

LSA™

LEE-SCOTT ACADEMY



HEAD OF SCHOOL Lee-Scott Academy

AUBURN, ALABAMA

INTRODUCTION

Lee-Scott Academy (LSA) is a college preparatory school located in Auburn, Alabama, offering a quality education in an environment where students are protected, nurtured, and challenged with biblical, Christ-centered principles that promote the development of the total person. Founded in 1981 through the merger of Lee Academy of Auburn and Scott Preparatory School of Opelika, LSA has grown to become one of the finest independent schools in the Southeast. By combining an outstanding faculty with a family atmosphere, the Academy's goal is to inspire students to seek their full potential in academics, the arts, and athletics in a challenging and nurturing environment that cultivates social responsibility, mutual respect, and personal integrity.

Lee-Scott Academy is seeking its next Head of School to lead the Academy into its next chapter. Reporting to the Board of Trustees, the incoming Head of School will join a school in a position of genuine strength – debt-free and significant enrollment growth – with a devoted community, an ambitious strategic plan, and significant untapped potential waiting to be unlocked by the right leader. The next Head will have the opportunity to lead a school that is beloved by its families, supported by its Board, and ready to be taken to the next level – and to do so from a platform of financial stability, institutional momentum, and a community of faith eager to be led. The position is expected to begin in June or July 2027, offering the selected candidate time to transition thoughtfully and arrive ready to lead from day one.

MISSION

Lee-Scott Academy is a college preparatory school offering a quality education in an environment where students are protected, nurtured, and challenged with biblical, Christ-centered principles that promote the development of the total person. The pursuit of excellence in academics is the hallmark of the Academy, complemented by opportunities to participate in programs that encourage student success.

MOTTO

Truth. Honor. Excellence.

*Finally, brothers, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things. —
Philippians 4:8*



LSA

AT A GLANCE

FOUNDED
1981

TOTAL
ENROLLMENT
(K4-12)
827

STUDENT-
TO-FACULTY
RATIO
8:1

FACULTY/
STAFF
(FT/PT)
84

65%
FACULTY WITH
ADVANCED
DEGREES

100%
COLLEGE
ACCEPTANCE
RATE

AP COURSES
OFFERED
8

OPERATING
BUDGET
\$11M

YEARS NAMED A SILVER MEMBER BY
THE AP SCHOOL HONOR ROLL

2

ACADEMICS

Lee-Scott Academy’s academic curriculum reflects a strong college preparatory program complemented by enrichment offerings, including art, music, computer, foreign language, Bible, study skills, and physical education. The curriculum is designed to equip students for success in college and in life, and faculty are committed to helping every student reach his or her full potential while incorporating biblical, Christ-centered principles. In the Lower School (K4–6th grade), students build a strong academic foundation alongside enrichment courses in Spanish, STEM, technology, and the arts, with a 1:1 iPad model and daily devotions woven throughout. The Middle School (7th–8th grade) serves as a bridge between the Lower and Upper School environments. In 2023, the school broke ground on a third academic building for the purpose of giving these students their own dedicated space as they prepare to transition to the Upper School.

The Upper School offers a rigorous curriculum of Honors, Pre-AP, AP, and dual enrollment courses. As an Apple Distinguished School, students in 7th–8th grade use school-owned iPads and students in 9th–12th grade are issued MacBooks, supporting a flexible, self-directed approach to learning. Dual enrollment partnerships are available through Auburn University, the University of Alabama, Troy University, and several other institutions. In 2025, LSA was approved for a Project Lead the Way Engineering grant, expanding STEM offerings.



FINE ARTS

Lee-Scott Academy's fine arts program is consistent with its mission of developing the total person. Research supports the significance of fine arts education in encouraging the development of higher-order thinking skills such as creativity, problem-solving, effective communication, self-discipline, and critical thinking. With each of the arts departments at Lee-Scott Academy, students receive these skills abundantly. Upper School arts programs include band, drama, choir, and visual arts, and students at all levels consistently bring back superior ratings and blue ribbons from district, state, and other regional competitions.

