

MIDDLE SCHOOL PRINCIPAL

SAN ANTONIO CHRISTIAN SCHOOL

SAN ANTONIO, TX



INTRODUCTION

San Antonio Christian School (SACS) is seeking a dynamic, experienced, and collaborative leader to serve as its Middle School Principal. Located on a beautiful 71-acre campus, SACS is a non-denominational covenant Christian school with small class sizes and quality academics, coupled with a wide range of art and athletic opportunities, which provide students with a Christ-centered education while fostering a life of faith and service.

At SACS, we believe that leadership in Christian education is both a calling and a partnership in God's work of shaping young lives. The principal sets the tone and vision for all the middle school's academic and extracurricular programming. This person will lead a middle school faculty community deeply rooted in biblical truth and passionately dedicated to discipling the next generation of servant leaders to develop the gifts and talents that God has imparted into their lives.



MISSION STATEMENT

“Partnering with families to provide students a Christ-centered education while fostering a life of faith and service.”

As a non-denominational Christian school, SACS offers small class sizes and a diverse range of opportunities for students to thrive. From athletics and award-winning art programs to nationally recognized journalism classes, skilled drama productions, and exceptional band and music programs, SACS inspires students to explore their passions and achieve excellence.

CORE VALUES

- Integrity
- Devotion
- Biblical Worldview
- Sustaining Ministry
- Discipleship
- Partnership
- Stewardship
- Academic Excellence
- Guiding Ethic



MOTTO

*“Faith. Character.
Academic Excellence.”*

SACS prioritizes a personal faith in Christ and strives to develop a character that honors Him in all that they do. SACS upholds academic excellence through our rigorous but attainable educational programs and desires to see students become all that God has designed them to be.



STATEMENT OF BELIEFS

- **We believe** in the Scriptures of the Old and New Testaments as verbally inspired by God and inerrant in the original writing, and that they are of supreme and final authority in faith and life.
- **We believe** that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man.
- **We believe** in the Biblical teaching that man was created by a direct act of God and not from previously existing forms of life; and that all men are descended from the historical Adam and Eve, first parents of the entire human race.
- **We believe** in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and in His present life there for us, as High Priest and Advocate.
- **We believe** that all who receive by faith the Lord Jesus Christ are born-again of the Holy Spirit, and thereby become children of God, and are eternally secure in Him.
- **We believe** in one God, eternally existing in three persons: Father, Son, and Holy Spirit.
- **We believe** that man was created in the image of God; that he sinned and thereby incurred not only physical death, but also that spiritual death which is separation from God; and that all human beings are born with a sinful nature.
- **We believe** that the Lord Jesus Christ died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the grounds of His shed blood.
- **We believe** in "that blessed hope" the personal and imminent return of our Lord and Savior, Jesus Christ.
- **We believe** in the bodily resurrection of the just and unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost.

GAC

AT A GLANCE

<p>FOUNDED</p> <p>1972</p>	<p>ENROLLMENT PREK-12</p> <p>1000</p>
<p>100%</p> <p>COLLEGE ACCEPTANCE RATE</p>	<p>AVERAGE CLASS SIZE</p> <p>20</p>
<p>146</p> <p>CHURCHES REPRESENTED</p>	<p>20%</p> <p>MILITARY COMMUNITY</p>
<p>150</p> <p>FACULTY (FT/PT/STAFF)</p>	<p>FACULTY WITH ADVANCED DEGREES</p> <p>40%</p>



ACADEMICS

San Antonio Christian School provides a Christ-centered, college-preparatory education that nurtures the whole student—academically, spiritually, and personally. Grounded in biblical truth, the SACS curriculum is specifically designed to support growth not just in knowledge but also in faith, character, and leadership.

From the foundational years of Pre-K through the academic rigor of High School, teachers serve as “living curriculum,” bringing lessons to life in a way that empowers students to think critically, express their beliefs, and pursue their God-given potential—whether in college, their careers, or beyond. Small class sizes and personalized attention create an environment where students are known, supported, and provided with the foundation they need for academic and personal success.

