



WILMINGTON
CHRISTIAN SCHOOL



HEAD OF SCHOOL
Wilmington Christian School
Hockessin, DE



INTRODUCTION

Wilmington Christian School (WCS) is a Christ-centered, college-preparatory school serving students from early learning through grade 12 on a beautiful 15+ acre campus in Hockessin, Delaware. Founded in 1946, WCS provides a distinctively Christian, innovative education that effectively develops Godly influencers who are well prepared for life after high school and who impact the culture for Christ. Building on the foundation of Scriptural truth, WCS teaches students to grow in Christian character, to excel in academic proficiency, and to foster mentoring relationships. To carry out this religious mission, Wilmington Christian School employs like-minded people who, through their speech, conduct, and ministry to students, will further our religious purpose and beliefs.

Wilmington Christian School is seeking its next Head of School to begin as early as July 2026. Reporting to the Board of Directors, the incoming Head of School will join a community that is committed to the mission of Wilmington Christian School and is entering a season that requires renewed alignment, trust-building, and confidence as it builds on initiatives from the past five years. The ideal candidate will have a successful track record of executive-level leadership, a commitment to long-term stewardship of the school's mission, and an uncompromising commitment to the Word of God as the basis for all endeavors of the school.

VISION

Wilmington Christian School provides a distinctively Christian, innovative education that effectively develops Godly influencers who are well prepared for life after high school and who impact the culture for Christ.

MISSION

Building on the foundation of Scriptural truth, we teach students to grow in Christian character, to excel in academic proficiency, and to foster mentoring relationships.

CORE VALUES

Biblical Worldview - We believe that to flourish as humans made in the image of God, individuals must perceive and interact with all of His creation through the lens of Scripture. Doing so reflects a commitment to the Lordship of Christ and demonstrates the nature, character, and works of God to the community and to the world.

Exemplary Academics - We are committed to providing the highest quality academic program available, in which students' God-given design is matched with exceptional learning experiences in and out of the classroom. Great teaching, which maximizes learning, includes: engaging lessons, challenging courses, intentional mentoring, and a highly individualized approach to learning which honors each student's unique gifts and potential.

Cultural Influence - We want our students to become Godly influencers, having a positive and restorative impact on the culture. We believe that the foundational elements for creating and cultivating this kind of influence are Christ-like character, vocational proficiency, and the ability to develop meaningful relationships with others.

Grace-based Community - We believe a Christian school community must be marked by honest, engaging relationships and a clear understanding of mutual commitments and responsibilities. In situations when an individual fails to live, learn, and serve in alignment with community values and expectations, we extend grace with love, which means to provide: significant support for success; appropriate discipline and accountability; and a merciful posture towards one another.

PORTRAIT OF THE MATURE GODLY INFLUENCER

Mature godly influencers are:

Faithful disciples of Christ, who

- Have a genuine relationship with Jesus Christ as Savior and Lord,
- Demonstrate Christ-like character, and
- Are committed to developing a Biblical worldview.

Servant leaders, who

- Readily accept responsibility to serve and lead others,
- Communicate with clarity, civility, and conviction, and
- Wisely engage the culture as citizens of two kingdoms.

Life-long learners, who

- Exhibit intellectual curiosity and perseverance,
- Learn new skills in order to adapt to rapidly changing environments, and
- Think logically and critically to discern and apply truth.

Creators and cultivators, who

- Know their God-given design and purpose,
- Utilize their gifts, talents, and skills to invent or improve solutions to real-world challenges, and
- Maintain collaborative connections with peers and older/wiser mentors.

STATEMENT OF FAITH

WCS's Statement of Faith reflects commitment to the key theological truths (orthodoxy) and life application (orthopraxy) of a Biblical worldview. Possessing a Biblical worldview involves relating with God, others, and His creation in ways that are faithful to the historic Evangelical interpretation and application of Scripture.

Section One: The Godhead

We believe there is one God, sovereign creator of all, eternally existent in three persons-Father, Son, and Holy Spirit, equal in every divine perfection and executing distinct but harmonious offices in the great work of redemption.

