



HEAD OF SCHOOL

Delmarva Christian School

GEORGETOWN, DELAWARE



INTRODUCTION

Founded in 1999 with the purpose of providing “quality education with a Christ-centered focus,” Delmarva Christian School (DCS) has grown into a PK2–grade 12 Christian school serving families across the Delmarva region through its Georgetown and Milton campuses. DCS strives to be a place of excellent Christian Education, where students are known, challenged academically, and prepared with a spiritual foundation that lasts beyond graduation. The Georgetown Campus serves the high school, while the Milton Campus includes the Early Learning Center, elementary school, and middle school, allowing students to grow from early childhood through graduation within a shared mission and culture.

Delmarva Christian School is now prayerfully seeking its next Head of School to begin in July 2027. Reporting directly to the Board of Directors as the school’s sole executive employee, the Head of School will serve as the steward of DCS’s mission, the champion of its vision, and the leader trusted by the community to grow the school both wisely and faithfully. The incoming Head will arrive at a genuinely historic moment — two campuses uniting as one, a landmark \$35 million capital campaign completed, and a community of families, staff, and donors ready to be led into the future the Lord has in store for the school. DCS seeks a leader who walks in a vibrant, growing relationship with Jesus Christ, communicates with clarity and warmth, and feels a genuine pull toward the mission of Delmarva Christian Schools.

VISION

Our vision is to support parents by preparing students to walk with God, walk with their fellow man, and walk in but not of this world. DCS uses innovative methods to engage lifelong learners who are prepared to follow God’s call on their lives. Excellence is the hallmark of all programs as we strive to reach A Higher Standard.

MISSION

Our mission is to proclaim the Gospel by preparing students spiritually, academically, and physically to know and do God’s will in their lives.

STATEMENT OF FAITH

We believe there is one God, eternally existing in three persons: Father, Son, and Holy Spirit.

HIS WRITTEN REVELATION

We believe that the Bible is God’s written revelation to man and that it is verbally inspired, authoritative, and without error in the original manuscripts.

DEITY OF JESUS

We believe in the deity of Jesus Christ: His virgin birth, sinless life, miracles, death on the cross to provide our redemption, bodily resurrection, ascension into heaven, present ministry of intercession for us, and His return to earth in power and glory.

THE HOLY SPIRIT

We believe in the personality and deity of the Holy Spirit, who performs the miracle of new birth for those who believe and indwells believers, enabling them to live godly lives.

OUR RECONCILIATION

We believe that man was created in the image of God, but, because of sin, was separated from God. Only through faith, trusting in Christ alone for salvation, which was made possible by His death and resurrection, can that separation be removed.



DCS AT A GLANCE

1999
FOUNDED

1119
AVERAGE SAT SCORE

600
TOTAL
ENROLLMENT
(PREK-12TH GRADE)

40+
ATHLETIC TEAMS,
CLUBS, AND
EXTRACURRICULARS

15
AVERAGE CLASS
SIZE

96
FACULTY / STAFF
(FT / PT / STAFF)

5,720
YEARLY COMMUNITY SERVICE
HOURS COMPLETED BY
DCS STUDENTS

25%
FACULTY WITH
ADVANCED DEGREES

\$7M
OPERATING
BUDGET



critical thinking and effective communication. Built with an awareness of national standards and often exceeding state expectations, DCS's curriculum equips students with a strong academic foundation while nurturing spiritual formation and growth. At every grade level, DCS intentionally creates opportunities for students to think critically from a biblical perspective, evaluate different viewpoints, reflect on their beliefs, and grow in Christ-like character. Through this process, students are equipped to discover and testify to God's truth while developing a lifelong biblical worldview. Across grade levels, teachers seek to nurture each student's strengths and passions through unique, cross-curricular, hands-on learning experiences — including presentations, debate, and collaborative inquiry — that bring this vision to life in the classroom.

In the upper school, distinctive programs and courses help students explore their God-given calling. J-Term (January Term) provides high school students an annual opportunity to pursue passions and discern God's call through immersive experiences ranging from mission trips and internships to on-campus electives. The powerful triad of Biblical Life Calling, Apologetics, and Senior Thesis Project further equips juniors and seniors to examine their foundational values, understand their unique design, and articulate a personal mission statement as capstones to their DCS experience. The school also offers home-centered education opportunities, allowing homeschool students to take courses on campus and participate in DCS programs.

