



Head of School

SEARCH PROFILE



BRADLEY RESOURCE
GROUP



ABOUT BEREAN CHRISTIAN SCHOOL

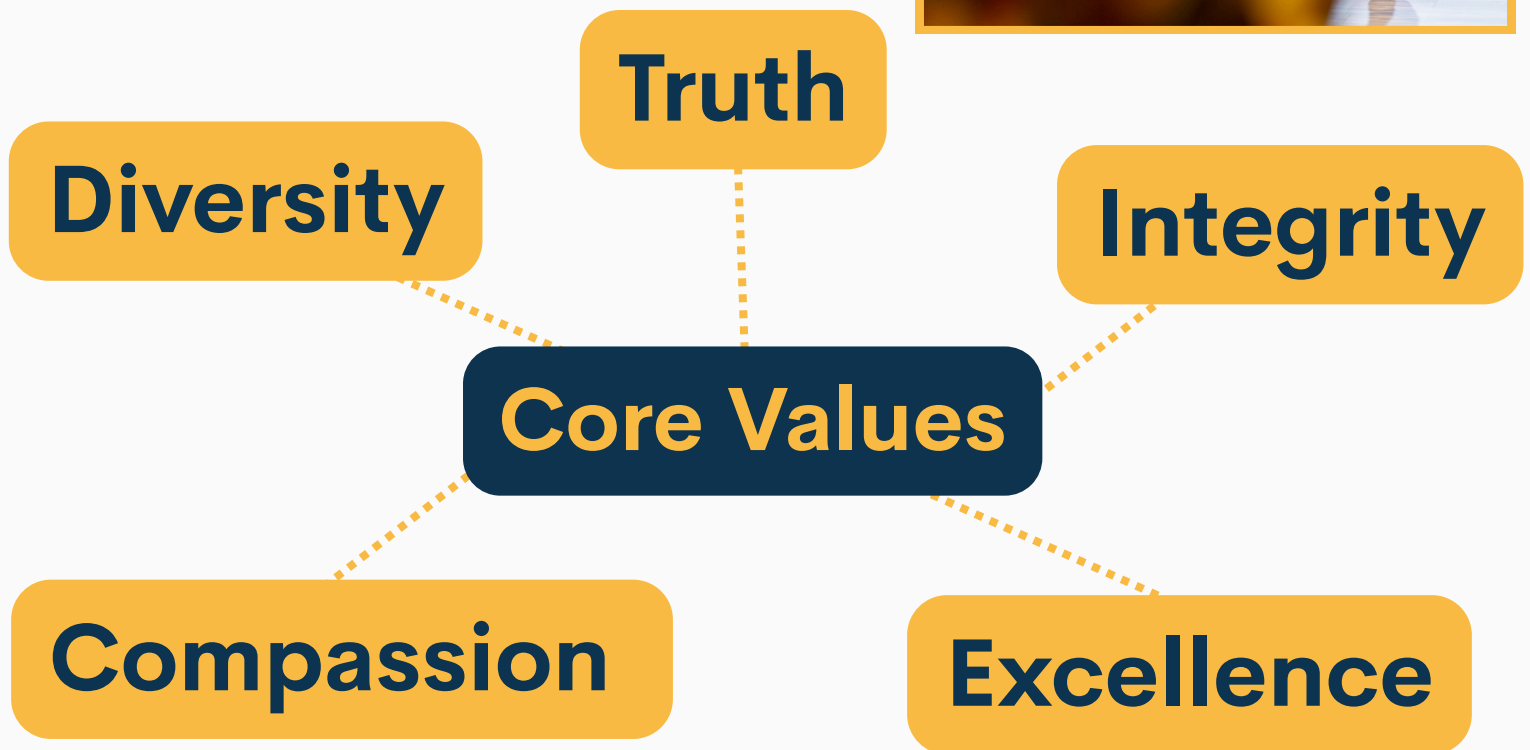
Founded in 1965, Berean Christian School has built a sixty-one-year legacy of academic excellence and spiritual depth in Palm Beach County. Operating as an integral ministry of Grace Fellowship in West Palm Beach, Florida, the school serves a vibrant, diverse community of more than 720 active students from preschool through twelfth grade. Fully accredited by both Cognia and the Association of Christian Schools International, Berean Christian School stands as a premier choice for families seeking a comprehensive, faith-based education in South Florida.

