

An aerial photograph of the Briarwood Christian School campus. The image shows a large, red running track surrounding a green football field. The field has "BRIARWOOD" and "CHRISTIAN" written on it. To the right of the track is a baseball field. Several large parking lots filled with cars are visible around the track and field. In the background, there are school buildings and a dense forest. A small body of water is visible on the left side of the image.

HEAD OF LOWER SCHOOL

BRIARWOOD CHRISTIAN SCHOOL
BIRMINGHAM, AL

INTRODUCTION

Founded in 1964 and rich in history and tradition, Briarwood Christian School (BCS) has been a pillar of the Birmingham area for over six decades, with the first class graduating in 1976. Briarwood Christian School is a ministry of Briarwood Presbyterian Church (Presbyterian Church of America), which was founded a few years earlier in 1960. About 20% of the families represented in the BCS student body hold membership at the sponsoring church. Today, Briarwood Christian School is home to over 1,600 students (JK–12th) and is a proven school leader in the greater Birmingham private school market. BCS is accredited through ACSI and recently became a CESA Candidate School with plans to become a CESA Member of Council.

Briarwood Christian School is now searching for its next Head of Lower School to carry that mission forward for nearly 1,000 students in their most formative years. Reporting to the Superintendent and serving as a key member of the Executive Team, the incoming Head of Lower School will join a school of genuine strength and stability, entrusted with the spiritual and academic formation of students from the Cub House through 6th grade. The position is expected to begin for the 2027–2028 school year, offering the selected candidate meaningful time to transition thoughtfully into the role.

MISSION STATEMENT

Briarwood Christian School exists to provide a Christ-centered, transformational education that equips and inspires each student to glorify God by maximizing his or her God-given abilities.

VISION STATEMENT

Briarwood Christian School seeks to develop leaders who impact the world by glorifying Christ in every sphere of life.

ENROLLMENT

Briarwood Christian School's enrollment is the largest in Alabama. BCS is unapologetically Christ-centered and open for enrollment to all families and students seeking its school's mission and vision. The school can be described as a 'Great Commission school with a Great Commandment culture.'

BCS is composed of two campuses. The Upper School (7th–12th) is about nine miles away from the sponsoring church and sits on 88 acres on Cahaba Valley Road and serves over 800 students. The Lower School (JK–6th) resides on the 75-acre Briarwood Presbyterian Church campus. The Lower School currently serves 847 students across two divisions (JK–2nd and 3rd–6th). An additional 138 students are enrolled in the school's Cub House program (ages 1–3). As the spiritual and administrative overseer of both programs, the Head of Lower School has the privilege of impacting nearly 1,000 souls in the most formative years of their education.

ACADEMICS

Briarwood Christian School seeks to prepare students to serve Christ in a competitive, global, 21st century world and is deeply committed to academic excellence. The academic program is comprehensive, college preparatory, and taught within a Christian framework, designed to lay a solid academic, intellectual, and spiritual foundation for students from their earliest years.



Cub House (Ages 1–3)

The Cub House provides a nurturing environment for one, two, and three-year-old children, with classes meeting Monday through Friday. Caring teachers and assistants help little ones grow in their knowledge and love of the Lord while preparing them for the school years ahead. The program currently serves 138 students and is consistently in high demand, with priority given to siblings of current students and members of Briarwood Presbyterian Church.

Early Childhood (JK–2nd Grade)

Grounded in the conviction that the Bible provides the framework for all learning, the Early Childhood program nurtures the whole child — soul, mind, and body — as students grow toward the image of Christ. Young learners begin their BCS journey learning to read, listen, follow directions, and build relationships while growing in their knowledge of God's Word. The literacy curriculum is built on the Orton-Gillingham approach to phonemic awareness, phonological development, and reading comprehension, alongside foundational math, science, and social studies instruction designed to build procedural fluency and problem-solving skills.

Elementary (3rd–6th Grade)

The elementary years are marked by significant growth as students take on greater ownership of their learning. The curriculum includes Bible class, the Foundations & Frameworks Reading Program, math, spelling, creative writing, social studies, and science, with every subject framed in biblical truth to deepen students' understanding of God's Word and the world around them. Enrichment classes in music, art, Spanish, band, library skills, computer science, science lab, and physical education round out a well-rounded educational experience, alongside a balanced, carefully limited approach to classroom technology.



LEADERSHIP AND STAFF

The Head of Lower School reports to Superintendent Gus Martin, an experienced leader who can be described as a builder of community and the school he serves, an entrepreneur, a developer of leaders, and one who gives autonomy to the leaders who work for him.

The Head of Lower School is a key member of the school's strong and cohesive Executive Team, comprised of the Superintendent, Head of Upper School, Head of Lower School, CFO, COO, and Chief of Advancement.

The Head of Lower School will also lead his or her own Leadership Team, comprised of the Early Childhood Principal (Cub House–2nd grade), an Assistant Principal, the Director of Curriculum and Instruction, the Director of Student Services, and a Counselor — together supporting a Lower School staff of 125 employees.