ACADEMICS

Delmarva Christian School provides a vigorous, biblically immersive curriculum that is uniquely designed to integrate instructional best practices, inquiry-based learning, and the development of



ARTS

Delmarva Christian School's arts program gives students broad opportunities to develop creativity, expression, and God-honoring craftsmanship through fine, performing, worship, musical, visual, industrial, digital, culinary, computer, photography, and graphic design experiences. In the fine arts, students often receive high honors in art competitions, and, through a cumulative art curriculum, they hone the tools of creativity and expression while learning skills in media ranging from metal tooling, clay and wire sculpture, geometric construction, calligraphy, origami, sketching, and painting to technology-aided art, design, photography, and industrial arts. The performing arts program, organized around Stimulating Imagination & Thought, seeks to serve students, faculty, families, and the community by sharing redemption through performances that bring praise and honor to Jesus Christ and use students' gifts in acting, singing, music, dance, and video production to point participants and audiences toward the truths of God and man.



ATHLETICS - THE ROYALS

The goal of the DCS athletic department is to prepare young men and women for competition and for life, with teams striving, as they compete, to encourage the members of the body of Christ and bear witness of His saving grace. Delmarva Christian High School offers a broad range of interscholastic athletics at the varsity level. Middle



school students in grades six through eight have the opportunity to participate in fall, winter, and spring sports seasons at the Milton Campus, competing against other local Christian and private schools. DCS is a member of the Delaware Interscholastic Athletic Association (DIAA) and the Eastern Shore Independent Athletic Conference (ESIAC).

HIGH SCHOOL SPORTS

- Baseball
- Basketball
- Cheer
- Cross Country
- Field Hockey
- Golf
- Softball
- Soccer
- Swimming
- Volleyball

MIDDLE SCHOOL SPORTS

- Baseball
- Basketball
- Soccer
- Softball
- Volleyball



SPIRITUAL LIFE

Spiritual life at Delmarva Christian School is woven through every aspect of the student experience. DCS's mission is to proclaim the Gospel by preparing students spiritually, academically, and physically to know and do God's will, supporting parents as students learn to walk with God, walk with others, and follow God's call on their lives. The school describes education as more than academics — it's a calling. Faith is incorporated in every lesson, and biblical truth serves as the foundation for a Christ-centered worldview. Through Bible coursework, chapel and worship, retreats, community groups, Royals Worship, and service opportunities such as Royals Service Day and Return to the Community Day, students are encouraged to think critically, lead boldly, serve faithfully, and live purposefully for Jesus Christ.

FINANCES AND FUNDRAISING

Delmarva Christian School is blessed to be in a strong financial position and experiencing significant momentum. Through the generosity of our school families, alumni, churches, businesses, foundations, and community partners, the school has successfully raised \$35 million toward its campus unification project while continuing to operate responsibly within its annual budget. The school is also supported by a growing endowment of more than \$6 million and currently owns its 60-acre campus and facilities debt-free, reflecting a long history of faithful stewardship and strategic planning. DCS's fundraising efforts remain focused on advancing the mission of providing excellent Christian Education, expanding opportunities for students, strengthening facilities, and ensuring long-term sustainability for future generations.

The Stronger Together Campaign represents the most significant fundraising initiative in the school's history: launched in 2022 with a goal of raising \$30 million, the campaign has now reached that milestone and is entering its finish line phase. The campaign funds the construction of a 73,000-square-foot Upper School facility (grades 6–12), a new Early Learning Center (PK2–PK4), and renovation of the existing facility (grades K–5),



with all programs ultimately uniting on a single Georgetown campus designed to serve up to 1,000 students. The incoming Head of School will lead the school into this era of unified, mission-aligned growth.

GOVERNANCE AND ACCREDITATION

DCS is governed by a Board of Directors. The Board of Directors of Delmarva Christian Schools, Inc. is made up of a cross section of community leaders. Many of them have a background in serving on the boards of local Christian schools, as well as managing and teaching in both the public and private education systems. In addition to the educational credentials held by the Board of Directors, most members also have business leadership skills, including knowledge and experience in developing operational and capital budgets, as well as in developing overall project designs and construction.

