PRESENTED BY
NextEd

OPPORTUNITY PROFILE

Head of School

Harrisburg Christian School

HARRISBURG, PENNSYLVANIA



INTRODUCTION

The School

Harrisburg Christian School (HCS) is a Christ-centered, college-preparatory school for kindergarten through grade 12. It sits on 38 acres of fields, woods, and wetlands on Blue Mountain, one mile from Linglestown, Pennsylvania. HCS was founded by faithful parents and area Christian leaders who believed that, according to Scripture, the education of children belongs first to parents and churches. The school opened on September 13, 1955, with 23 children in grades one through four, meeting in classrooms at Melrose Gardens Grace Brethren Church. Today's campus includes 25 classrooms, STEM labs, a library, a Fine Arts Center, an Arts and Athletics Center, and the Knights Café.

HCS is owned and operated by the Christian School Association of Greater Harrisburg (CSAGH). Since 2017, the Association has also been home to West Shore Christian Academy (WSCA). Together, the two schools serve more than 1,000 students. HCS has grown steadily within that system, from 277 students in 2020–21 to 395 in 2026–27, an increase of more than 40 percent in six years.

The Association is seeking the next Head of School for HCS, to begin in June or July 2027 for the 2027–28 school year. The new Head will follow the faithful service of a respected and much-loved leader who is leaving to answer a new calling, and will join a school with strong momentum and a warm, welcoming community with committed, long-tenured faculty and staff and families who are invested in its mission. HCS is supported by an Association with a clear strategic plan and is ready for steady, Christ-centered leadership into the next chapter of seventy years of God's faithfulness.



EST. 1955 · K–12 · 38 ACRES ON BLUE MOUNTAIN

MISSION

Partnering with families to provide Christ-centered education that sharpens minds, deepens faith, and develops gifts.

VISION

Preparing students to impact the world for Christ.

WHAT WE VALUE

Core Values

01 Scripture

We believe that the Bible is the authoritative Word of God and guide for how we think, speak, and act as well as the lens through which we view and engage culture.

02 Learning

We cultivate challenging, vibrant learning communities characterized by intellectual humility, curiosity, creativity, and cooperation rooted in the Christian worldview.

03 Community

We respect and value individuals as people created in God's image, celebrate their gifts, and care for one another.

04 Excellence

We seek to glorify God in every endeavor by using our gifts and abilities to honor Him.

05 Discipleship

We disciple students toward genuine and mature faith in Jesus Christ through personal relationships and intentional collaboration with parents and churches.

06 Leadership

We recognize our calling as servant-leaders to love our neighbors as ourselves and to influence the culture for Christ.



BY THE NUMBERS

HCS At a Glance



395
TOTAL ENROLLMENT (K–12)

53
FACULTY AND STAFF AT HCS

70+
CHURCHES REPRESENTED

331
COLLEGE CREDITS EARNED, 2025–26

1,075+
HCS GRADUATES

92%
HIGH SCHOOL STUDENTS INVOLVED OUTSIDE THE CLASSROOM

ACCREDITATION

ACSI and Middle States

LEARNING AT HCS

Academics







The HCS curriculum combines rigorous academics with unapologetic faith, teaching students to think critically about every subject from a Christian perspective.

HCS measures success by more than grades or test scores. Character and God-given calling matter just as much, and faculty work to help each student discover and develop their unique potential. The school has two divisions, elementary and middle/high school, each led by a principal. A five-day, all-day kindergarten and the elementary grades build strong academic foundations alongside a biblical worldview. The middle school emphasizes preparation for high school and an active spiritual life.

In high school, students take honors courses, study Bible every year, and grow as leaders through Student Council, National Honor Society, and the spring musical. Through the CSAGH Dual Enrollment Program, they can earn up to 24 college credits through university partnerships at no additional charge, and HCS students earned 331 college credits in 2025–26. HCS has also launched CRAFT (Christian Resources for Applied Faith in the Trades), a partnership with Harrisburg Area Community College that lets juniors and seniors work toward industry certifications while completing their diploma.

24
COLLEGE CREDITS AVAILABLE AS PART OF TUITION

Bible
EVERY YEAR, EVERY STUDENT

CRAFT
TRADES PATHWAY WITH HACC



ACADEMICS, CONTINUED

Student Support Services

Student support at HCS focuses on helping students succeed academically, personally, spiritually, and in preparation for college and careers. Students have access to individualized attention, career counseling, college and career planning, and faculty/staff support. The school's leadership team also brings significant expertise in school counseling, psychology, and student services. High school students receive additional opportunities for internships, J-Term career experiences, Dual Enrollment, and exploration of their individual gifts and calling.