Section Two: The Bible

We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God, the final and sufficient authority for faith, truth, and life.

Section Three: The Deity and Person of Christ

We believe in the deity of Christ, His virgin birth, His vicarious and atoning death, His bodily Resurrection, His Ascension to the right hand of God, and His personal return in power and glory.





Section Four: Regeneration, Justification, and Salvation

We believe in the absolute necessity of regeneration by the Holy Spirit in salvation because of the exceeding sinfulness of human nature, and that men are justified on the single ground of faith in the shed blood of Christ, and that only by God’s grace and through faith alone are we saved.

Section Five: The Holy Spirit

We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to grow in godliness.

Section Six: The Resurrection

We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of condemnation.

Section Seven: The Church

We believe in the spiritual unity of believers in our Lord Jesus Christ as evidenced in the local body of Christ, the church.

Section Eight: The Nature of Humanity

We believe that God created all human life, in all its conditions and stages from conception through natural death, in his image, having inherent value, dignity, and equality before him. We believe that God’s good design was the creation of two distinct, equal, and complementary sexes, male and female, a distinction embedded in the very biology of the human race, not in one’s self-perception.

Section Nine: The Sanctity of Marriage

We believe that the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We believe that God’s command is that there be no sexual intimacy outside of or apart from marriage between a man and a woman.

WCS

At a glance

FOUNDED
1946

TOTAL ENROLLMENT
PREK-3-12
406

STUDENT-TO-TEACHER RATIO
8:1

AVERAGE AP TEST SCORE
IN 2025
4.05

95%
OF GRADUATES GO ON TO COLLEGE NATIONWIDE

100%
OF UPPER SCHOOL STUDENTS SERVE IN THEIR COMMUNITIES

FULL-TIME EMPLOYEES
64

FACULTY WITH ADVANCED DEGREES
57%

OPERATING BUDGET
\$5.2M



A Loving, Christ-Centered Community

ACADEMICS

WCS is committed to providing the highest quality academic program available, in which students' God-given design is matched with exceptional learning experiences in and out of the classroom. WCS believes that great teaching, which maximizes learning, includes: engaging lessons, challenging courses, intentional mentoring, and a highly individualized approach to learning which honors each student's unique gifts and potential.

LOWER SCHOOL

Wilmington Christian School's Lower School, serving students from PreK-3 through fifth grade, is designed to help students build a strong foundation for future learning through an early learning center and elementary faculty that create classroom experiences based on a Biblical worldview and utilizing classic academic skills. The school emphasizes that the elementary years are uniquely formative, with a strong focus on shaping students through intentional adult role modeling and character development. The Lower School is marked by a commitment to engaged learning, where students collaborate, move, and explore through hands-on activities, while also receiving individualized support, as teachers recognize that students learn in different ways and work to meet the needs of each learner.



MIDDLE SCHOOL

Wilmington Christian School's Middle School is designed to guide students through the middle school adventure, recognizing the significant academic, social, and emotional changes that occur during these years. Students are given increasing independence—from using lockers and changing classes in sixth grade to engaging in a full and diverse academic schedule by eighth grade—within an attentive and supportive environment. The program emphasizes strong relationships and mentorship, with godly mentors, a dedicated guidance counselor, individualized instruction, and small Advisory Groups to ensure that it's hard for a WCS middle schooler to fall through the cracks. Through a range of courses, extracurriculars, and experiences such as sports, clubs, and trips, students are encouraged to explore their unique, God-given design and are stretched as they are prepared for the next phase of high school.



HIGH SCHOOL

Wilmington Christian School's High School program features a growing list of diverse opportunities for students to pursue their God-given design, offering much more than quality academics by immersing students in a loving Christian community of maturing learners and teacher-mentors. The program emphasizes the importance of relationships with peers and teachers as primary supports for personal development, with a strong commitment to nurturing a positive and Godly environment where students in grades 9–12 can flourish. Built around rigorous academics, the high school experience challenges students to work hard, apply prior learning, and acquire new knowledge and skills, moving beyond low-level learning toward an approach described as creating and cultivating, where students expand and improve upon what they learn.