Delmarva Christian School is accredited by MSA-CESS and the Association of Christian Schools International (ACSI), reflecting adherence to established standards of educational quality and institutional accountability.



THE OPPORTUNITY

Delmarva Christian School is prayerfully seeking its next Head of School to begin in July 2027. Reporting directly to the Board of Directors as the school's sole executive employee, the Head of School will serve as the steward of DCS's mission, the champion of its vision, and the leader trusted by the community to grow the school both wisely and faithfully. The incoming Head will enter DCS at a genuinely historic moment — two campuses uniting as one, a landmark \$35 million capital campaign completed, and a community of families, staff, and donors ready to be led into the future the Lord has in store. The ideal candidate will bring a vibrant, growing relationship with Jesus Christ, the ability to communicate with clarity and warmth across all constituencies, and a genuine calling toward the mission of Delmarva Christian Schools.

Responsibilities

SET THE TONE

The Head of School will hold staff and students to high standards of achievement, conduct, and professionalism, ensuring that school and Board policies are not merely written down but lived out. The Head will lead the ongoing development of the school's living curriculum, delegate wisely, and champion Matthew 18 principles as the way the DCS community works through conflict. State and ACSI reporting will be completed accurately and on time.

LEAD WITH FAITH OUT LOUD

The Head of School will model a love for the Lord that is visible in every dimension of leadership, cultivating a campus culture where spiritual growth is not a program but an atmosphere. School policy will be kept anchored to God's Word, and the Head will build genuine partnerships with families and churches who share the responsibility of raising up the next generation.

BUILD A TEAM WORTH FOLLOWING

The Head of School will construct and lead a strong leadership team, owning the full employment cycle — recruiting, interviewing, training, evaluating, and when necessary, leading performance improvement or separation conversations with fairness and care.



STEWARD THE RESOURCES ENTRUSTED TO DCS

From the strategic financial plan to the annual budget, the Head of School will manage the school's resources with care and share financial accountability with the Board.

CHAMPION GENEROSITY

The Head of School will oversee the development program, guide the annual fund and capital campaigns to success, and work alongside the Director of Advancement — meeting with major donors, building new relationships, and casting a vision for the future that people want to invest in.

CARE FOR THE CAMPUSES

The Head of School will take ownership of facility safety and daily operations, hold maintenance and custodial teams to a high standard, and serve alongside them with a genuine servant's heart. The campus will maintain a current Crisis Management plan, reflecting the conviction that preparation is an act of care.

SHOW UP AND GROW

The Head of School will be a visible, active presence — at recruitment events, extracurriculars, and in the everyday conversations with students and parents that keep a leader close to the real pulse of the school. The Head will uphold DCS's Employee Handbook, resolve conflict biblically, and remain open to being mentored while investing in mentoring others.



THE CHARGE

Delmarva Christian School is entering one of the most significant chapters in its history. Two campuses are becoming one, a landmark capital campaign has been completed, and a community of families, staff, and donors are ready to move forward together. The incoming Head of School will be entrusted to carry that momentum faithfully — building on what God has done at DCS and leading the school into the future He has prepared for it.

PAST, PRESENT, AND FUTURE

The new head of school at Delmarva Christian School will enter the school community at a time when the past, present, and future intersect in vivid ways.

- **The Past:** Building on a legacy of vision and sacrifice, the new leader will recognize the fingerprints of the Lord and the founding servants across four decades of growth and maturation.
- **The Present:** The new leader will witness the combining of two campuses into one, unified K2–12 school that lifts up the name of Jesus to the growing communities of Sussex County and beyond. The new leader will experience the joy of sharing in the fruitful bounty of families, staff, and donors who contributed to the very recent, successful completion of an ambitious \$35,000,000 capital campaign.
- **The Future:** Charged with advancing the legacy mission of DCS into the future the Lord has in store for the school, the new leader will humbly focus on building relational trust as two distinct campuses, with their own histories and motifs, come together to be one body. This will require empathy, listening, and approachability.