CREATIVITY AND CALLING

Fine Arts

Harrisburg Christian School offers a broad Fine Arts program designed to help students develop their God-given creativity and talents. Opportunities include visual arts, music, and theater, with offerings ranging from introductory to advanced levels. Students can participate in choirs, concert band, jazz ensemble, visual arts, digital photography, ceramics, and the annual spring musical, providing opportunities for both artistic development and public performance.





Choirs | Concert Band | Jazz Ensemble | Visual Arts | Digital Photography | Ceramics | Spring Musical

THE KNIGHTS

Athletics

HCS provides competitive athletic opportunities for middle and high school students across all three seasons. The athletic program emphasizes integrity, servanthood, teamwork, excellence, and spiritual development, with coaches serving as mentors and incorporating biblical principles into the athletic experience. HCS teams compete in the Commonwealth Christian Athletic Conference (CCAC), PIAA District III, and state-level competition.









ATHLETIC OFFERINGS INCLUDE

- Baseball
- Basketball
- Cross Country
- Golf
- Lacrosse
- Soccer
- Track & Field
- Volleyball

FAITH AND BELONGING

Spiritual Life and Student Community

At HCS, the Bible is the standard for how students and faculty think, speak, and act, and a Christian worldview runs through every subject and relationship. Weekly chapel is central to school life, and in the high school, a student chapel leadership team leads worship for the middle and high school. HCS and WSCA students and faculty also come together for Spiritual Emphasis Retreats, and a school chaplain serves the community. Spiritual formation is a central priority of the Association's 2026–2029 Strategic Plan, which calls for an intentional K–12 discipleship framework and a Christ-centered culture in which every student is known, formed in faith, and equipped to lead.

Students find many places to belong, and most join several co-curricular activities each year, including Student Council and National Honor Society. Service is part of school life from the earliest grades. Each spring, middle and high school students fan out across greater Harrisburg for a Day of Service, and seniors travel to Costa Rica for a mission trip, where they lead a Vacation Bible School for children. Traditions such as RACE (the Run to Advance Christian Education), Spirit Week, and prom build community across grade levels.





WEEKLY	SPRING	SENIOR
Chapel	**Day of Service**	**Costa Rica mission trip**

STEWARDSHIP

Finances and Fundraising

HCS is supported by tuition, charitable giving, and Pennsylvania's tax-credit scholarship programs, all managed at the Association level. The Association's 2026–27 operating budget is about $11.7 million across both schools.

The Association has made the Educational Improvement Tax Credit (EITC) and Opportunity Scholarship Tax Credit (OSTC) programs a cornerstone of accessibility. In 2025–26 it collected $2.55 million in tax-credit scholarship funding, 100 percent of its estimated maximum, up from 36 percent four years earlier. The Annual Fund, the CSAGH Golf Classic, RACE, and business partnerships provide further support.



Enhance and Expand Campaign

PHASE II UNDERWAY

Through the Enhance and Expand Campaign, HCS recently completed a new secure main entrance connecting the school and the gym. It is now raising funds for a Phase II classroom wing with a vo-tech makerspace, supported by a $1 million grant.

$11.7M ASSOCIATION OPERATING BUDGET, 2026–27	**$2.55M** TAX-CREDIT SCHOLARSHIP FUNDING, 2025–26
100% OF ESTIMATED TAX-CREDIT MAXIMUM (UP FROM 36%)	**$1M** GRANT SUPPORTING PHASE II

THE ASSOCIATION

Governance and Accreditation

HCS and West Shore Christian Academy are owned and operated by the Christian School Association of Greater Harrisburg, a 501(c)(3) nonprofit made up of Christian parents, educators, alumni, and friends. Its members come from diverse Christian backgrounds but are united by faith in Jesus Christ and the Association's Statement of Faith. Association members elect a Board of Directors of nine to fifteen members, who serve three-year terms. The Board governs through policy and hires the CSAGH President, who leads the Association's administration and is the Board's only direct employee.

The Head of School leads the HCS campus, reports to the CSAGH President, and is a member of the CSAGH Executive Leadership Team: along with the President, Chief Financial Officer, and Chief Enrollment Officer. The Head also partners with the WSCA Heads of School. Within this district model, HCS benefits from shared business, enrollment, advancement, and human resources functions, while keeping its own identity and community on Blue Mountain. HCS is accredited by the Association of Christian Schools International (ACSI) and the Middle States Association.