WCS SCHOOL PROFILE



ADDITIONAL PROGRAMS

Wilmington Christian School offers a range of programs that support students beyond the classroom, including comprehensive guidance services that provide academic planning, college preparation, and personal support through one-on-one meetings and group sessions, as well as assistance with applications, testing, and career exploration. The Learning Support Program delivers additional academic help for students who need targeted support, reinforcing a commitment to individualized learning. The Homeschool Partnership Program allows homeschool students to take on-campus classes, build community, and access extracurricular and guidance resources. In addition, the International Student Program combines strong academics with cultural immersion and a Christian worldview, offering ESL support, mentoring, host family placement, and ongoing academic and personal guidance.





ARTS

Wilmington Christian School's Fine Arts program emphasizes artistic expression as a way to glorify Christ, offering strong performing, visual, and theatrical arts opportunities in which students develop their God-given gifts to create and cultivate meaningful work.

Music is a core part of the student experience from early learning through high school, with students participating in classes, ensembles, and performances that build musical knowledge, collaboration, and creativity, including concerts, festivals, and competitions.

Visual arts instruction provides students with opportunities to explore a wide range of media such as drawing, painting, sculpture, and photography, supported by a progression of courses from foundational skills to advanced and AP-level work, with student artwork regularly displayed in a dedicated on-campus gallery.

The theater program allows students to engage in acting, singing, and dancing through an annual major production staged in a modern performing arts auditorium equipped with a full stage, lighting, and orchestra pit, creating a professional-level performance environment. Together, these programs encourage students to grow in skill, confidence, and appreciation for the arts while contributing beauty and fullness to the culture.



ATHLETICS

THE WARRIORS

Wilmington Christian School's Athletics program, home of the Warriors, is built around the development of character, competence, and leadership, using the power of sport to cultivate Godly influencers who compete with excellence both on and off the field. Through the mentorship of Christlike, qualified coaches and a K-12 developmental approach, the program emphasizes winning graciously, losing honorably, and following Godly leadership, while maintaining a strong commitment to excellence in all areas. Athletics are viewed as an extension of the school's mission, preparing students not only for competition but for lifelong impact, with many graduates continuing to play sports at the collegiate level and carrying forward the Warrior ethos and work ethic into future opportunities.

Athletic Offerings:

- Basketball
- Cross Country
- Hockey
- Indoor Track
- Lacrosse
- Soccer
- Track and Field
- Volleyball
- Wrestling



SPIRITUAL DEVELOPMENT

Wilmington Christian School's Spiritual Development program encourages students from the Early Learning Center through graduation to nurture a life-giving relationship with Jesus Christ, with an emphasis on spiritual formation integrated into all aspects of school life and rooted in the goal that Christ would be formed in each student. Central to this experience are dedicated Bible classes, which are part of every student's required course load and focus on studying and memorizing Scripture, exploring Biblical themes, and equipping students to understand and defend their faith, ultimately helping them take ownership of what they believe rather than simply knowing about the Christian faith. The program also includes intentional opportunities for growth, such as regular chapel services, where students hear Biblical teaching and worship together. Influence Groups provide small, relational settings for mentorship, discussion, and deeper spiritual engagement, reinforcing the importance of both large group worship and consistent small group connection.



STUDENT LIFE

Wilmington Christian School's student life experience extends beyond the classroom through a wide assortment of co-curricular activities that give students opportunities to explore their unique interests and apply their God-given gifts in meaningful ways, including academic teams, leadership organizations, service projects, athletics clinics, and spiritual activities such as worship team and Bible quiz. Complementing these opportunities, the school emphasizes learning outside the classroom through field trips, community service events, and international travel experiences that enrich academic learning and expose students to different people and worldviews, with trips spanning local cultural institutions to historical sites and global destinations.



FINANCES AND FUNDRAISING

Wilmington Christian School is supported through a combination of tuition and charitable giving, with a strong emphasis on partnership between the school and its community of families, alumni, and supporters to advance its mission. Philanthropic support plays a vital role in sustaining and enhancing programs, facilities, and student opportunities beyond what tuition alone can provide. The school encourages giving through a variety of avenues, including its annual giving efforts, which help fund immediate needs and strategic priorities across campus. Additional support is generated through targeted campaigns and community engagement initiatives, all aimed at strengthening the school's ability to provide a Christ-centered education and invest in the long-term growth and impact of its students.