THE OPPORTUNITY

The Head of Lower School is entrusted with the spiritual and academic formation of nearly 1,000 children during the most foundational years of their education — from their first days in the Cub House through the transition into Junior High. Few roles at BCS touch as many families, or shape as much of a child's earliest understanding of Christ, learning, and community.

BCS seeks to hire a Head of Lower School/"Elementary Principal" for the 2027–2028 school year. The Head of Lower School is responsible for the success of the Lower School as guided by the Superintendent, providing spiritual, educational, and administrative leadership to the Cub House Program through 6th grade. He or she will inspire, lead, and direct all phases of the school's operations, programs, personnel, and environment in accordance with the direction and policies established by the BCS School Board and administered by the Superintendent.



RESPONSIBILITIES

Personal & Character Qualifications

- Mature, living, and active faith in Jesus Christ; member in good standing at Briarwood Presbyterian Church, in agreement with the school's Statement of Faith and Declaration of Moral Integrity
- Models Christian character and biblical integrity in all personal and professional matters, leading staff, students, and families into deeper spiritual commitment by example and teaching
- Ability to share the Christian faith with others
- Enthusiastic, visionary, and energetic leader with exceptional written and verbal communication skills
- Emotionally stable, discerning, and able to navigate difficult parent and staff conversations with wisdom, discretion, and confidentiality
- Defends biblical principles and convictions under pressure (1 Peter 5:15), while remaining humble, teachable, and loyal to constituted authority
- Demonstrates a commitment to Christian education by enrolling any K–12 school-age children at BCS, and supports School Board policy and decisions to staff, parents, and the public

Professional Qualifications

- Bachelor's degree in education, administration, or a related field required; master's degree in educational leadership, curriculum and instruction, or Christian education desired
- 3–5 years of classroom teaching experience, plus administrative or leadership experience

Operations & Programs

- Provides strong leadership in curriculum planning, faculty development, budgeting, master scheduling, and staff professional development
- Partners with Briarwood Presbyterian Church leadership and maintenance staff to coordinate shared campus facilities, security, events, and operations
- Oversees discipline and school safety, including emergency drills and property inspections, within biblical guidelines
- Cultivates relationships with ACSI and CESA, and leads efforts to obtain and maintain school accreditation
- Reports the results of standardized testing programs to the Superintendent, School Board, and parents
- Provides input on the school's long-range strategic and financial plans, and manages the Lower School's budget
- Supports fundraising, constituency relations, and student recruitment and retention efforts

Personnel & Environment

- Recruits, supervises, evaluates, and develops Lower School faculty and staff, ensuring fair treatment, clear expectations, and current job descriptions and personnel files
- Serves as a resource to teachers on curriculum, instruction, and student/parent relationships
- Understands the physical and emotional development of children and the challenges they face while growing up
- Creates a professional, Christian environment where staff, students, and volunteers can function effectively and productively
- Maintains a visible presence at school events, chapels, and assemblies, and engages parents through prayer, volunteerism, and shared decision-making
- Communicates regularly with the Superintendent through the Executive Team, and resolves differences of opinion in a biblical manner (Matthew 18:15–17)

THE CHARGE

Lead Relationally

Build genuine relationships with faculty, staff, parents, and students, serving as a spiritual leader, encourager, and coach for parents.

Protect and Advance a Strong Lower School Culture

Foster a positive environment in which faculty and staff are known, valued, and challenged to be their best.

Model Biblical Worldview Integration

Model biblical worldview integration across every aspect of Lower School life, with biblical illumination as a prerequisite for a comprehensive biblical worldview.

Strengthen Curriculum and Instructional Pedagogy

In collaboration with the Lower School Director of Curriculum and Instruction, oversee curriculum review and instructional coaching to serve the full range of learners at Briarwood, continuing to advance research-based best practices.

Partner with Briarwood Presbyterian Church

Build strong relationships with church leadership and staff to further unify a shared mission.

Be Visionary While Respecting What's Tried and True

Lead the Lower School forward with vision, while honoring the traditions and practices that have made it strong.



SEARCH PROCESS & TIMELINE

The Briarwood Christian School search is underway to appoint a new Head of Lower School/"Elementary Principal" for the 2027-2028 school year. The hiring decision will be made by the Superintendent. BCS has engaged NextEd to provide support.

BCS offers a competitive salary and benefits with comparable private schools in the region, including health care benefits, 100% tuition benefit, retirement plan (6.5% school contribution), relocation expenses, professional development, and a Christian community of innovative, engaged individuals.

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.

Timeline

- Application Deadline — October 15, 2026
- Semifinalist Interviews — October-early November 2026
- Finalist Visits — November-early December 2026
- Appointment — December 2026



**PLEASE DIRECT ALL INQUIRIES AND
NOMINATIONS IN CONFIDENCE TO:**

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[CLICK HERE TO APPLY](#)