sound of Music, and Shrek the Musical. Visual arts education is provided from grades 1–5, with elective courses in middle and high school, and student artwork is displayed throughout the campus. Additionally, art classes and private music lessons are available after school, and the Encore Club Fine Arts Boosters support the program through fundraising and volunteer efforts.





FINANCES AND FUNDRAISING

Augusta Christian Schools is committed to financial stewardship and sustainability, relying on a combination of tuition revenue and annual giving to enhance its educational offerings. The school operates within a $7.5M operating budget.

The ACS annual giving initiative, the Fortis Esse Fund, helps bridge the gap between tuition income and the full cost of delivering a comprehensive Christian education. The Fortis Esse Fund garners support from a broad base of the ACS community, including current parents and grandparents, alumni and their families, faculty and staff, board members, and friends of the school. This collective generosity ensures that every student benefits from enriched academic and extracurricular experiences. ACS enjoys broad participation in its annual giving initiatives.

In addition to the Fortis Esse Fund, ACS benefits from the dedicated efforts of the Encore Club Fine Arts Boosters and athletic boosters. These volunteer organizations provide essential funding and support for the school's arts and athletics programs, covering expenses such as uniforms, travel, equipment, and facility enhancements. Through these combined fundraising initiatives, ACS continues to advance its mission of preparing students to serve Jesus Christ as Lord, fostering high standards spiritually, academically, socially, and physically.

Furthermore, ACS participates in the Georgia GOAL Scholarship Program, a state-approved initiative that allows Georgia taxpayers to redirect a portion of their state income tax liability to provide scholarships for students seeking a Christian education. Contributors receive a 100% state income tax credit, making it a cost-neutral way to support financial aid at ACS. This program expands access to ACS for families who may not otherwise be able to afford tuition, reinforcing the school's commitment to educational opportunity and community partnership.

GOVERNANCE AND ACCREDITATION

Augusta Christian Schools is governed by a Board of Trustees. The Board is responsible for setting policies, ensuring the school's vision and objectives are upheld, and maintaining fiscal stability. It emphasizes a collaborative relationship among home, church, and school to support student growth and development. The board considers the Head of School to be its one employee and designates the Head of School to run daily operations.

ACS holds accreditations from the Association of Christian Schools International (ACSI) and Cognia. The school is also a member of the South Carolina Independent School Association (SCISA), which facilitates participation in athletics and other interscholastic activities.

LONG RANGE PLAN

Augusta Christian Schools has developed an ambitious 8–12 year Long Range Plan, framed around its E.D.G.E. model—**Educational, Developmental, Growth, and Economic** priorities. This strategic vision is designed to ensure ACS maintains its edge and remains the premier provider of Christ-centered education in the CSRA, combining rigorous academics, vibrant spiritual formation, and sustainable operational growth.

E.D.G.E. Highlights

- **Educational Excellence:** Expansion of AP and dual enrollment, STEAM, and Career-Technical programs; deeper integration of faith across academics; and enrichment through arts, athletics, and leadership development.
- **Facility Development:** Consolidation and modernization of the campus, including new classroom buildings, a multipurpose facility, and athletic upgrades, expected to exceed an investment of 20M.
- **Leadership and Culture:** Emphasis on professional development, academic innovation, and accreditation standards, with a renewed focus on unifying school culture and cross-campus collaboration.
- **Financial Stewardship:** Strong fiscal discipline, debt reduction, and a growing fundraising program to support competitive salaries, campus improvements, and long-term sustainability.

This forward-thinking plan positions Augusta Christian Schools as an exciting opportunity for a new Head of School to lead a vibrant, mission-driven institution through a period of transformative growth and renewed impact.



THE OPPORTUNITY

Augusta Christian Schools is seeking its next Head of School to begin in June or July 2026. Reporting to the Board of Trustees, the Head of School will provide executive leadership for all aspects of the institution—spiritual, academic, operational, and cultural. ACS is a legacy-rich, Christ-centered community with a deeply committed family of faculty, parents, alumni, and students. The incoming leader will be entrusted with strengthening the school's foundation while guiding it into a future marked by clarity, excellence, and spiritual vitality.

This is a timely opportunity for a spiritually grounded, relationally gifted, and organizationally skilled leader to partner with the Board in addressing key priorities such as faculty leadership, organizational coherence, spiritual formation, and trust building.

Expectations

The Head of School is the chief executive officer of ACS and is responsible for ensuring the full alignment of its operations, policies, programs, and personnel with its Christ-centered mission.