The school's identity and name are deeply rooted in the biblical account of Acts 17:11, reflecting a community of noble character whose members receive truth with eagerness and examine the Scriptures daily. This foundational commitment to biblical literacy and personal faith shapes every aspect of campus life. Guided by the ethos of nurturing faith and shaping futures, the school couples its spiritual depth with a robust, college-preparatory academic framework. This holistic approach yields remarkable results, including a consistent 100% graduation rate and a 90% college acceptance rate among its graduates.

At the core of the school's operational philosophy is a deliberate, three-fold partnership between the school, the home, and the local church. This collaborative ecosystem is designed to empower students to walk as Jesus walked, cultivate Christ-centered leaders, and enrich minds through a rigorous curriculum enveloped in a biblical worldview. Beyond the classroom, students are encouraged to experience and develop their unique, God-given gifts through vibrant fine arts programs and a highly competitive athletic department, proudly competing as the Berean Bulldogs.

Led by a dedicated faculty of more than sixty highly qualified, faith-driven educators, the campus culture balances high expectations with deep pastoral care and student mentorship. Located in a dynamically growing region of Florida, Berean Christian School presents an exceptional foundation for an incoming Head of School. The institution offers a healthy, structurally sound environment, a deeply engaged community, and a clear strategic mandate to guide the school into its next era of regional impact and spiritual influence.

The **Mission** is to exist in partnership with parents and the local church to **EMPOWER** students to walk as Jesus walked, **ENRICH** students with academics enveloped in a Biblically-based Christian worldview, and help students **EXPERIENCE** their God-given and unique giftedness for success in the future.



*The Bereans were of more noble character... for they received the message with great eagerness and examined the Scriptures every day. **Acts 17:11***



Empowering Students To Reach Their Full Potential

Preschool integrates Bible truth across the curriculum through language and literacy, social studies, mathematical thinking, social and emotional development, physical development, scientific inquiry, exploration, and discovery, and spiritual development.

Elementary (K5-4 Grade) students enjoy highly engaging core classes as well as specials that include Bible, Reading, Art, Music, Computers, and Physical Education. BCS keeps Christ at the center of everything they do with biblical integration in all subjects, daily bible classes, and weekly Chapels.

Intermediate (Grades 5-6) teaching teams will place heavy emphasis on developing crucial skills to help students successfully transition into Junior High and beyond. These skills include time management, social engagement, switching classrooms, and proficient study skills.

Junior High School (Grades 7-8) teachers will place heavy emphasis on developing crucial skills to help students successfully transition into High School and beyond. These skills include time management, social engagement, switching classrooms, locker use, and critical thinking.

High School (Grades 9-12) features a curriculum that is intentionally Christ-centered and Biblically based while academically sound, intellectually challenging, and creatively varied. BCS's principal college-preparatory program features AP and dual-enrollment options, and nearly all of our graduates attend a variety of colleges and universities around the country.



EMPOWER students to walk as Jesus walked.

Christian Faculty: Each BCS teacher is a committed, born-again believer who models what it means to be a Christ-follower and teaches our students to think biblically in every subject area. The BCS staff and faculty start each day with staff devotions, where we encourage each other with God's Word and pray for our students, their parents, and the school.

Academics and Christian Worldview: The Bible is the source and foundation for interpreting every academic subject and school activity. BCS believes that a strong academic program equips our students to impact their culture and world for Christ. They are intentional about integrating the Christian worldview into every academic subject.

Chapel: Weekly chapel services (separate for elementary, intermediate, junior high, and high school students) feature prayer, authentic worship, and dynamic speakers who instruct and inspire our students to live for Christ. Chapel speakers include our own Berean faculty and administrators, local pastors, youth leaders, missionaries, Berean parents, and others!

