

KIRK
DAY SCHOOL

Head of School

carterbaldwin
search done better™

About the School

Founded in 1992 as an outreach ministry of The Kirk of the Hills Presbyterian Church (PCA), Kirk Day School (KDS) exists to serve Christian families in the St. Louis community by providing a Christ-centered education for students in preschool through sixth grade. What began as a small covenant school has become a trusted partner for parents seeking both academic excellence and spiritual formation rooted in a biblical worldview.

Located in West St. Louis County, KDS offers a close-knit environment where faith, learning, and community intersect each day. The school's mission, to assist Christian parents in the nurture and education of their children according to the truth of God's Word, shapes every classroom, program, and relationship. Teachers know their students deeply, guiding them toward curiosity, confidence, and character that reflect Jesus Christ.

With an enrollment of approximately 255 students and a faculty of 26, forty-two percent of whom hold advanced degrees, KDS is large enough to offer a rich and balanced program yet small enough to maintain the intimacy and partnership that define its culture. The school holds accreditation from Cognia and the Association of Christian Schools International (ACSI) and maintains active membership in the Council on Educational Standards and Accountability (CESA), the Independent Schools Association of St. Louis (ISSL) and the Christian School Association of St. Louis (CSASL). Now in its fourth decade of ministry, Kirk Day School stands as a vibrant extension of The Kirk of the Hills' vision, preparing the next generation of believers to think biblically, love deeply, and serve faithfully in God's world.

Mission

To assist Christian parents in the nurture of Covenant children, educating them in a Christian world and life view, according to the truth of God's Word, equipping them to be disciples of Christ, impacting His world.

Vision

To partner with families and to help their Covenant children assess their world through the lens of Scripture while providing the richest education possible. The goal is for students to make an impact for St. Louis and the Kingdom.

Foundational Principles

The foundation of the school is solidly built upon the Bible. With that firm foundation, the faculty examine the best teaching practices, study and assess the best curricula for students, work diligently to help them develop as leaders, assist parents in their roles of raising the next generation, and regularly evaluate the extra-curricular activities students experience. The goal is to teach students Biblical wisdom coupled with a cultural literacy rooted in rich academics, thereby providing the best elementary education in St. Louis.





Campus Growth and Facilities Expansion

The school partners with the Kirk of the Hills Church in the use and stewardship of a 55,000-square-foot campus that provides a warm, well-equipped environment for learning and community life. It includes 27 classrooms, a library, a gymnasium, and dedicated spaces for art, music, Spanish, and physical education. Beyond academics, the campus serves as a daily gathering place for worship, play, and fellowship, reflecting the school's belief that every part of a child's education, including the spiritual, intellectual, social, and physical, should work together to honor God.

In response to continued growth and the need for additional space, the school launched an ambitious expansion that is now in its final stages and will open for the 2026-27 school year. The project adds 26,000 square feet, growing the campus footprint by nearly fifty percent to more than 80,000 square feet, and delivers a dedicated school entrance, a new gymnasium, a new library, and six new classrooms, bringing the total to 33. It also adds a redesigned administrative suite with private offices and collaborative workspaces, a nurse station, a reception area, and offices for athletics, physical education, and learning support. A concurrent interior renovation is refreshing existing spaces across campus as well.

This investment in space and infrastructure reflects more than a building project. It represents a commitment to stewarding the mission for future generations. As the school looks ahead to its next chapter, the expanded campus will provide a dynamic environment that supports excellent teaching, deep community, and the Christ-centered formation of every student.



Academics

Kirk Day School provides a Christ-centered academic program that balances intellectual challenge with spiritual formation and character development. The curriculum is built on a biblical worldview and designed to nurture curiosity, critical thinking, and a lifelong love of learning. Teachers partner closely with parents to ensure that each child grows in wisdom and confidence, developing the habits of mind and heart needed to live faithfully in the world God has made.

Preschool

Building a Foundation for Lifelong Learning

The preschool program introduces children to the joy of learning in a warm, nurturing environment. Students are guided through play-based and hands-on activities that encourage early literacy, number awareness, and social development. Each day blends structure with exploration, helping children see God's design in the world around them while building the skills needed for future academic success.

Kindergarten

Growing in Confidence and Curiosity

Kindergarten at KDS bridges early childhood and elementary learning by building on foundational skills in reading, writing, and mathematics while fostering independence and wonder. Lessons are designed to promote both intellectual and spiritual growth, teaching children to approach new ideas through the lens of God's truth. Teachers cultivate a classroom culture where curiosity is encouraged, and every achievement is celebrated as part of God's work in each child.