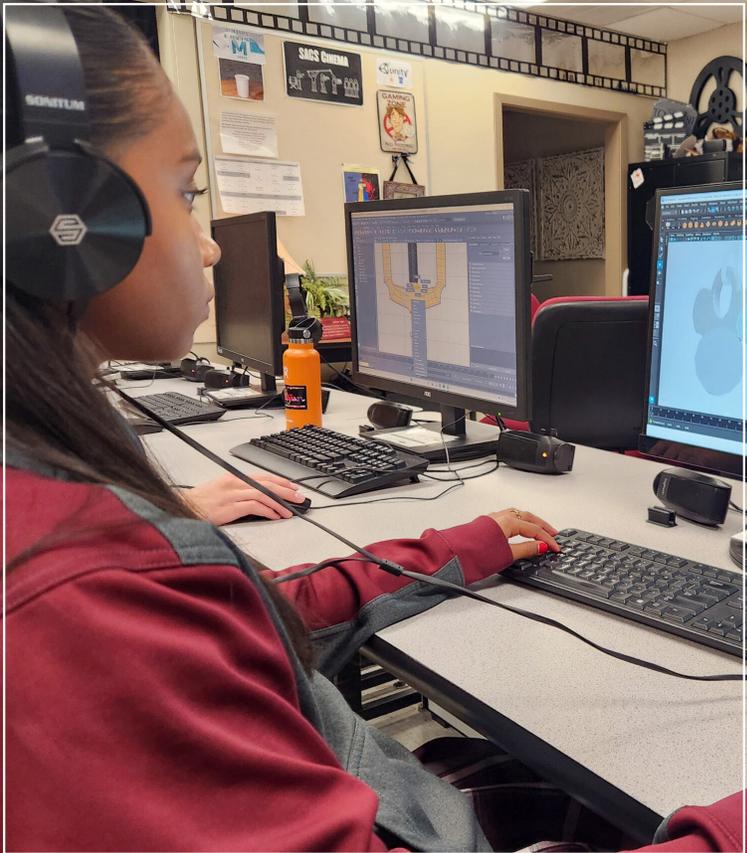
Through a blend of strong academics, engaging enrichment opportunities, service projects, and a focus on character development, SACS equips students to succeed in college and in life—preparing them to lead with excellence and faith in every endeavor.



FINE ARTS

The Arts Department is dedicated to enriching students’ lives through comprehensive programs in the visual and performing arts. By engaging in disciplines like drawing, painting, music, and theater, students develop their God-given talents while learning critical skills in collaboration, self-expression, and communication. SACS’s Christ-centered approach encourages students to see the arts as a reflection of a creative God and a powerful tool for glorifying Him.

Students also have opportunities to showcase their talents through performances, exhibitions, and competitions, building confidence and a deeper appreciation for their craft. In the visual arts, offerings include painting, sculpting, pottery, fiber arts, printmaking, and digital design. In performing arts, students can engage in band, theater, worship, rock and jazz ensembles, and stage production—including roles behind the scenes for lighting, sound, and set work. The school’s arts curriculum also includes journalism and multimedia, allowing students to develop communication skills across new media. By integrating rigorous artistic training with spiritual formation, SACS prepares student-artists to lead with creativity, integrity, and purpose—in their art and in life.





ATHLETICS - THE LIONS

San Antonio Christian School fields competitive teams across a wide range of sports and competes in TAPPS (Texas Association of Private and Parochial Schools) at the High School level and ISAL (Independent School Athletic League) in Middle School. Athletics at SACS is more than competition—it is a platform for discipleship, teamwork, and leadership. Student-athletes are coached to give their best on the field and in the classroom while growing in faith, character, and perseverance.

Middle School athletics emphasize participation, skill development, and sportsmanship as students explore their interests and discover their potential. At the High School level, programs become increasingly competitive, offering opportunities for athletes to excel at district, regional, and state levels. Supported by quality facilities and dedicated coaches, SACS Athletics equips students to honor God through their effort, attitude, and example—preparing them to lead with courage both in sport and in life.