THE DISTRICT MODEL

CSAGH
Christian School Association of Greater Harrisburg

Association Members
Elect the Board

▶

Board of Directors
9–15 members · 3-year terms

▶

CSAGH President
Executive Leadership Team

Harrisburg Christian School
HEAD OF SCHOOL · BLUE MOUNTAIN

West Shore Christian Academy
SISTER SCHOOL · CSAGH SINCE 2017



THE OPPORTUNITY

Qualifications, Experience, and Characteristics

Spiritual Life and Character

- A vibrant, growing, and authentic relationship with Jesus Christ, evident in a consistent prayer life, a life others want to follow, and regular, active participation in a Bible-believing local church whose doctrine and practice align with the CSAGH Statement of Faith.
- Full agreement with the CSAGH Statement of Faith and the CSAGH Statement on Marriage, Gender, Sexuality, and Life, and a wholehearted embrace of the mission of partnering with families to provide Christ-centered education that sharpens minds, deepens faith, and develops gifts.
- A heart for discipleship: a leader who cultivates discipleship throughout the school and equips faculty and staff to disciple students toward genuine and mature faith in Jesus Christ.
- A servant leader with a heart for students, faculty, and families, combined with the steady strength to lead; a leader who earns respect through relationship and character, not position alone.
- Humility and conviction held together with grace and truth: the humility to listen first and learn what is working, and the conviction to set clear expectations and extend grace without lowering the standard.
- Sensitivity to and understanding of diverse cultures, families, and church traditions, with a broad, biblically grounded vision able to unite a community diverse in race, background, means, and learning need around its shared commitment to Christ and the mission of HCS.
- A record of faithfulness over time to the churches, schools, and communities they have served, and a desire to put down roots in Greater Harrisburg and give HCS the stability that building a lasting culture requires.



Leadership and Relational Qualities

Above all, a trustworthy and transparent leader who builds credibility through integrity, openness, and follow-through. That leader is:

Decisive and consistent: makes timely decisions, explains them clearly, owns them, and follows through, so that expectations are known and stable across classrooms and divisions.

A clear and timely communicator with faculty, staff, students, families, and the Association, who keeps faculty informed before families and communicates with care and candor in difficult moments.

A builder of clarity and systems: defines roles and lines of responsibility, establishes practical operating procedures, and equips new faculty to succeed from their first day.

Visibly present and personally known: in classrooms, hallways, the car line, and events; knows students, families, and faculty by name; and champions the whole student experience, from academics and the arts to athletics, STEM, service, and spiritual life.

Trusted by teachers and families alike: supports faculty as they uphold standards and seeks their input before significant decisions, while making sure students and families are heard and concerns are addressed fairly.

A unifying culture-builder who fosters professionalism, belonging, and a healthy, mission-driven workplace where great teachers want to build careers, and who builds trust across students, faculty, families, and donors.

A collaborative colleague within a multi-campus system who works closely with the CSAGH President, the Executive Leadership Team, and the WSCA Heads of School, while serving as a clear and faithful voice for HCS.



QUALIFICATIONS, CONTINUED

Professional Experience and Track Record

EXPECTED

- **School leadership.** At least three to five years of school leadership experience (for example, as a head of school, principal, assistant principal, or division leader), with a record of leading and developing people. Leadership in a Christian school is strongly preferred.
- **Classroom experience.** Classroom teaching experience that gives a firsthand understanding of the daily realities faculty face.
- **Faculty and culture.** A demonstrated record of recruiting, developing, supporting, and retaining faculty and staff, and of building a healthy school culture with clear systems and consistent standards.
- **Academic leadership.** Experience strengthening academic programs, such as upper-school course offerings and scheduling, dual enrollment and career pathways, and aligning admissions with a school's program and its capacity to support learners.



PREFERRED

- **Education.** A master's degree in education or a related field, and an administrative license or willingness to obtain one.
- **Advancement and enrollment.** Experience with, or familiarity with, relationship-building among families, churches, alumni, donors, and community partners; fundraising or tax-credit scholarship programs; and enrollment growth and retention that protect mission fit.
- **Operations and growth.** Familiarity with budget management within a larger organization and with a campus expansion or capital project.
- **Context.** Experience leading a campus within a multi-campus system; thoughtful engagement with cultural, technological, and legal questions, including artificial intelligence and student wellbeing; and familiarity with Central Pennsylvania.

CALLED TO LEAD

The Charge

The next Head of School is called to lead Harrisburg Christian School, a thriving K–12 school of the Christian School Association of Greater Harrisburg (CSAGH), into the next chapter of seventy years of God's faithfulness. HCS is healthy, growing, and deeply loved: a school of nearly 400 students and a genuine, welcoming community whose racial, economic, and church diversity is rare among Christian schools, served by committed faculty and staff, long-tenured colleagues, involved parents, and a strong spiritual life. The next Head will follow a respected leader who served this community well, honoring that legacy while bringing steady, consistent, Christ-centered leadership and the stability to build on it for years to come.

The Head of School leads the HCS campus within the Christian School Association of Greater Harrisburg, reporting to the Association President and working alongside the Heads of School at West Shore Christian Academy. The right leader will find in this role a rare opportunity: to take a healthy, growing school with a strong mission and help it become everything its families and faculty believe it can be.