GOVERNANCE AND ACCREDITATION

Wilmington Christian School is governed by an elected Board of Directors composed of individuals who demonstrate a strong commitment to Christian education and a vibrant personal faith, with responsibility for overseeing the school and ensuring its long-term stability, mission alignment, and resource stewardship. The Board nominates new members, evaluates the Head of School, and contributes time and expertise to advance the school's mission, with a primary focus on providing strategic leadership and guarding the school's beliefs, vision, and values over time. The school is accredited by the Association of Christian Schools International (ACSI) as well as the Middle States Commission on Higher Education, reflecting adherence to established standards of educational quality and institutional accountability.





THE OPPORTUNITY

Wilmington Christian School is seeking its next Head of School to begin as early as July 2026. Reporting to the Board of Directors, the Head of School will provide executive, educational, and spiritual leadership for the institution. The next Head will enter at an important moment in the life of the school—one that calls for both stabilization and forward movement. This season will require a leader who can rebuild trust, strengthen organizational clarity, and align the school community while advancing its mission. The ideal candidate will bring a proven track record of executive leadership, a commitment to long-term stewardship of the school's mission, and an uncompromising commitment to the Word of God as the basis for all endeavors of the school.

REQUIREMENTS

The Head of School will demonstrate the following across four core dimensions. Each item is intentional and non-negotiable.

FAITH & CHARACTER

- 1. Thriving faith.** A genuine, growing relationship with Jesus Christ evidenced by active participation in a local church whose doctrine aligns with the WCS Statement of Faith, dependence on the Holy Spirit, and a life shaped by Scripture.
- 2. Doctrinal alignment.** Full agreement with the WCS Statement of Faith and commitment to abide by the WCS Code of Christian Conduct in personal conduct and professional leadership.
- 3. Integrity and transparency.** A demonstrated record of honest, consistent communication with all stakeholders — board, staff, families, and community — including the courage to deliver hard truths with care.

LEADERSHIP & EXECUTIVE CAPABILITY

- 4. Proven executive experience.** A minimum of three years (5+ years is preferred) of head-level or senior executive leadership in a school or comparable educational organization, with a demonstrable record of institutional improvement.

- 5. Christian school fluency.** Meaningful experience in Christian education with a deep understanding of its mission, culture, and unique leadership demands — including the ability to sustain and advance Biblical worldview integration across all disciplines.
- 6. Decisive and courageous.** The willingness to make difficult decisions — including personnel, structural, and programmatic — with conviction and without undue delay, while leading through complexity with grace.
- 7. Visionary and strategic.** The ability to articulate a compelling direction for WCS, develop and execute a measurable multi-year strategic plan, and align stakeholders around a shared mission-centered vision.

RELATIONAL INTELLIGENCE & COMMUNITY PRESENCE

- 8. Visible and relational.** An instinct to be present — in classrooms, at events, with families — and to build genuine relationships across every constituency. Not a leader who leads from an office.
- 9. Faculty-centered.** A demonstrated track record of recruiting, developing, retaining, and caring for high-quality educators; and the ability to build a culture where teachers feel valued, supported, and accountable.
- 10. External community builder.** Capacity to represent WCS credibly in the broader Wilmington community, cultivate relationships with area churches and alumni, and serve as a compelling public face of the school.

ORGANIZATIONAL & FINANCIAL ACUMEN

- 11. Business-minded.** The ability to lead a complex organization — overseeing operations, financial sustainability, enrollment, and strategic planning — with the same professionalism expected in any well-run institution.
- 12. Advancement-capable.** Experience cultivating donor relationships and building philanthropic support; comfortable asking for gifts and connecting community members to meaningful investment in the school's mission.
- 13. Credentialed.** A minimum of a master's degree in education or a related field; ACSI Superintendent – All Levels certification, or willingness to obtain.