Elementary School

Preparing Students to Lead and Serve

The elementary program provides a strong academic foundation in core subjects while integrating biblical truth across all disciplines. Students are taught to think critically, solve problems creatively, and express themselves clearly in both written and spoken language. The curriculum is enriched through science, history, and literature studies that point to God's sovereignty and design. An average class size of sixteen students allows for personal attention and teachers strive to know each student deeply—intellectually, spiritually, and personally—so that learning becomes both rigorous and relational.

Co-Curricular Programs

KDS offers a variety of co-curricular opportunities that broaden learning and allow students to discover their God-given gifts. Music, art, physical education, and Spanish are integral parts of the curriculum, reinforcing creativity, discipline, and teamwork.

Educational Support

The Educational Support program provides individualized assistance for students who benefit from additional academic or developmental support. Working closely with classroom teachers and families, the support team identifies learning needs and develops strategies to help each student succeed. The program reflects KDS's commitment to nurturing the whole child, academically, emotionally, and spiritually, so that every student can thrive within a community of care and excellence.

Student Life

Student life at Kirk Day School reflects the same intentionality that shapes its classrooms. Beyond academics, students are encouraged to explore their God-given gifts, build lasting friendships, and grow in character and service. Weekly chapel services, classroom devotions, and community events reinforce the school's commitment to forming hearts as well as minds.Teachers and staff model a Christ-centered way of living that helps students see faith as a natural and joyful part of everyday life.





Extracurricular Opportunities

KDS offers a wide range of extracurricular activities that extend learning beyond the classroom and nurture creativity, leadership, and teamwork. Clubs and programs vary by year but have included chess, STEM, foreign language and music. Students also have opportunities to participate in service projects, academic enrichment programs, and community-building events that strengthen both relationships and faith. These experiences help students discover their passions, develop confidence, and practice using their talents to serve others.

Athletics

The athletics program at KDS seeks to bring glory and honor to Jesus Christ by teaching integrity, perseverance, and teamwork through sport. Students learn to balance competition with humility and respect, seeing athletic participation as an extension of Christian character and discipline. Offerings include baseball, basketball, soccer, volleyball, golf and lacrosse with opportunities for both boys and girls to compete in developmentally appropriate settings. Coaches emphasize sportsmanship, skill development, and cooperation, helping students grow as athletes and as followers of Christ.



The Opportunity

Kirk Day School is entering a new chapter in its 30+ year history, one marked by gratitude for past leadership and anticipation for what lies ahead. With the full support of The Kirk of the Hills Presbyterian Church, KDS continues to serve families seeking a Christ-centered, academically strong, and relationally rich education. A newly expanded campus opens this fall, and the school stands on a foundation of faith and community, well-positioned for thoughtful, strategic growth under its next head of school.

The opportunity before KDS is thus one of focus and forward motion. The school has grown in the past academic year in terms of programs, visibility, and influence, and now enters a season that calls for clear direction and sustained momentum in its mission. Faculty and parents are eager for leadership that continues to strengthen communication, reinforce shared expectations, and build lasting trust across the school community.

The next head of school inherits a mission-driven environment that values truth and grace, backed by strong academic results, including recent standardized testing that places KDS students at or above independent school norms in nearly every category. It is a rare opportunity to deepen an already strong academic identity while stepping into a school with a close, established relationship with its church and the kind of shared confidence that has long characterized KDS's best years.

Serving as both educational and operational leader, in genuine partnership with The Kirk of the Hills, the next head has the chance to build on KDS's reputation as a covenantal community, one where students are known, loved, and equipped to thrive academically and spiritually beyond KDS.

The ideal head of school will bring both organizational strength and pastoral sensitivity to a school ready for exactly that combination. Grounded in a Reformed understanding of Christian education, he or she will model a deep love for Christ and genuine care for people, guiding KDS with the wisdom and warmth to carry its best years forward.





Duties & Responsibilities

The Head of School will:

Promote the School's Mission and Vision

- Demonstrate strong executive and spiritual leadership, establishing and communicating the vision of Kirk Day School in a manner consistent with the mission and by-laws of the School, under the oversight of The Kirk of the Hills Church.
- Ensure consistency in the admission of families and in the selection of faculty and staff who align with the mission, vision, and values of both KDS and KOTH.
- Lead KDS in a manner that reflects the policies and vision established by the KOTH Session and School Board.
- Provide regular reports to the School Board and the Discipleship Committee of the KOTH Session.

Lead and Oversee Recruitment, Hiring, and Development of Faculty and Staff

- Facilitate and maintain faculty and staff performance and relationships that exemplify the school's stated mission.
- Provide a nurturing environment for faculty and staff through ongoing training, development, and maintenance of high professional standards.
- Manage human resources effectively by providing required administrative and regulatory supervision of faculty and staff, including periodic reviews and action or development plans, annual contracting, and salary administration.