This is first a call to servant leadership: to shepherd people before programs, to listen before acting, and to lead with both grace and truth. That calling takes shape across six commitments: bringing clarity, consistency, and a Christ-centered culture of trust; leading the whole community spiritually; investing in the faculty and staff who are the heart of the school; strengthening academic excellence; stewarding growth, facilities, and sustainability; and partnering faithfully within CSAGH and with HCS families. Running through all of it is a commitment to preserve what makes HCS distinctive as it grows, so that every student is known, every family is heard, and every teacher is supported.

1 Bring clarity, consistency, and a Christ-centered culture of trust

- Establish clear expectations for students, families, and staff, and apply them consistently and fairly.
- Make decisions, communicate them clearly, and stand behind them, so that faculty, students, and families know what to expect.
- Clarify roles and lines of responsibility within HCS, and develop practical operating procedures that equip every teacher, especially those new to the school.
- Be visible, relatable, and known, learning the names of students, families, and faculty and building trust through presence, follow-through, and open communication.
- Lead with a posture of listening and learning: honor existing strengths, including a collaborative administrative team, and build trust before asking others to change, while acting promptly where needs are urgent.

2 Lead spiritually and disciple the whole community

- Ensure a biblical worldview remains woven through every subject, relationship, and program.
- Lead spiritually first: model personal discipleship and prayer, and steward chapel, spiritual emphasis, and service as a coherent expression of the mission.
- Bring the Strategic Plan's intentional K–12 discipleship framework to life, sustaining and deepening rhythms of faculty devotion and prayer and equipping teachers to disciple students.
- Lead with courage and clarity in a complex cultural environment, helping students engage the world, technology, and culture with discernment and faith.

3 Invest in the faculty and staff who are the heart of HCS

- Make faculty recruitment, development, and retention a top priority, building a workplace where great teachers choose to stay.
- Support teachers as they uphold standards with students and families, and include faculty voice before significant decisions, while ensuring that student and family concerns are heard and handled fairly.
- Address the practical burdens that stretch faculty, including substitute coverage, learning support, and workload, in partnership with the Association.
- Provide meaningful onboarding, professional development, and clear performance expectations, addressing concerns with both candor and care.
- Build and empower a unified leadership team across the elementary and middle/high school divisions.



4 Strengthen academic excellence

- Keep students at the center, so that each one is known, supported, and challenged to grow in faith, learning, and character.
- Affirm HCS's identity as a Christ-centered college-preparatory school and align admissions, placement, and support with it, so that every student admitted can be served well.
- Strengthen upper-school course offerings, scheduling, and level placement, investing in HCS's own highly qualified faculty and programs.
- Expand pathways that serve each student's gifts, including dual enrollment, advanced coursework, and career and vocational preparation, with thoughtful support for diverse learners.
- Pursue excellence with balance, so students have room to grow through the arts, athletics, service, church, and family.

5 Steward growth, facilities, and long-term sustainability

- Lead HCS through its next phase of campus development, partnering with the Association to deliver the classroom and program space a growing school needs.
- Lead enrollment growth at a pace that protects mission fit, class quality, and the personal attention that defines HCS.
- Serve as the school's chief storyteller and relationship-builder with families, churches, donors, and the wider Harrisburg community, stewarding HCS's reputation and partnering in advancement and tax-credit scholarship efforts that keep HCS strong and accessible.
- Operate within the adopted budget and partner with Association leadership on long-term financial health.

6 Partner faithfully within CSAGH and with HCS families

- Serve as HCS's clear voice within the Association, advocating faithfully for its students, faculty, and needs while contributing to the strength of the whole.
- Work with the President and Executive Leadership Team to define and communicate how decisions are made between the Association and the campus.
- Build genuine two-way partnership with families: communicate proactively and transparently, help new families find their place, and create regular opportunities to listen.

Every student known, every family heard, every teacher supported.

JOIN US

The Search

The Harrisburg Christian School search is underway to appoint a Head of School to begin in June or July 2027. The Christian School Association of Greater Harrisburg has appointed a Search Committee and engaged NextEd to support the search. Compensation will be competitive with comparable schools in the region.

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

Cover letter	Resume	Statement of Christian Testimony

Candidates invited to continue as semifinalists will complete a second round of data collection, including references and other information important to the search. Semifinalists will also take part in a recorded video interview.

Timeline

Application deadline	**Dec 4, 2026***
Semifinalist interviews	**December 2026–January 2027**
Finalist visits	**January 2027**
Appointment	**January–February 2027**
Start date	**June or July 2027**

**Candidates will be considered and processed immediately at the discretion of NextEd and the Search Committee.*

Communication

Please direct all inquiries to:

Kurt Unruh
NEXTED PARTNER

303.319.3335
kurt@next-ed.com

DEADLINE · DEC 4, 2026

APPLY NOW →