ATHLETIC OFFERINGS

- Baseball
- Basketball
- Cheer
- Cross Country
- Football
- Golf
- Soccer
- Softball
- Swimming
- Tennis
- Track & Field
- Volleyball





STUDENT LIFE AND SPIRITUAL FORMATION

SACS provides a Christ-centered environment where students grow in faith, character, and community, equipping them with values that guide them beyond their school years. Students engage daily with Scripture through biblically integrated lessons, weekly chapels, huddle groups, and regular service opportunities, all designed to deepen their walk with Christ. A diverse array of extracurriculars—from Student Government, Honor Society, and robotics to worship teams, journalism, community service, and campus ministry initiatives—provides meaningful avenues for leadership, integrity, and fellowship. Retreats at each school level (Elementary, Middle, High) foster spiritual reflection, community bonding, and purposeful growth through worship, devotions, and shared experiences away from daily routine. Through these opportunities and intentionally woven spiritual rhythms, SACS partners with parents to empower students to live their faith authentically, serve others generously, and grow as Christ-centered influencers in school and beyond.

FACULTY AND LEADERSHIP

San Antonio Christian School's faculty is composed of dedicated, Christ-centered educators who view teaching as both a profession and a calling. Each teacher integrates a biblical worldview into every subject, inspiring students to grow academically, spiritually, and personally. With a deep commitment to mentoring and relationship-building, SACS faculty partner with families to help students discover their gifts and pursue God's purpose for their lives.

Under the leadership of Dr. Rob Brown, Head of School, the SACS team strives to ensure that Jesus Christ is preeminent in every aspect of education and community life. Guided by a shared mission of academic excellence and spiritual formation, the leadership team works closely with faculty and staff to cultivate a nurturing, grace-filled environment where students are equipped to think critically, serve faithfully, and lead with integrity.



GOVERNANCE AND ACCREDITATION

The governance model at SACS is designed to protect the mission, promote accountability, and ensure the school's strength for generations to come. The school is overseen by a dedicated Board of Directors committed to the long-term flourishing of its Christ-centered mission. The Board provides strategic oversight, ensures alignment with core values, and entrusts daily leadership to the Head of School and the administrative team. The Head of School is the Board's sole employee, responsible for the leadership of all day-to-day operations—such as personnel, admissions, student life, curriculum, budget, and school culture. The Board does not act as a court of appeal for operational issues. Instead, it focuses on policy, direction, and stewardship.

SACS maintains rigorous standards for educational and organizational integrity. The school is accredited by the Association of Christian Schools International (ACSI), where it has earned Exemplary Accreditation—a distinction held by only a few schools globally. It is also a recognized member of the Council on Educational Standards & Accountability (CESA), affirming SACS's commitment to peer-reviewed excellence in academics, leadership, and institutional health. In addition, SACS holds accreditation from Cognia®, and its credentials are recognized through TEPSAC (Texas Private School Accreditation Commission).



THE POSITION

MIDDLE SCHOOL PRINCIPAL

The Middle School Principal sets the tone and vision for all the middle school's academic and extracurricular programming. This person will lead a middle school faculty community deeply rooted in biblical truth and passionately dedicated to discipling the next generation of servant leaders to develop the gifts and talents that God has imparted into their lives. As a key member of the executive team, this leader provides direction and accountability for academic and program excellence, supporting strategic planning, faculty growth, and continuous improvement across all divisions in a Christ-centered environment.

Working closely with the Head of School, Assistant Head of School, Board of Directors, and school leadership, the Principal ensures that the academic vision aligns with the school's mission, Christian values, and strategic priorities. This individual contributes to the overall health and advancement of the school, fostering collaboration, innovation, and excellence in all areas of teaching and learning. This person shall be spiritually mature and shall instill a life of Faith, Character, and Academic Excellence in those around them, adhering to SACS Heart of a Lion Core Values.