Spiritual and Community Leadership

- Serve as the spiritual leader of the school by investing personally in the spiritual formation of faculty, students, and staff.
- Establish a clear vision for Christian life at ACS, appointing dedicated leadership over chapel, Bible curriculum, and spiritual formation.
- Build a culture that reflects joy, unity, and Gospel-centered excellence, ensuring spiritual integration across campuses and departments.
- Engage personally and visibly with families, students, and alumni, fostering a spirit of collaboration, authenticity, and belonging across the entire ACS community.
- Promote a strong culture of service and discipleship by revising the current community service program to be even more transformational.

Strategic & Organizational Leadership

- Lead with vision and conviction: discern where ACS is headed spiritually, academically, and operationally, and build investment around that direction.
- Revise and implement a compelling multi-year strategic plan that aligns with ACS's mission and addresses identified priorities, including spiritual culture, academic rigor, staffing, facilities, and enrollment growth.
- Establish and clarify an organizational structure, including roles, responsibilities, and authority lines to build stronger organizational cohesion and effectiveness.
- Build and maintain trust by implementing strong systems of accountability and communication across all levels of the school.
- Professionalize the leadership culture by establishing clear expectations, strong team alignment, and a shared commitment to excellence.

Academic & Program Development

- Ensure academic excellence through the recruitment, development, and retention of highly qualified, mission-aligned teachers and staff.
- Restore and uphold academic rigor across all divisions, especially in the middle and high schools.
- Develop a unified Bible department with proper scope, sequence, and academic integrity.
- Promote innovation and expansion in academic offerings, including vocational pathways (e.g., entrepreneurship, nursing, trades), dual enrollment, and STEAM.





- Prevent disparity in classroom quality by setting and enforcing high instructional standards, supporting professional development, and evaluating staff performance.
- Oversee the advancement of holistic education, including spiritual formation, character development, and co-curricular activities such as athletics, fine arts, and leadership programs.
- Equip faculty with relevant professional development opportunities that align with current educational best practices and the distinctives of Christian education.

Financial & Operational Management

- Provide clear, transparent oversight of the school's finances, including budgeting, forecasting, reporting, and stewardship of resources.
- Strengthen operational systems and internal controls to ensure schoolwide efficiency, accountability, and consistency in decision-making and policy enforcement.
- Oversee facility maintenance and strategic capital improvements, ensuring the campus reflects the excellence and mission of ACS.
- Collaborate with advancement and admissions personnel to lead donor cultivation, fundraising efforts, enrollment strategy, and long-term financial sustainability.
- Advocate for and implement strategies to improve faculty and staff compensation, recognizing its critical role in recruitment and retention.

Primary Qualifications

- A deep, personal relationship with Jesus Christ and an unwavering commitment to Biblical truth and spiritual leadership.
- Advanced degree in education, administration, business, or a related field (Doctorate preferred).
- A minimum of 7-10 years in educational leadership roles, preferably in Christian or independent school settings.
- Experience managing and developing staff and systems in complex, multi-campus or multi-level organizations.
- Demonstrated experience in strategic planning, organizational leadership, and team development.
- Proven success in academic leadership, faculty development, and curriculum advancement.
- Strength in community relations, donor engagement, and public representation of a Christian mission.

Desired Competencies

- **Spiritual Maturity:** Demonstrates spiritual wisdom, discernment, and integrity; consistently leads by example.
- **Visionary Leadership:** Communicates a compelling vision and mobilizes others to pursue it with energy and clarity.
- **Trustworthiness and Transparency:** Builds credibility and confidence through honesty, presence, and consistency.
- **Business-minded thinking:** Capable of driving systems improvement, resource allocation, and operational excellence.
- **Decisive and Courageous:** Capable of making hard decisions grounded in conviction, not popularity.
- **Collaborative Spirit:** Inspires teamwork, empowers leaders, and nurtures trust across all levels of the organization.
- **Communication Excellence:** Communicates with clarity, conviction, and warmth in both written and spoken formats.
- **Team development:** Capable of recruiting and empowering talented leaders while holding them accountable.
- **Strategic and systems thinking:** Ability to analyze, prioritize, and execute across departments.



THE CHARGE

ACS enters this season with deep gratitude for its legacy and a clear sense of its challenges and opportunities. The next Head of School will inherit a passionate team, faithful families, and a history of Gospel-centered education. At the same time, they must provide decisive leadership to unify the school's culture, catalyze trust, and chart a cohesive path forward that cultivates Kingdom Leaders.

Primary Challenges & Opportunities

1. Revitalizing Spiritual Formation Across the School

- Build a unified structure for Christian life, including centralized oversight of chapel, Bible curriculum, and pastoral care.
- Cultivate a culture of spiritual depth, joy, and transformation across all grade levels and campuses.
- Shepherd faculty, staff, and students with intentional discipleship and personal spiritual investment.

2. Building Trust and Organizational Clarity

- Lead with transparency and consistency to empower confidence in leadership.
- Clarify roles, reporting structures, and decision-making authority to eliminate confusion and build accountability.
- Foster a culture of shared responsibility, high expectations, and strong morale.