Service & Missions: Every class from Preschool to 12th grade financially supports One Child. Our students participate in numerous ministries to our local community through food drives, service projects, etc. At the beginning of the school year, secondary students attend a two-day spiritual retreat off campus with the school faculty, where they have the opportunity to grow spiritually while having fun and making friends. In the spring, high school students go on mission trips to places like Los Angeles, Philadelphia, Costa Rica, etc., where they lead backyard Bible clubs, help with church construction, participate in street witnessing, etc. BCS doesn't want their students to wait until they graduate to start serving God. They want their students to make a difference using the abilities and gifts God has given them for His glory now, and BCS provides them with many opportunities.



Portrait of a Graduate

Empower students to walk as Jesus walked.

- Possessing and being able to articulate a thorough knowledge of Scripture that results in an integrated biblical worldview.
- Displaying a consuming love for God and love for all people regardless of gender, race, ability, age, culture, or economic status.
- Developing spiritual habits that produce an intimate relationship with the Lord and with the local body of Christ.
- Demonstrating the fruit of the Spirit.
- Living as responsible stewards of their minds, bodies, gifts, resources, time, and talents.

Enrich students with academics enveloped in a Biblically-based Christian worldview.

- Developing lifelong learning habits that produce competency. Developing their intellect to the fullest ability to think analytically and employ problem-solving skills.
- Recognizing, developing, and fully utilizing God-given abilities.
- Maturing as Christian leaders to serve in their respective disciplines.

Experience their God-given and unique giftedness for success in the future.

- Living and sharing the gospel by making disciples.
- Contributing positively to the community through civic responsibility.
- Fostering a spirit of community service and a missionary mindset while serving others with a heart of compassion.
- Appreciating and influencing the arts, literature, media, and the sciences through the lens of Scripture.



EDUCATING and **EMPOWERING** through the Arts.

Berean Christian School offers a comprehensive fine arts program that seamlessly integrates creative expression with the Christian faith across visual arts, music, and theater. The visual arts curriculum, which is a weekly requirement for elementary students and an elective for secondary students, explores art history alongside hands-on mediums like painting, drawing, and 3D sculpture. Music education spans all grade levels, beginning with elementary group performances and expanding in the secondary grades to include choir, vocal ensembles, and a Praise Band that performs diverse worship music. For students interested in the performing arts, the Theatre Club serves 6th through 12th graders by developing their improvisation skills and staging major fall and spring productions, including full-length musicals. Additionally, the school actively engages the local community by welcoming 7th through 12th-grade homeschooled students to participate in its secondary fine arts offerings.





Berean Bulldogs Athletics

The Athletics program at Berean Christian School serves as a cornerstone of student life, offering an intentional platform for students to develop their physical talents, mental fortitude, and spiritual character. Competing as the Berean Bulldogs, student-athletes are encouraged to reach their full potential through a culture built upon five core values: Integrity, Humility, Excellence, Character, and Perseverance. The athletic department is on a distinct mission to empower students to achieve athletic excellence while enriching their lives through healthy competition and experiencing Jesus Christ through team fellowship.

As a proud member of the Florida High School Athletic Association (FHSA) and the Sunshine State Athletic Association (SSAA), Berean Christian School maintains high standards both on the field and in the classroom, requiring student-athletes to uphold strong academic eligibility. From instructional elementary intramurals to championship-caliber varsity teams, including recent historic achievements such as regional titles and state Final Four appearances.

High School Sports (Grades 9–12)

- Fall Season
 - Varsity Football
 - Girls Varsity Volleyball
 - Junior Varsity Volleyball
 - Boys & Girls Varsity Cross Country
 - Boys & Girls Varsity Golf
 - Varsity Swimming
- Winter Season
 - Boys Varsity & Junior Varsity Basketball
 - Girls Varsity Basketball
 - Boys Varsity & Junior Varsity Soccer
 - Girls Varsity Soccer
 - Winter Cheerleading
- Spring Season
 - Varsity Baseball
 - Junior Varsity Baseball
 - Varsity Softball
 - Boys & Girls Varsity Track and Field
 - Boys & Girls Varsity Tennis