Heart of a Lion Core Values

- Demonstrate a desire for spiritual growth as evidenced by his or her prayer life, Bible study, and spiritual outreach.
- Live out and promote the school's values. Including demonstrating a humble and teachable spirit.
- Recognize the role of parents as primarily responsible before God for their children's education and prepared to assist them in that task.
- Possess spiritual maturity, academic ability, and personal leadership qualities to "train a child in the way he should go." Prov. 22:6 (NIV).
- Memorize and help fulfill the school's mission statement.
- Live by and support the school's statement of faith and lifestyle statement as a condition for employment and continued employment in this ministry.

Professional Competencies and Responsibilities

- Uphold ethical, honest, and respectful conduct in personal and professional matters, appreciating the diversity of conservative Christianity and following the Matthew 18 principle for conflict resolution.
- Maintain an excellent working knowledge of all policies, procedures, and handbooks.
- Demonstrate the importance of discernment, discretion, and confidentiality concerning the sharing of information.
- Demonstrate emotional stability, objectivity, flexibility, and optimism in dealing with everyday stress and communicating the Gospel of Christ.
- Maintain a clean, modest, and tasteful personal appearance that models Christian values and follows school policy.
- Participate and lead orientations, trainings, meetings, development programs, and activities that support the school's mission and vision, and model good attendance and punctuality.
- Cultivate volunteer efforts in support of communication and marketing goals.
- Attend as needed evening and weekend school activities and events.
- Respectfully submit and be loyal to constituted authority.
- Willing to participate in continuing education opportunities that will increase proficiency and job skills.





Job Duties Competencies and Responsibilities

Leadership

- Nurture the spiritual formation and support of our students alongside the Spiritual Life Team in a deep love and devotion to God.
- Mentor, disciple, and equip students through various vehicles, including student groups, student organizations, service learning, spiritual formation disciplines, services, ceremonies, co-curricular teams, and other aspects of student life.
- Shepherd the faculty, families, and students in a counter-culture atmosphere of biblical worldview teaching and learning.
- Mentor faculty to achieve personal growth through identifying and developing gifts and talents that open additional opportunities for areas of ministry on campus.
- Facilitate consistent and clear communication of expectations, school culture, and discipline with students, staff, and families and gracefully resolve challenges.
- Facilitate through dynamic leadership team building and collaborative with parent, faculty, and staff to support school initiatives.
- Help to provide leadership and oversight for middle school athletic programming.
- Help supervise athletic events, evening school functions, and attend school-related community events on and off campus as needed.
- Help manage field trips, out-of-state trips, and related transportation requests.

Culture

- Promote and value a healthy balance across all school programming including academics, fine arts, and athletics.
- Create a positive, nurturing, and enjoyable learning environment rooted in Christian beliefs for all middle school students.
- Work closely with parents, faculty, resource, and counseling staff to assess the needs and plan of action for all students under his/her care.
- Manage relational and redemptive student discipline that seeks an inward transformation heart change and not just an outward compliance.
- Skilled at Biblically based conflict resolution.
- Develop and grow relationships with students, staff, and families, understanding their perspectives, needs, and how to best support and encourage them.
- Develops a culture that equips, supports, and develops leadership skills for staff, faculty, and students.
- Instill confidence in qualified staff to perform their responsibilities, develop staff ownership, and ensure a balance in the distribution of duties focused with a focus on professional collaboration.

Professionalism

- Serve as a collaborative member of the senior level leadership team.
- Be visible to the SACS (San Antonio Christian School) and San Antonio communities, developing positive relationships and partnerships with all stakeholders.
- Facilitate the articulation and realization of a shared vision of continuous improvement.
- Provide input to the formation of the school's long-range strategic plan.
- Help to create a shared vision and clear goals for their schools and ensure continuous progress toward achieving the goals.
- Faithful steward of the schools' budgetary expenditures and provides input to the CFO for the annual budget.





Professionalism Cont...