The award-winning theater program produces a full performance each spring. The band program offers Beginner Band, Concert Band, and Jazz Band for 6th grade and up, with Dance and Flag Line teams serving as auxiliary arts. Both Lower and Upper School choirs perform at competitions and local productions. In the Lower School, students in K4 through 6th grade participate in weekly art and music classes, with visual arts following Disciplined Based Art Education and music progressing through instruments, games, and school-wide performances.



ATHLETICS

THE WARRIORS

Athletics are an important part of student life at Lee-Scott Academy, and the program reflects the same commitment to excellence, character, and Christian values that define the Academy. LSA fields teams from PeeWee through varsity levels across a broad range of sports, giving students meaningful opportunities to compete, develop as athletes, and grow as people. LSA also recently joined the Alabama High School Athletic Association (AHSAA), expanding competitive opportunities for student-athletes. Athletic offerings include:

- Baseball
- Basketball
- Competition Cheer
- Cheerleading
- Cross-Country
- Dance
- E-Sports
- Flag Football
- Football
- Golf
- Soccer
- Softball
- Swimming
- Tennis
- Track & Field
- Volleyball



CAMPUS AND SPIRITUAL LIFE

A day at Lee-Scott Academy is full of not only classroom experiences, but also opportunities for involvement and participation that make for a full, well-rounded education. Students can develop the leader within, explore new interests, find their passion, experience teamwork and collaboration, and gain an appreciation for giving back to others. LSA students can be involved in a wide variety of clubs and organizations spanning academic, service, and interest-based activities. Community service is woven throughout the LSA experience — Upper School students are required to fulfill community service hours as a condition of graduation, with opportunities both on and off campus beginning the summer before 9th grade.

Central to the success of Lee-Scott Academy and its mission are the Christian principles and biblical worldview upon which the academy was founded. This becomes evident when you tour the school and notice the large cross in the middle of campus — placed there so that as students and staff move from activity to activity they are constantly reminded to walk with Christ and keep Him at the center of all they do. K4 classes have a weekly chapel service; Kindergarten through 6th grade students participate in daily devotions; and Upper School students receive a morning devotion over the intercom and participate in small group devotionals on Tuesdays. The entire student body attends monthly all-school chapel services.

FINANCES AND FUNDRAISING

With no debt, Lee-Scott Academy has an exceptionally strong financial foundation on which to build. The operating budget exceeds \$11 million, with nearly all revenue derived from tuition and fees. Tuition is currently on the lower end of the range for comparable peer schools; however, because the school does not offer a financial assistance program, all families pay full tuition. LSA demonstrates sound financial discipline through consistently positive net operating budgets. Cash reserves are strong, and a \$1.5 million endowment further supports the operating budget, particularly employee salaries and

benefits. In addition, deferred maintenance is current, supported by recent investments in campus facilities.

Fundraising has also been strong in recent years. In the most recent fiscal year without a capital campaign, Lee-Scott Academy raised more than \$1.3 million through The Lee-Scott Annual Fund, with most of those gifts restricted to special projects. Separately, the LSA raised more than \$2.5 million to support the renovation of Jud Scott Field. These stadium enhancements, which support the football and soccer programs, are scheduled for completion in time for the 2026-2027 school year. Together, these results reflect significant momentum and underscore the Lee-Scott Academy's strong potential for future philanthropic support.

GOVERNANCE AND ACCREDITATION

Lee-Scott Academy is a 501(c)(3) non-profit organization governed by an independent, self-perpetuating Board of Trustees that follows the Policy Governance model. The Board of Trustees is composed of fifteen people who meet monthly during the school year. The primary responsibilities of the Board of Trustees are to work in partnership with the Head of School; setting general institutional policies for the school; assuring the financial stability of the school; and to guide the mission of the school. The Board does not get involved in the day-to-day operations of the school, which are the responsibility of the Head of School. In 2023, the Board engaged approximately 300 stakeholders — including current and former students, parents, faculty and staff, alumni, and trustees — to develop a comprehensive five-year strategic plan for the Academy.