Middle School Sports (Grades 6–8)

- Fall Season
 - Football
 - Girls Volleyball
- Winter Season
 - Boys Basketball
 - Girls Basketball
 - Boys Soccer
 - Girls Soccer
- Spring Season
 - Tennis
 - Track and Field



THE OPPORTUNITY HEAD OF SCHOOL

Berean Christian School is seeking a Head of School who is more than an administrator; the role calls for a spiritually mature, visionary leader who can steward the school's future in close partnership with the leadership of Grace Fellowship. The ideal candidate will serve as a leader of leaders, overseeing the school's overall success while reporting directly to the Executive Pastor and working within the broader church-and-school ministry model. The summary of the opportunity emphasizes both faith and function. This leader must be deeply committed to Jesus Christ, grounded in Biblical truth, and motivated by a "be the best, not necessarily the biggest" mindset that values excellence over expansion. At the same time, the Head of School is expected to provide strong instructional leadership, strengthen academics, arts, and athletics, and ensure that day-to-day operations run smoothly.

A central part of the role is advancing Berean's mission and vision in practical, but heart-felt ways. The school wants a leader who will help students walk as Jesus walked, grow through a rigorous biblical worldview, and discover their unique God-given giftedness. This means shaping a school culture where students, faculty, and families are encouraged toward a deeper relationship with Christ and a shared sense of purpose.

The position also calls for relational and organizational strength. The ideal leader is described as authentic, warm, approachable, a great listener, and visibly engaged in the daily life of the school and Grace Fellowship community. Beyond presence, the role requires strategic thinking, humility, confidence, discernment, unity-building, and the ability to empower a highly qualified body of Christ.

Overall, "The Opportunity" presents Berean Christian School as looking for a Christ-centered executive who can balance spiritual leadership, operational excellence, and long-term vision. The school's sixty-one-year legacy and its future possibilities are framed as a stewardship responsibility, calling for a leader who is proactive, mission-driven, and fully invested in the school's growth and faithfulness.



THE ROLE

The Head of School is the primary ministry officer of Berean Christian School (BCS), carrying full executive responsibility for the school's operations, culture, growth, and alignment with the mission of Grace Fellowship: A Church for All Nations. This is not merely a school administration role; it is a ministry leadership position. The families who place their children in BCS are trusting this institution with what matters most to them; the teachers who build careers here deserve leadership that sees them and invests in them; and the students who walk these halls are being shaped for life and for eternity. Every hire, curriculum decision, community event, and budget line is evaluated through that lens.





THE ROLE: MISSION-CENTERED LEADERSHIP

- **Embody and articulate** the school's Christ-centered mission in all internal and external contexts.
- **Ensure** the academic, spiritual, and cultural programs of the school are coherent expressions of the mission, not parallel tracks.
- **Model** Christian character, integrity, and servant leadership for faculty, staff, students, and families.
- **Lead** the school with a clear sense of calling; not merely as a professional administrator but as a ministry leader.

THE ROLE: ALIGNMENT WITH GRACE FELLOWSHIP CHURCH

- **Attend** weekly Grace worship services and demonstrate genuine integration with the church's life and mission.
- **Actively support the church's vision and mission**, including participating in school-related fundraising and advancement activity tied to the church's strategic priorities.
- **Maintain a healthy**, collaborative relationship with the Lead Pastor (Chancellor) and Executive Pastor (Superintendent); communicate proactively and bring problems with proposed solutions.
- **Serve** as the executive owner of school-level matters so that school operational issues do not land unnecessarily on the desk of the Lead Pastor or Executive Pastor.
- **Reinforce** the higher standard expected of administrators as ministry leaders in Grace's school ministry, including regular worship attendance and inviting others.
- **Champion Grace Kids and Grace Students**, strategizing with the pastors who lead those ministry lanes.
- **Champion evangelism** within BCS, evidenced by chapel baptisms as a key indicator of evangelistic effectiveness.