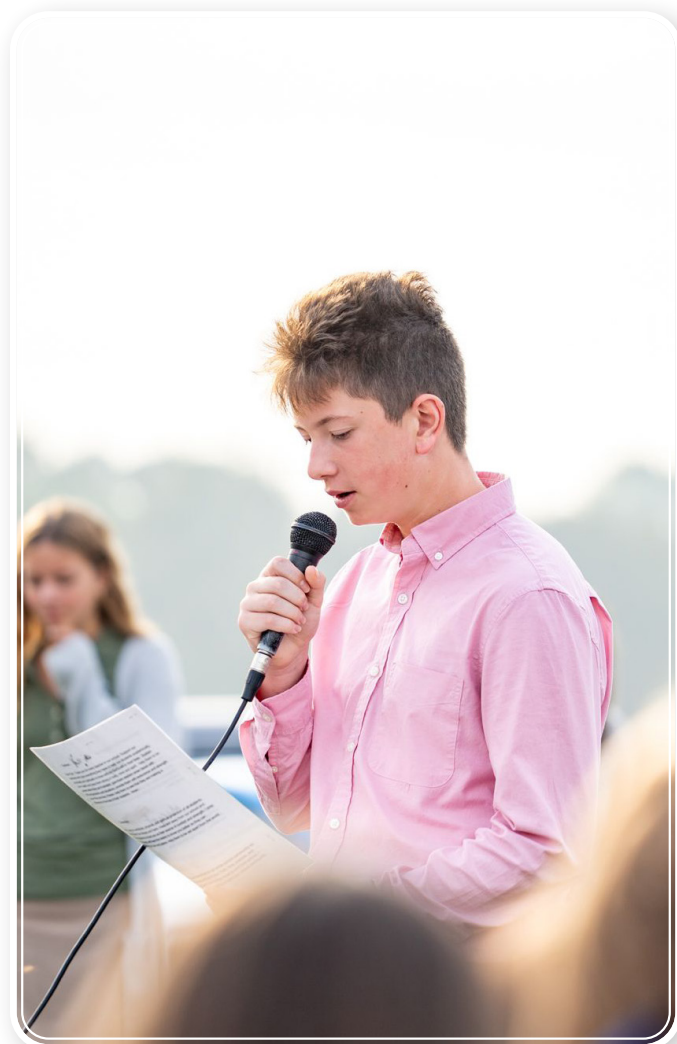
STRONG FOUNDATIONS, REAL CHALLENGES

The new head of school will walk into a school with strong foundations:

- A new, unified school facility operating on one campus
- A strong academic program
- A seasoned board
- The potential to be one of the strongest Christian schools on the eastern seaboard

School leadership recognizes the school is at a crossroads for reinvigoration. Opportunity abounds. To maximize that opportunity, the new leader will need to:

- Build relationships and cohesiveness with the leadership team, faculty and staff, students, and school families
- Restore faith and trust in the distinctively Christian mission and focus of the school
- Partner with the board to lead with a new vision of where God is taking Delmarva in the years to come, and chart a strategic direction to support that vision
- Foster a strong organizational structure and culture to support what should become a healthy, growing school





STEWARDING GROWTH

DCS is growing in terms of enrollment, employees, and square feet. Stewarding this growth will require good delegation and communication skills. The hope and desire of the Board, school leaders, and faculty/staff is for the school to:

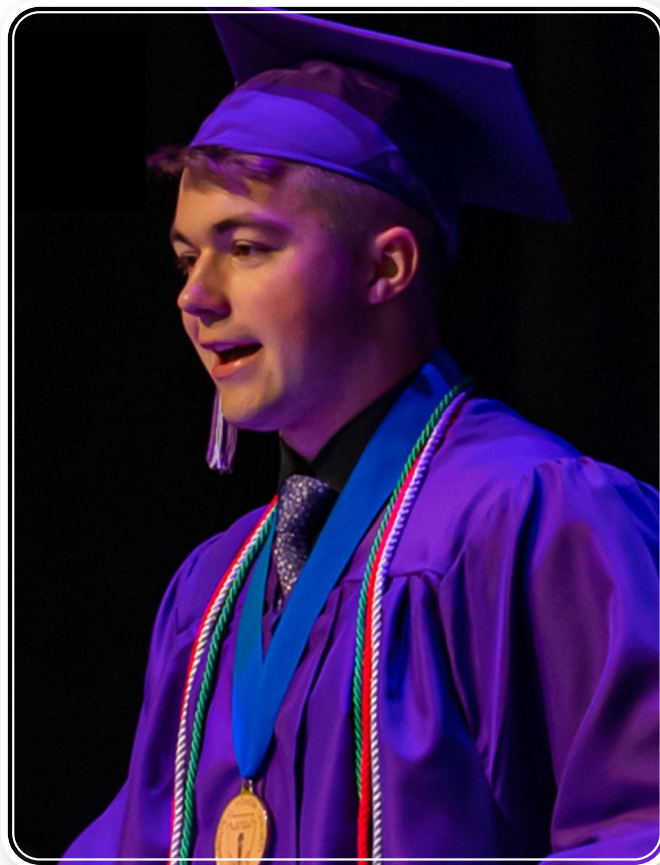
- Return to its roots
- Keep standards high
- Let joy prevail in the name of Jesus