LSA's Strategic Plan 2023–2028

Lee-Scott Academy holds membership in the Alabama Independent School Association (AISA), the Southern Association of Independent Schools (SAIS), and Cognia, and has earned Apple Distinguished School status. In February 2025, a SAIS/Cognia visiting team unanimously recommended the school for accreditation, affirming that LSA is in compliance with all accreditation standards and noting that it is “truly living the school’s mission.”

THE OPPORTUNITY

Lee-Scott Academy is at a meaningful moment in its history. In its last quarter century, it has had strong and stable leadership led by Dr. Don Roberts (2000-2016) and Dr. Stan Cox who began serving as Head of School in 2016 and will retire at the end of the 2026-27 school year.

Enrollment is very strong with almost 20% growth since 2021. The Christ-centered culture that defines the school is vibrant and deeply valued, and a devoted faculty and community are ready to be led. At the same time, the school is clear about what comes next: a sharpened academic program, greater consistency in expectations and communication, and a Head who is visibly present, relationally grounded, and anchored in authentic Christian faith. The next Head of School will inherit a school of genuine strength and will be entrusted with elevating it to its full potential.

To further inform this next chapter, the Board has engaged Ian Symmonds & Associates to assess Lee-Scott Academy’s market position, competitive opportunities, and areas for continued advancement. This assessment will provide important insight for the Board and next Head of School as LSA considers how to strengthen its program, expand its reach, and grow wisely from a position of institutional momentum. The Board is also actively exploring the launch of a robust and comprehensive campus master planning process. Together, these efforts reflect the Board’s commitment to equipping the next Head of School with the strategic tools, market intelligence, and long-range facilities framework needed to lead Lee-Scott Academy into its next season of growth and excellence.



REPORTING RELATIONSHIP

The Head of School is an ex-officio, non-voting member of the Board and its committees. The Head of School reports to the Board and looks to the President of the Board for guidance and interpretation of policies.

EXPERIENCE AND KNOWLEDGE REQUIREMENTS

The Head of School of Lee-Scott Academy will hold at least a Master’s degree or its equivalent. Experience should include school leadership, with a minimum of 10 years of experience in the education profession. Education and job history should reflect knowledge of the technical and practical phases of independent school operations, and job experience should reflect evidence of leadership, moral character, and community relations ability. Experience in Christian or faith-based school leadership is strongly preferred.





DUTIES AND RESPONSIBILITIES

Policy

1. Recommends policies or policy changes to the Board for its action and reports to the Board on policy implementation.
2. Works with appropriate Board committees to develop plans for the Board’s consideration, adoption, rejection, or modification.
3. Serves as the only operating officer of the school and conducts all day-to-day operations.

Employees

1. Hires and dismisses all employees of the school, and informs the Board accordingly.
2. Sets salaries for all employees on the basis of the salary scale and budget established by the Board and serves as the sole supervisory authority over all staff.

Finances and Fundraising

1. Prepares an annual budget in conjunction with the Treasurer and Finance Committee for Board adoption, and reports monthly on budget performance.
2. Oversees the development program, fundraising, and grant writing in conjunction with appropriate Board committees.

Admissions

1. Admits and dismisses students and reports to the Board on all special cases of admission or dismissal.

Curriculum and Academics

1. Bears overall responsibility for the curriculum at all levels in accordance with Board policy, including the choice of texts and classroom materials.

Student Life, Athletics and Arts

1. Sets all disciplinary rules and administers them in accordance with the general philosophy of the Board.
2. Oversees all physical athletic, arts, and extracurricular programs.

Community and Institutional Leadership

1. Represents the school in the community and in professional associations, and supervises all publicity and communications distributed to school constituencies.
2. Has responsibility for the spiritual life of the school and accepts responsibility for the physical plant and its maintenance.
3. Cooperates with parent organizations and furnishes the Board with statistical reports on enrollment, admissions, and standardized test scores.



THE CHARGE

Lead from a Living, Visible, and Courageous Christian Faith.