- Understand, uphold, and model professional ethics, policies, and legal codes of professional conduct.
- Work with HR and the Leadership Team to help recruit, hire, and orientate new employees.
- Ensure that all personnel files are current, treated with appropriate confidentiality, and adequately safeguarded.
- Provide a good learning environment by keeping proper discipline on the school premises.
- Manages school safety and security processes including crisis management procedures.

Academics/Learning

- Instill an academically creative faculty community in the student's faith, character, and academic excellence.
- Continually build upon a strong knowledge of best practices for secondary programs, assessing current level of programming, instruction, class offerings, technology, and curriculum to ensure students are prepared well for college.
- Provide research, input, and vision into the design and development of our current programs, to develop a plan that ensures high levels of student growth and achievement for every student at all learning levels.
- Provide new and outside of the box thinking to support the goals of the school using technology and digital integration in the classroom.
- Advocate for high levels of learning for all students, including students identified as gifted, students with disabilities and at-risk students.
- Work in conjunction with the Academic Dean on MS academic programs.



Support the school's mission and leadership and is active in the life and culture of the school community.

- Comply with the conditions as stated in the employee contract, code of conduct, and employee handbook.
- Show support and high esteem for San Antonio Christian School, its Staff, and the Board of Directors.
- Represent the school and its philosophy in a favorable and professional manner to the school family and the public.
- Participate in the school's development programs and activities in constituency relations, fundraising, and student recruitment and retention.
- Maintain and build relationships to serve as a Biblical/spiritual mentor.
- Support and help lead efforts of diversity and cultural awareness from a Biblical worldview.
- Attend staff meetings and training programs as deemed necessary by the school administration.
- Other duties as assigned.





Qualifications

- A born-again Christian with an evidenced deep, mature, and consistent relationship with Jesus Christ.
- Master's degree in education, leadership, or related field.
- Experience in a Christian School environment or classroom required.
- Obvious love and desire to communicate the Gospel of Christ to young people.
- Excellent customer service skills, diplomacy, and interpersonal skills.
- Highly relational with established record of cultivating strong, appropriate relationships with students and adults.
- Agree and live by the school's lifestyle and faith statements as a condition for employment and continued employment in this ministry.
- Active member of a local evangelical church.
- Strong educational preparation in matters related to Biblical Theology.
- PC proficient with knowledge of standard software and high level of social media competency.
- Effective written and verbal communicator.
- Have reliable transportation to and from work.



Spiritual and Professional Qualities

- Demonstrate a desire for spiritual growth.
- Be a Christian role model in attitude, speech, and actions toward others.
- Maintain high standards of ethics, honesty, judgment, and integrity in all personal and professional matters.
- Maintains a positive and joyful outlook/mentality.
- Respectfully submit and be loyal to constituted authority. Listen and respond to counsel.
- Follow the Matthew 18 principle in dealing with conflict with students, parents, staff, and administration.
- Meet everyday stress with emotional stability, objectivity, flexibility, and optimism.
- Demonstrate the importance of discernment, discretion, and confidentiality concerning the sharing of information.
- Maintain a personal appearance that is a Christian role model of cleanliness and modesty consistent with school policy.
- A sincere appreciation for the diversity within conservative, orthodox Christianity.
- Be willing to participate in continuing education opportunities that will increase proficiency and job skills.
- Model good attendance and punctuality.

Disclaimer: The information presented indicates the general nature and level of work expected of staff in this classification. It is not designed to contain, or to be interpreted as, a comprehensive inventory of all duties, responsibilities, qualifications, and objectives required of employees assigned to this job.





SEARCH PROCESS

The San Antonio Christian search is underway to appoint a new Middle School Principal who will begin in the Spring or Fall of 2026. The hiring decision will be made by the Head of School. SACS has engaged NextEd to provide support. Compensation will be competitive and in line with CESA schools.

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 one-way recorded video interview.

COMMUNICATION

Please direct all inquiries to:

Talin Unruh
Talent Acquisition Manager
720.822.0505
talin@next-ed.com

CLICK HERE TO APPLY