WHAT THE BOARD IS LOOKING FOR

As highlighted in the job description, the DCS Board of Directors seeks a leader with:

- An understanding of an education anchored in the truth and grace of Jesus Christ
- Good character
- A love for people
- Business acumen

A Jesus-centered education is different from public education and even other kinds of private education. The new DCS head of school will understand that faith and intellect belong together. Jesus in the classroom changes everything — every classroom, every discipline of study, every field, gymnasium, or theater.



STRATEGIC PRIORITIES AHEAD

The timing of this appointment will coincide with a new strategic planning cycle. As part of this priority, the new leader will want to intentionally:

- Evaluate the effectiveness of the school's K2-12 Biblical worldview framework
- Seek ways to improve school communication
- Stoke school pride

THE COMMUNITY OPPORTUNITY

DCS is located in the center of Sussex County, Delaware — a region known for conservative values and a strong work ethic. The potential impact of a strong Christian school that teaches truth, loves people, and adds value to the community is enormous. In a word, the Board of Directors asks the new head of school to lead, harness the school's energy and spiritual gifts to be a magnet for Delmarva families, and then serve them well.



ABOUT GEORGETOWN

Discover Georgetown, Delaware: The Well-Rounded Heart of Sussex County

Nestled at the center of Sussex County, Georgetown has served as Delaware's historic county seat since 1791. With its iconic circular downtown and welcoming community spirit, this small city of about 7,100 offers an authentic small-town lifestyle—and sits just 30 minutes from Delaware's beloved ocean beaches.

Historic Downtown & Local Character – Built around The Circle:

- The Circle, Georgetown's distinctive downtown hub, anchored by historic government buildings and a central fountain
- Long-standing local gems including Wilson's General Store, the Marvel Carriage Museum, and a growing lineup of diverse local eateries
- Return Day, a beloved biennial tradition where opposing candidates ride together in horse-drawn carriages the Thursday after Election Day



Community & Quality of Life – Many faces, one community:

- A warm, diverse community drawn from across the region and the globe, united by a strong sense of place
- Affordable living, a growing local economy, and a town actively investing in its future
- Just 30 minutes from Rehoboth Beach with easy access to the best of coastal Delaware—and centrally located so that Georgetown truly is "16 miles from everything"

Whether gathering around The Circle or heading east for a beach day, Georgetown offers a grounded, well-rounded life at the heart of Sussex County.



PLACES TO VISIT IN GEORGETOWN



TREASURES OF THE SEA



GEORGETOWN SPEEDWAY



DELAWARE AVIATION MUSEUM



MARVEL CARRIAGE MUSEUM



SEARCH PROCESS & TIMELINE

The Delmarva Christian School search is underway to appoint a Head of School who will begin in July of 2027. DCS has appointed a Search Committee and has engaged NextEd 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 at least five references and other information deemed important to the search. Semifinalists will also participate in a recorded video interview with NextEd consultants.

NextEd will continue the recruitment process until a candidate has been selected by the Search Committee, but given this highly desirable opportunity, we anticipate the following timeline:

Application Deadline	October 2026
Semifinalist Interviews	November 2026
Finalist Visits	December 2026
Appointment	January 2027

PLEASE DIRECT ALL INQUIRIES AND NOMINATIONS IN CONFIDENCE TO:

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[CLICK HERE TO APPLY](#)