THE ROLE: FACULTY EXCELLENCE & MORALE

- **Recruit, retain, and develop** a faculty that is spiritually grounded, academically excellent, and committed to the mission.
- **Create a culture** where faculty feel valued, heard, and equipped.
- **Conduct** regular faculty evaluations with meaningful developmental feedback.
- **Conduct** regularly scheduled administrative meetings with faculty and staff, and maintain accurate, organized, and accessible personnel records.
- **Address** personnel concerns directly and decisively; do not allow underperformance or unresolved conflict to persist.
- **Invest** in professional development for faculty and staff as a strategic priority.
- **Maintain** competitive, fair, and transparent compensation structures in alignment with benchmarked data, in partnership with the Executive Pastor.



THE ROLE: PARENT & FAMILY ENGAGEMENT

- **Serve** as the primary steward of the school's relationship with its families: accessible, responsive, and visible.
- **Build and sustain** a school culture that parents trust, recommend, and reinvest in through enrollment and generosity.
- **Ensure** parent concerns are handled promptly, graciously, and at the appropriate level within the school.
- **Oversee** parent communications strategy to ensure clarity, consistency, and warmth across all touchpoints.
- **Cultivate** a strong school community identity through events, traditions, and communication rhythms.
- **View family engagement** through the lens of evangelism, ensuring a clear Gospel presentation at graduation ceremonies and creatively pursuing other opportunities to share the Gospel.
- **Connect** BCS families to Grace worship services, Grace Kids, and Grace Students.



THE ROLE: FINANCIAL STEWARDSHIP & BUDGET LEADERSHIP

- **Operate** within budget authority and escalate variances, shortfalls, or opportunities promptly.
- **Pursue strategic** revenue diversification (tuition, enrollment growth, fundraising, grants, and donor development) as a core leadership responsibility.
- **Apply** rigorous stewardship standards to all school spending as a ministry stewardship decision.
- **Present** accurate, transparent admissions reporting to the Executive Pastor on a regular basis with no financial surprises.



THE ROLE: ADVANCEMENT & FUNDRAISING

- **Champion** the school's annual fund, capital campaigns, and donor stewardship initiatives personally and visibly.
- **Build relationships** with major donors, alumni families, and community partners with the capacity to invest in the school's future.
- **Articulate** the school's mission, impact, and needs compellingly to prospective donors and current families.
- **Coordinate advancement** activity with Grace's broader development strategy in partnership with the Executive Pastor.

THE ROLE: ACADEMIC & PROGRAMMATIC EXCELLENCE

- **Maintain and strengthen** accreditation standing; lead ACSI and applicable state-level accountability processes.
- **Oversee curriculum development** and review cycles to ensure academic rigor and biblical integration across all grade levels.
- **Lead** assessment of student outcomes and use data to drive continuous improvement in instructional quality.
- **Approve** all extracurricular activities in alignment with the school's mission, calendar, and safety standards.
- **Ensure** the school's programs remain competitive in the Christian and private school marketplace of Palm Beach County.



THE ROLE: GOVERNANCE, REPORTING & ACCOUNTABILITY

- Report to and maintain a close working relationship with the Executive Pastor (Superintendent), the Lead Pastor (Chancellor), and the Board of Elders (BOE).
- Participate in ongoing leadership development with the Executive Pastor and senior church leadership.
- Provide the Board of Elders with regular reports on the school's spiritual climate, goals, and long-range planning, alongside operational reporting to the Executive Pastor.
- Provide regular written reports on school health, including enrollment trends, faculty morale, budget status, advancement activity, and academic outcomes.
- Ensure compliance with all applicable state, federal, and accrediting body requirements, with no compliance gaps surfacing as surprises.
- Engage constructively with audit findings and management letter items, driving timely remediation in partnership with the Executive Pastor and Finance team.
- Expediently bring to the Executive Pastor any matter involving potential legal action, regulatory scrutiny, or significant public exposure.