Oversee and Direct Day-to-Day Operations

- Lead in a manner that ensures effective allocation of resources, promotes close cooperation between church and school staff, and generates a high level of confidence in the school's management across all constituencies.
- Cultivate an administrative team and properly delegate within this leadership core.

Provide Academic Oversight

- Set the vision for a distinctive academic identity at KDS, one that matches the strength of its spiritual foundation and deepens the school's reputation for excellence.
- Oversee the dynamic tension between maintaining high academic standards and meeting the specific learning needs of the individual children God brings to KDS.
- Ensure ongoing evaluation and development of curriculum and provide oversight of standardized and admissions testing.
- Lead in a manner that upholds academic integrity while integrating a biblical worldview throughout the educational program.
- Provide leadership that balances test performance expectations with holistic student growth, preparing covenant children for future education and adulthood.

Provide Student and Family Discipleship

- While working first and foremost through school faculty, serve as an effective leader and mentor to students and parents, modeling Christ-centered discipleship across the community.
- Counsel students, parents, and staff directly on matters of discipline and growth, demonstrating both grace and truth.
- Ground all interactions in a clear understanding of God's sovereignty and grace, applying reformed theology and biblical principles to every relationship.
- Approach student discipline with the goal of shepherding hearts toward repentance, restoration, and renewed fellowship within the school community.

Lead Financial and Strategic Planning

- Maintain the annual operating plan and assume ownership and responsibility for the five-year strategic plan in close coordination with the School Board and KOTH Senior Staff.
- Direct annual and monthly financial forecasts that result in effective, mission-aligned budgets.
- Communicate promptly and transparently with the School Board regarding financial variances and recommended actions.
- Manage ongoing budgeting and accounting functions with integrity and accountability.

Cultivate Community Relations and Leadership

- Provide effective leadership in promoting KDS's ministry efforts and mission within both the church and school community.
- Cultivate opportunities to communicate the school's unique vision and ministry to the broader Kirk community and beyond.
- Partner with the Kirk Parent Association to encourage parental involvement in school life through volunteer projects and parent programs.

Uphold Professional and Accreditation Affiliations

- Oversee the school's membership in Christian School Association of St. Louis, Independent Schools of St. Louis, and CESA.
- Lead and make strategic recommendations concerning the accreditation and re-accreditation process.





Qualifications and Characteristics

The Head of School will demonstrate:

- Spiritual maturity with a deep affection for the Church.
- Active membership in a Presbyterian Church in America (PCA) congregation or another recognized Reformed, evangelical church.
- Excitement about membership at The Kirk of the Hills and alignment with the theology, culture, and leadership of its Senior Staff and Session.
- Firm commitment to the vision, values, and priorities of KOTH, with the ability to faithfully ascribe to the Westminster Standards of Faith.
- Experience serving and/or leading in a multi-staff environment (minimum of five years).
- A master's degree in education or a related field, with knowledge of pedagogical practices and the distinctives of covenantal Christian education.
- A demonstrated ability to develop faculty and strengthen academic programs.
- Willingness and enthusiasm for his or her children to attend KDS and/or Westminster Christian Academy.
- Prior classroom teaching experience, ACSI certification preferred.
- Proven ability to staff and operate a school or school division of comparable size, fostering a culture of excellence and low staff turnover.
- Strong organizational and communication skills, marked by professionalism, discretion, and proficiency with technology.

Preferred:

- Experience leading or serving within a Christian school under the authority of a church Session.
- Demonstrated financial acumen and the ability to steward resources wisely in alignment with the school's mission and long-term goals.
- Experience leading an elementary Christian school, or a lower or middle school division within a larger school, serving 200 or more students.



Applications and Nominations

Applications, recommendations, and nominations will be accepted until the Head of School is appointed. This Head of School will be expected to begin on July 1, 2027. For most favorable consideration, applicants should submit a Resume/CV, a written Christian testimony, and a letter of interest (addressed to the KDS Head of School Search Committee. Nominations, expressions of interest, and applications should be submitted directly to KirkDayHOS@carterbaldwin.com.

Confidential inquiries and questions may be directed to:

carterbaldwin
search done better™

Chris Hornsby
Partner
678-448-0003
chornsby@carterbaldwin.com

Rodney Anderson
Consultant
404-784-7283
randerson@carterbaldwin.com

Jake Hooper
Research
jhooper@carterbaldwin.com

Jodi Delikat
Search Coordinator
jdelikat@carterbaldwin.com