OPPORTUNITY PROFILE

Head of School

Providence Classical Christian Academy

ROGERS, ARKANSAS



Introduction



Providence Classical Christian Academy (Providence) is a K–12, independent, college-preparatory school serving families throughout Northwest Arkansas and Southern Missouri. Founded in 2004 by four families who discovered the University-Model School® concept in Texas, Providence opened with 39 students in grades K–6 and has since grown into one of the fastest-growing private schools in Northwest Arkansas, now serving students across two campuses with over 80,000 square feet of education and athletic training facilities. Providence is now searching for its next Head of School to lead the school into its next chapter.

As the school looks for its next leader, it seeks a spiritually grounded, wise, and visionary Head of School who communicates clearly, builds trust, and prioritizes faculty culture and retention alongside strategic growth, all while continuing to invest in facilities and communication. Reporting to the Board of Directors, which delegates day-to-day operational authority to this role, the incoming Head of School will join a thriving school at a pivotal moment — with the opportunity to build trust, unify the community around a shared vision, and lead the school toward a permanent, unified campus.

MISSION

To partner with parents in a classical, college-preparatory education to equip students with a Biblical worldview, all to God's glory.

VISION

To see a community of strong Christian families that is influencing their community, nation, and the world for Jesus Christ and His glory.

Values

SHAPING MINDS. FORMING CHARACTER.

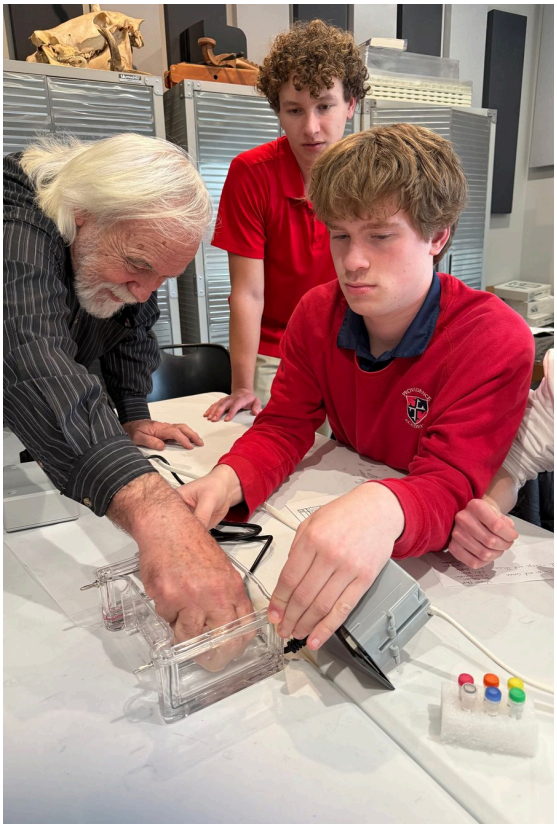
- **Heartfelt Believer** 1 Cor 15:1-11
- **Dedicated Disciple** Heb 10:24-25
- **Deep Thinker** Rom 12:2
- **Articulate Influencer** Col 4:5-6
- **Truth Seeker** Phil 4:8
- **Servant Leader** Eph 2:10
- **Faithful Witness** Mt 28:19-20

Providence at a Glance

2004 FOUNDED	**675** TOTAL ENROLLMENT K–12 (2026–27)	**7:1** STUDENT-TO-FACULTY RATIO
126 FACULTY / STAFF (FT/PT)	**15** AP & COLLEGE CONCURRENT COURSES	**$7M** OPERATING BUDGET

Academics

Providence's academic program is built around the classical Trivium — Grammar (K–6), Logic (7–8), and Rhetoric (9–12) — with each stage building on the last as students grow in knowledge, reasoning, and expression. Grammar students master phonics, memorize Scripture, and begin Latin or Spanish; Logic students sharpen critical thinking through literature, science, and math through geometry; and Rhetoric students engage the "Great Conversation" through classic thinkers like Plato and Aristotle, culminating in dual-credit coursework with John Brown University.



Academics unfold through Providence's University Model, in which professional teachers partner with parents around parent involvement, character development, and college readiness. Elementary students attend classes on campus two days per week, and students in 7th grade and above attend three days per week, continuing their education at home on the remaining days under parent guidance. Parents serve as "co-teachers" in the Grammar School, transition to "facilitators" in the Logic School, and serve as "advisors" as students move toward independent study in the Rhetoric School.

GRAMMAR	LOGIC	RHETORIC
K–6	7–8	9–12

Fine Arts



The arts are an essential part of Providence's mission to inspire creativity and cultivate talent through expression, with students encouraged to develop artistic gifts at every grade level. Visual arts courses, taught alongside guest professional artists, help students build technical skill and an appreciation for different art forms. The theatre and drama program is an active, faith-based program in which students explore performing, designing, stagecraft, and writing, with roughly 60 students in grades 7–9 participating in the junior high fall musical and 80 to 100 students participating in the upper school spring musical. The music department trains students to understand music as both an art form and a valued part of culture, with opportunities ranging from Beginning Band in the Grammar School to the Providence All-Star Pep Band and Chapel Worship Team in grades 9-12.