RESPONSIBILITIES

The Head of School exercises executive authority across five domains. All decisions related to hiring, removing, and evaluating employees are ultimately the responsibility of the Head of School.

SPIRITUAL & MISSION LEADERSHIP

1. **Guard and advance the mission.** Ensure that every program, hire, and initiative is aligned with the WCS Vision, Mission, Core Values, and Portrait of a Godly Influencer.
2. **Model spiritual leadership.** Cultivate a school-wide culture of faith, prayer, and Biblical worldview — not merely by policy, but by personal example and relational investment with students, staff, and families.
3. **Oversee Biblical integration.** Ensure the ongoing development and implementation of WCS's philosophy of Christian education, including curriculum alignment, Bible instruction, chapel, and spiritual formation programming.

PEOPLE & CULTURE

4. **Hire, develop, and hold accountable.** Recruit and retain mission-aligned educators and staff; oversee all hiring, performance evaluation, professional development, and, when necessary, disciplinary and removal decisions.
5. **Strengthen faculty culture.** Build an environment in which teachers feel genuinely supported, appropriately compensated, and empowered — and in which underperformance is addressed promptly and with fairness.
6. **Clarify roles and organizational structure.** Maintain an accurate, current organizational chart with defined job descriptions for all positions; ensure authority lines are clear and consistently observed across the administrative team.

ACADEMIC EXCELLENCE

7. **Lead the academic program.** Oversee curriculum review and development across all divisions, leading with delegation to Principals and Department Heads, and ensuring instructional consistency, appropriate rigor, and alignment with WCS's educational philosophy and accreditation standards.

8. **Maintain accreditation.** Ensure WCS remains in good standing with its ACSI and Middle States accreditations, and proactively addresses any compliance gaps.
9. **Exercise student authority.** Hold final authority for all student admissions, suspensions, and dismissal decisions.

STRATEGY, OPERATIONS & FINANCE

10. **Drive the strategic plan.** In partnership with the Board, lead the creation, implementation, and tracking of a multi-year strategic plan for continuous school improvement.
11. **Own financial stewardship.** Present and manage the annual budget in partnership with the Board Finance Committee; maintain transparent and credible oversight of the school's financial health and resource allocation.
12. **Advance enrollment.** Work in close partnership with the Admissions Director to build and sustain a robust enrollment pipeline, with particular focus on Lower School growth as the school's primary feeder.

COMMUNITY & ADVANCEMENT

13. **Build external presence.** Represent WCS to area churches, community organizations, peer schools, and the broader Wilmington region — actively seeking relationships that strengthen the school's visibility and mission reach.
14. **Lead advancement.** Cultivate donor relationships and oversee fundraising efforts in partnership with leadership and board, working to build a sustainable philanthropic culture and grow the school's endowment over time.
15. **Communicate with all constituencies.** Maintain regular, transparent, and accessible communication with students, families, faculty, staff, alumni, and the Board — including ownership of all official communications in matters of significance.

THE CHARGE

Wilmington Christian School is positioned for continued mission effectiveness, while also entering a season that requires intentional stabilization and renewed alignment. Wilmington Christian School seeks a Head of School who can lead with spiritual maturity, executive clarity, and relational trust in a season that calls for both stabilization and forward movement. The next Head must strengthen faculty culture, elevate academic consistency and rigor, communicate transparently, align the leadership team, and position the school for sustainable enrollment, financial health, and mission-aligned growth.

First 12–18 Months: Stabilization and Trust-Building

- Listen deeply to faculty, staff, families, and students to understand institutional strengths and challenges.
- Rebuild trust through visible, transparent, and consistent communication
- Strengthen faculty culture, including support, accountability, and retention
- Align leadership roles, clarify responsibilities, and ensure effective execution
- Establish clear academic priorities, with attention to consistency and rigor across divisions
- Build confidence in the school's direction among internal and external stakeholders



Next 2–3 Years: Strengthening Core Systems

- Advance academic rigor, curriculum coherence, and instructional consistency.
- Strengthen systems for faculty recruitment, development, and retention
- Sharpen enrollment strategy, external messaging, and market positioning
- Improve family retention and community engagement
- Execute a coherent and measurable strategic plan

Longer-Term Priorities: Growth and Sustainability

- Build advancement capacity and deepen alumni and community engagement
- Strengthen long-term financial sustainability, including endowment development and visible stewardship
- Pursue program innovation selectively and in alignment with mission and capacity
- The next Head of School must lead with wisdom, courage, and theological clarity in a complex cultural and educational landscape, while also demonstrating the communication, relational credibility, and organizational discipline necessary to build trust, strengthen the school community, and ensure long-term mission effectiveness.