DECISION AUTHORITY

The Head of School holds full executive authority over school operations within the scope of the approved budget and established policy. The following matters require Executive Pastor involvement:

- Compensation changes and benefits decisions
- Hiring and termination of administrative staff
- Budget requests outside approved allocations
- New major programmatic, facility, or contractual commitments
- Any matter involving potential legal action, regulatory scrutiny, or significant public exposure



Qualifications

Education & Experience

- Master's degree in education, educational leadership, or a related field required; Doctorate (Ed.D. or Ph.D.) preferred.
- Preferred seven (7) years of progressive leadership experience in a Christian or private school setting, including at least three (3) years in a senior administrative role (Head of School, Principal, or equivalent).
- Demonstrated experience in budget management, faculty supervision, and strategic planning.
- Experience with fundraising, donor cultivation, or capital campaign leadership is strongly preferred.

Certifications & Credentials

- Valid school administrator/principal certification preferred (Florida certification is a plus).
- ACSI (Association of Christian Schools International) leadership credential preferred, or willingness to obtain within an agreed timeframe.

Spiritual & Doctrinal Qualifications

- A born-again Christian with a credible testimony of a growing personal relationship with Jesus Christ.
- Active member (or willing to become an active member) of Grace, demonstrating genuine integration with the church's life and ministry.
- Full agreement with and commitment to Grace's Statement of Faith (Baptist Faith and Message, 2000) and the mission of Berean Christian School.
- A clear sense of calling to Christian education as ministry, evidenced by a track record of mission-driven leadership.
- A servant's heart — enjoyable to work with, marked by a love for God and people, and devoted to the call of God and the Church.

Knowledge, Skills & Abilities

- Strategic and visionary leadership with the ability to translate mission into operational excellence.
- Strong financial acumen and budget stewardship skills.
- Excellent written and verbal communication skills across faculty, parent, donor, and church leadership audiences.
- Demonstrated ability to build trust, resolve conflict, and lead through periods of transition.
- Working knowledge of accreditation standards (ACSI) and applicable state education requirements.
- Poised, professional presence with the ability to handle a fast-paced environment and multiple competing priorities.
- Proficiency with Microsoft Office (Word, Excel, PowerPoint, Outlook) and standard school administration software, with the ability to learn new applications quickly.



WELCOME TO WEST PALM BEACH, FLORIDA

Situated along the scenic Atlantic coast, West Palm Beach, Florida, offers an exceptional quality of life that blends a vibrant, family-friendly environment with the energetic economic growth of South Florida. As the county seat and cultural heart of Palm Beach County, the city is renowned for its year-round sunshine, pristine local beaches, and dynamic outdoor lifestyle. From the historic charm of neighborhood tree-lined streets to the bustling, pedestrian-friendly districts downtown, the area seamlessly couples a relaxed coastal aesthetic with the amenities, infrastructure, and sophistication of a major metropolitan hub.

For families and professionals, the West Palm Beach region provides a welcoming, community-centric environment supported by top-tier amenities. The area boasts a thriving arts and culture scene, anchored by world-class institutions like the Kravis Center for the Performing Arts and the Norton Museum of Art, alongside expansive parks and waterfront walking trails. The city's strategic location also features excellent connectivity, offering convenient access to major transit lines, including the Brightline high-speed rail, and the Palm Beach International Airport, making regional and national travel effortless for residents and visitors alike.

Economically, West Palm Beach is experiencing a remarkable era of growth and transformation, rapidly emerging as a premier corporate hub often referred to as the "Wall Street South." The region has attracted significant investment and influx from the financial, technology, and executive consulting sectors, creating a robust, forward-thinking business climate. This economic vitality, paired with a diverse community fabric and a strong network of local churches and faith-based organizations, provides a thriving landscape for families to plant roots and for private educational institutions like Berean Christian School to expand their regional impact.



APPLICATIONS AND NOMINATIONS

Applications, recommendations, and nominations will be accepted until the next Head of School is appointed. For most favorable consideration, applicants should submit a Resume / CV, a written Christian Testimony and a letter of Interest (addressed to the Head of School Search Committee) immediately. Nominations, expressions of interest, and applications should be submitted directly to:

Joe@BradleyResourceGroup.com

Confidential inquiries and questions may be directed to:

BRADLEY **RESOURCE**
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Chief Executive Officer

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