Athletics

THE PATRIOTS

Providence offers a variety of sports for its students, competing in the Arkansas Activities Association, including:







Baseball	Basketball	Cheer	Cross Country
Golf	Indoor Track	Outdoor Track	Soccer
Softball	Swim	Tennis	Volleyball

Student Life

Providence offers a diverse range of clubs and activities — including Student Government, National Honor Society, Chapel Leaders, Drama Club, Choir, Band, Art Club, Debate Team, and Yearbook Club — that let students explore interests, build skills, and form meaningful friendships.

> School spirit and traditions unite students, families, and faculty in a shared experience of faith, learning, and fellowship, including the First Day of School Prayer, Boo Hoo Breakfast, Spirit Days, Donuts with Dads, Senior and Freshman Retreats, Homecoming Week, Family Appreciation Week, and Senior Awards and Commencement.



Governance and Accreditation

The Board of Directors is responsible, under the headship of Christ, for all school activities and acts as the legislative body in formulating school policy — approving the Mission Statement, operating policies, Strategic Plan, annual budget, capital expenditures, and fundraising programs, and hiring the Head of School. The Board delegates day-to-day operation of the school to the Head of School, retaining oversight to ensure the curriculum and all school activities conform to the Mission Statement and applicable policies.

Providence is accredited by Cognia and Christian Schools International (CSI), and is certified by University-Model Schools International (UMSI), affirming its dedication to blended learning models that foster both classroom instruction and parental involvement.

COGNIA	CSI	UMSI CERTIFIED

Finances and Fundraising



Providence is committed to making its classical, Christian, University-Model® education accessible to families. Each year, scholarship assistance is made available to qualifying families through a combination of Providence-funded financial aid and support from outside scholarship partners, including ACE Scholarships. Providence is also preparing to launch a major capital campaign to fund a permanent, unified campus and athletic facilities — a roughly $15M Phase 2 effort central to the school's next chapter. The incoming Head of School will play a lead role in donor engagement and advancement as the school builds toward this milestone.

$15M Phase 2 capital campaign for a permanent, unified campus and athletic facilities

The Opportunity

The Head of School serves as the chief executive of Providence Classical Christian Academy, reporting to the Board of Directors. The Head of School is responsible for advancing the school's mission as a Christ-centered, independent, classical, college-preparatory K–12 school delivered through the University-Model®, and for the overall leadership of the school's people, programs, finances, and operations within the policies and executive limitations established by the Board.

Essential Responsibilities

1 Mission and Vision

- Understand, own, and advance the school's classical and Christian mission delivered through the University-Model.
- Communicate the mission effectively and consistently to internal and external audiences.

2 School Culture

- Act within the school's mission and policies, publicly and privately.
- Cultivate alignment with the school's standards of conduct across all constituent groups — administration, faculty, staff, students, and parents.
- Continually evaluate, develop, and safeguard school culture in accordance with the mission.

3 Strategy

- Participate with the Board in long-term strategic planning, strategic financial planning, and annual strategic goal setting.
- Accomplish annual strategic goals as set forth in the Head of School's Annual Agenda.

4 Talent

- Hire, develop, lead, retain, and, when necessary, release administration, faculty, and staff.
- Foster a faculty and staff culture that prioritizes professional development at all levels.
- Apply work schedules, flexibility, and supervisory assignments consistently and equitably across similarly situated roles, in accordance with school policy.

ESSENTIAL RESPONSIBILITIES, CONTINUED

5 Financial Stewardship

- Manage the annual budget to meet the Board-approved hard-income operating plan.
- Cultivate and solicit major gifts and lead the school's development efforts.
- Implement ISM financial best practices, including long-term strategic and financial planning, hard-income funding, cash reserve development, faculty compensation planning, and debt service management.
- Work effectively with the Board Finance Committee, chief finance officer, and the school's financial leadership.

6 Board Relations

- Work professionally, respectfully, and effectively with the Board and submit to its authority.
- Promptly inform the HSEC (or, in its absence, the Board Chair) of personnel and other significant school matters.
- Communicate openly and honestly with the Board, including notifying the Board of any policy the Head of School is unable to support.