3. Elevating Academic Excellence and Faculty Development

- Restore rigor, especially in middle and high school programs.
- Recruit, develop, and retain high-quality, missionally aligned educators with clear standards and professional support.
- Implement a unified Bible department and expand vocational, STEAM, and dual-enrollment offerings.
- Develop athletic programs to become more self-sustaining.

4. Strengthening Operational Systems and Stewardship

- Upgrade HR, finance, and facility management systems through clear policies and strategic leadership.
- Address maintenance and custodial issues to reflect the school's commitment to excellence.





5. Advancing Campus Facilities and Financial Sustainability

- Plan for long-term campus improvements and respond to current facility needs with strategic urgency.
- Partner with advancement to enhance a culture of generosity and financial transparency.

6. Enhancing Communication and Community Engagement

- Build authentic relationships across stakeholders through visibility, honesty, and warmth.
- Create clear channels for communication, accountability, and feedback between the Board, leadership, faculty, and families.
- Promote ACS's mission more actively in the broader community to support growth and accessibility.

This is a defining season for Augusta Christian Schools. The next Head of School will inherit a school marked by passion, legacy, and potential—and will be charged with transforming that promise into a thriving, Christ-centered future.

ABOUT MARTINEZ, GA



Discover Martinez, Georgia: Where Historic Charm Meets Modern Suburban Living

Nestled along the Savannah River in Columbia County, Martinez is a thriving suburban community of around 33,000 residents that perfectly balances small-town charm with modern amenities. Located just northwest of Augusta, this dynamic suburb offers families and young professionals an ideal blend of excellent schools, outdoor recreation, and rich historical heritage.

As part of the Central Savannah River Area (CSRA)—the second most populous region in Georgia—Martinez plays an integral role in the region's cultural and economic fabric, benefiting from its proximity to Augusta and access to regional resources. Martinez provides the perfect gateway to both natural beauty and urban conveniences, with residents enjoying access to world-class education while maintaining easy connectivity throughout the CSRA and beyond.

Historic Heritage – Martinez sits at the heart of Georgia's industrial history, featuring:

- The historic Augusta Canal headgates, built in 1845 to harness Savannah River power
- Columbia County Visitor's Center housed in the renovated Lockkeeper's Cottage
- Canal boat tours and walking trails connecting to downtown

Augusta Active Outdoor Living – The community promotes an active lifestyle with abundant recreational opportunities:

- Canal trail perfect for jogging and biking into Augusta
- Canoeing and kayaking on the Savannah River
- Reed Creek Wetlands and Interpretative Center with family programs
- Multiple parks and trails throughout the area

Family-Focused Community – Martinez is renowned for its welcoming, family-oriented atmosphere:

- Vibrant shopping centers, restaurants, and entertainment options
- Strong sense of community in a close-knit suburban setting

Whether you're seeking educational excellence, outdoor adventure, or community connection, Martinez delivers an authentic Georgia lifestyle where history and progress unite.

PLACES TO VISIT IN MARTINEZ, GA



SAVANNAH RAPIDS PARK



BLANCHARD PARK



AUGUSTA CANAL NATIONAL HISTORIC AREA



DOWNTOWN AUGUSTA

SEARCH PROCESS AND TIMELINE

The Augusta Christian Schools search is underway to appoint a new Head of School who will begin June or July 2026. The ACS Board of Trustees will serve as the Search Committee, and NextEd has been engaged to provide support. Compensation will be competitive with comparable private schools in the area.

All candidates will be treated with the utmost confidentiality and discretion. Interested candidates should apply online through **NextEd's website**. The online application will include specific personal information and the following required uploaded documents:

- Interest cover letter
- Resume
- Statement of personal Christian faith

Candidates who are invited to continue in the process as semifinalists will have a second round of data collection to include other information deemed important to the search. Semifinalists will also participate in a recorded video interview.

NextEd begins the recruitment process in August 2025 and will continue the search until a candidate has been selected by the Board of Trustees. Given this highly desirable opportunity, we anticipate the following timeline:

APPLICATION DEADLINE	**SEPTEMBER 15, 2025** (though we encourage candidate expressions of interest immediately as NextEd will process candidates as received)
SEMI-FINALIST INTERVIEWS	**LATE SEPTEMBER-OCTOBER 2025**
FINALIST VISITS	**NOVEMBER 2025**
APPOINTMENT	**DECEMBER 2025**

COMMUNICATION

Please direct all inquiries and nominations in confidence to:

Steve O'Neil, NextEd Partner Search Consultant
970.977.4585
steve@next-ed.com

Jay Ferguson, NextEd Partner Search Consultant
903.780.2571
jay@next-ed.com

CLICK HERE TO APPLY