Be a spiritually mature follower of Christ. Model Christian character in every decision and interaction, cast a compelling spiritual vision that unites the full school community, and ensure that Christ is woven into the fabric of the school's daily life.

Advance Lee-Scott Academy to Become a Premier Christian School.

Lead with vision and courage to take LSA from a strong regional school to a recognized standard of excellence among Christian independent schools in the Southeast. Unlock LSA's significant untapped philanthropic potential to realize the school's full promise.

Elevate the Academic Experience.

Bring genuine academic vision and the credibility to act on it — strengthening all academic programs to ensure every LSA graduate is prepared for college, career, and life.

Recruit, Develop, and Retain Mission-Aligned Faculty and Staff.

Build a culture where outstanding Christian educators are actively recruited, deeply supported, professionally challenged, and retained for the long term.

Build Trust Through Visible Presence and Transparent Communication.

Be genuinely present — in hallways, at games, at performances — and communicate proactively and transparently around decisions and school direction.

Cultivate One Unified LSA Community.

Pursue a cohesive school-wide identity connecting academic, athletic, and arts programs under a shared sense of purpose while protecting the family-centered culture that distinguishes LSA.

ABOUT AUBURN-OPELIKA

Discover Auburn-Opelika, Alabama: Where Southern Tradition, Innovation, and Community Come Together

Nestled among the rolling hills of east-central Alabama, Auburn-Opelika is a vibrant region known for its welcoming spirit, strong sense of community, and nationally recognized university. Home to Auburn University and located along the Interstate 85 corridor between Atlanta and Montgomery, the neighboring cities of Auburn and Opelika combine small-town charm, rich heritage, and modern growth.

Outdoor Recreation & Natural Beauty – Scenic landscapes & year-round adventure:

- Chewacla State Park’s waterfalls, hiking trails, mountain biking, camping, and lake recreation
- Kiesel Park, the Louise Kreher Forest Ecology Preserve, the Donald E. Davis Arboretum, and Opelika’s parks and greenways offering opportunities to explore Alabama’s native landscapes
- Rolling plains, forested green spaces, and the southern foothills of the Appalachian region surrounding both communities

Historic Downtowns & Local Character – Two distinct communities with deep roots & traditions:

- Downtown Auburn and Historic Downtown Opelika feature locally owned shops, restaurants, cafés, breweries, and walkable gathering places



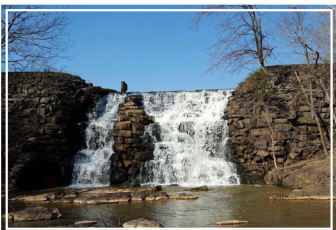
- Toomer’s Corner, Auburn University traditions, and Opelika’s railroad heritage showcase the region’s unique character
- A shared history shaped by Auburn University, Southern hospitality, and community pride

Community & Quality of Life – Education, culture, & growth:

- Auburn University serves as the heart of the region, driving innovation, research, economic growth, and a vibrant collegiate atmosphere
- Arts and culture venues including the Jule Collins Smith Museum of Fine Art, Gogue Performing Arts Center, and Opelika Center for the Performing Arts
- Excellent schools, diverse housing options, thriving local businesses, and a high quality of life

Whether cheering on the Tigers on game day, exploring Historic Downtown Opelika, or enjoying the trails and parks throughout the region, Auburn-Opelika offers a distinctive Southern lifestyle defined by tradition, opportunity, and community connection.

PLACES TO VISIT IN AUBURN



CHEWACLA STATE PARK



GOGUE PERFORMING ARTS CENTER



JORDAN-HARE STADIUM



MUSEUM OF EAST ALABAMA

SEARCH PROCESS AND TIMELINE

The Lee-Scott Academy search is underway to appoint a Head of School to begin in June or July 2027. LSA has appointed a Search Committee and has engaged NextEd to provide support. Compensation will be competitive with comparable independent 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 include specific personal information and the following required uploaded documents:

- Interest cover letter
- Resume
- Statement of Christian Testimony

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.

TIMELINE



COMMUNICATION

Please direct all inquiries to:

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

CLICK HERE TO APPLY