ABOUT WILMINGTON, DE

Discover Wilmington, Delaware: Where Mid-Atlantic History Meets Modern City Living

Nestled at the confluence of the Brandywine Creek and Christina River, Wilmington—Delaware’s largest city—offers a compelling blend of colonial heritage and dynamic urban energy. Situated midway between New York and Washington, D.C., and just 30 minutes south of Philadelphia, Wilmington combines the walkability of a close-knit community with the connectivity of a major East Coast hub.

Outdoor Recreation & Natural Beauty – Green space in the heart of the city:

- Brandywine Park’s forested creek-side trails, ideal for runners, cyclists, and nature lovers
- Over 550 acres of parks, plus the rolling hills and grand estate gardens of the Brandywine Valley—part of America’s Garden Capital—just minutes away



PLACES TO VISIT IN WILMINGTON



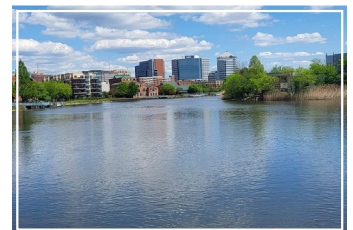
**NEMOURS
ESTATE**



**HAGLEY MUSEUM
AND LIBRARY**



**WILMINGTON AND
WESTERN RAILROAD**



**WILMINGTON
RIVERWALK**



Historic Downtown & Local Character – Centuries of history, alive today:

- Market Street and Rodney Square lined with beautifully restored architecture, boutiques, and restaurants
- Old Swedes Church (1698), Fort Christina, and the Harriet Tubman Underground Railroad Byway running through downtown
- The Riverfront district—a reimagined former shipyard now buzzing with dining, entertainment, and riverside life

Community & Quality of Life – Deep roots and big ambitions:

- Affordable housing from restored downtown brownstones to rowhome neighborhoods and hillside retreats
- A thriving arts scene anchored by the Delaware Art Museum, The Grand Opera House, and The Queen
- Corporate and financial hub of the state, home to more than half of all Fortune 500 companies

Whether strolling the storied blocks of Market Street or exploring the grand estates of the Brandywine Valley, Wilmington offers a distinctive East Coast lifestyle rooted in history, culture, and civic pride.



SEARCH PROCESS AND TIMELINE

Wilmington Christian School is actively seeking its next Head of School and invites qualified candidates to express interest now. The Board is prepared to appoint the right leader as soon as practical and will work with candidates to accommodate reasonable transition timelines. While WCS hopes to have its permanent Head of School in place for the 2026–27 academic year, the Board is committed to selecting the right person over meeting an arbitrary date — and interim leadership arrangements will be considered if necessary to protect the quality of the search. Candidates are encouraged to engage early. NextEd will process expressions of interest on a rolling basis, and the Search Committee will move with appropriate urgency.

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.

STAGE

**APPLICATION
DEADLINE**

**SEMI-FINALIST
INTERVIEWS**

**FINALIST
VISITS**

APPOINTMENT



TIMING

**OPEN — CANDIDATES
ENCOURAGED TO
APPLY NOW**

**ROLLING · AS QUALIFIED
CANDIDATES ARE
IDENTIFIED**

**TO BE SCHEDULED IN
CONSULTATION WITH
FINALISTS**

**AS SOON AS
PRACTICAL · TARGET:
2026-27 ACADEMIC YEAR**

COMMUNICATION

Please direct all inquiries and nominations in confidence to:

Kurt Unruh, NextEd Partner
Search Consultant
303.319.3335
kurt@next-ed.com

CLICK HERE TO APPLY