7 Operations

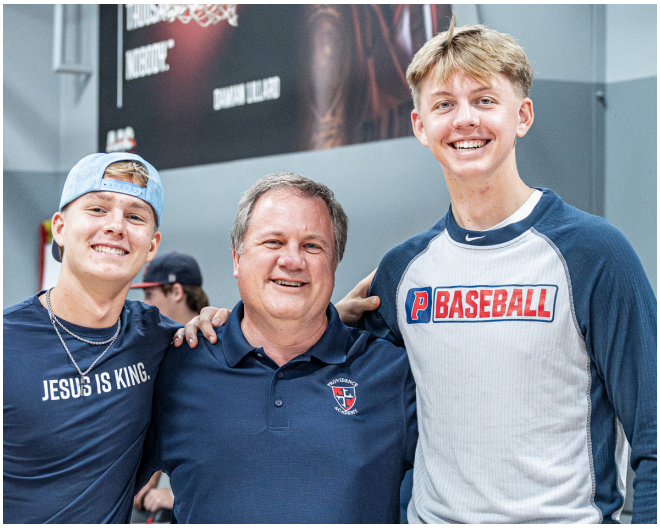
- Oversee daily school operations, including students, faculty, staff, facilities, and campus safety and security.
- Ensure appropriate administrative coverage and supervision at all school activities, including those outside normal school hours.
- Maintain constructive relationships with the organizations and churches from which the school leases facilities.
- Perform other reasonable duties in the ordinary course of school operations as assigned by the Board.

Professional Qualifications

- Master's degree in education, business, theology, or a related field.
- Five or more years in a senior leadership role, with demonstrated success in people management and/or educational leadership.
- Demonstrated ability in financial management, fundraising, and organizational leadership.
- Excellent written and oral communication skills.

Faith and Character Requirements

- Professes personal faith in Jesus Christ as Lord and Savior and affirms, without reservation, the school's Statement of Faith, Statement of Faith on Marriage, Gender and Sexuality, and Educational Philosophy and Objectives.
- Is an active, financially supporting member of a local church whose fundamental beliefs align with the school's Statement of Faith, and maintains that membership during employment (Hebrews 10:25).
- Serves as a Christian role model in attitude, speech, conduct, and appearance, both in and out of school (Luke 6:40).
- Possesses a clear knowledge of, and passion for, classical Christian education and the University-Model, and is able to articulate and implement a biblical philosophy of education at all levels of the school.
- Recognizes parents as primarily responsible before God for their children's education and partners with them in that task.



- Demonstrates integrity, sound judgment, emotional stability, servant leadership, and appropriate confidentiality in all school matters.
- Exercises objectivity in decisions affecting the school when the Head of School's own children are enrolled.
- Prays faithfully for the school, its staff, students, and families, and models biblical principles of leadership in relationships with faculty and staff.

The Charge

Providence Classical Christian Academy seeks a leader who will help a thriving school transition from its founding era into its next chapter — to build trust, unify the community around a shared vision, and lay the relational groundwork for a major capital campaign, all while protecting the Christian, classical, university-model mission that defines the school. The following charge outlines what this person will need to do in order to succeed over the next few years.

1 **Listen and Learn Before You Lead.**

Spend your first season immersing yourself in Providence's history, people, and culture by building relationships with families, faculty, staff, and the Board before making major changes, so that you ground your subsequent decisions in genuine understanding rather than assumption or past successes elsewhere.

2 **Rebuild Trust Through Visible, Transparent Leadership.**

Be present and known across both campuses, communicate proactively and directly with families and faculty, and follow through on prior commitments the school has made, beginning with promises toward a permanent campus.

3 **Lead the Phase 2 Capital Campaign and Deliver a Permanent Campus.**

Combine the financial competence, donor relationships, and public presence needed to complete the roughly $15M capital campaign for athletic and campus enhancements, ending the uncertainty a lack of permanent facilities has created in the community.

4 **Build and Empower a Deep Senior Leadership Team.**

Unify the already strong principals and administrators at Providence around a cohesive vision, equipping and empowering them to run day-to-day school life freeing the Head to lead as a true executive.

5 **Unify the Community Around a Clear, Shared Vision.**

Replace the school's current sense of competing priorities with a God-directed vision for the school, align the Board, faculty, and families around the vision for Providence's next era, and develop a credible plan to get there.



6 Strengthen and Retain Faculty, Especially in the Upper School.

Close the pay, workload, and support gaps driving Upper School faculty turnover, and restore consistency in academic rigor and spiritual formation across both campuses.

7 Restore Financial and Institutional Transparency.

Build out an operational practice of communicating tuition decisions, school finances, and major school changes to constituents clearly and in advance, engendering trust among families and faculty.

8 Position Athletics as a Character-Building Complement to Academics.

Clarify how Providence's athletics program serves its mission and spiritual formation rather than competing with it, and improve how athletics decisions are communicated to the community.

9 Grow Smart, Not Big.

Pursue enrollment growth deliberately in a fast-growing region, serving families who want a classical, Christian, university-model education, while scaling intelligently to preserve the community and student care for which Providence is known.

10 Keep Discipleship and Classical, University-Model Identity at the Core.

Ensure growth in athletics, facilities, operations, and enrollment is cohesive and promotes, rather than dilutes, Providence's core mission as a covenant Christian, classical, university-model school.

Search Process & Timeline

The Providence Classical Christian Academy search is underway to appoint a new Head of School. The hiring decision will be made by the Board of Directors. Providence 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 other information deemed important to the search. Semifinalists will also participate in a recorded video interview.

Communication

Please direct all inquiries and nominations in confidence to:

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