WESTMINSTER

SCHOOL AT OAK MOUNTAIN

HEAD OF SCHOOL



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ABOUT THE SCHOOL

Established in 1999, Westminster School at Oak Mountain is a K–12 classical Christian school and a ministry of Oak Mountain Presbyterian Church (PCA). The school partners with Christian families in the formation of students who love what is true, good, and beautiful, grounding all of life and learning in the truth of Scripture.

Westminster's classical model shapes both what is taught and how it is taught, emphasizing the study of language, history, science, and the Great Books alongside the formation of wisdom, virtue, and eloquence. In a close-knit community where relationships matter, students are known by their teachers and guided in both their intellectual and spiritual growth, preparing them to think clearly, communicate persuasively, and live faithfully.

The school operates on a 25-acre campus shared with Oak Mountain Presbyterian Church and is organized across two primary campuses. West Campus houses the middle and upper school, including 23 classrooms, locker rooms, athletic facilities, and student gathering spaces. East Campus serves the Lower School and early childhood programs, with 30 classrooms, a sanctuary seating approximately 1,200, a multipurpose gym, and dedicated outdoor play and athletic areas.

Today, Westminster serves 609 students across a fully integrated K–12 program, with the Lower School providing a stable and trusted foundation and the Upper School culminating in a course of study that leads to a 100% college matriculation rate. The school operates with an annual budget of approximately $7 million, employs more than 80 faculty and administrative staff, and holds accreditation through the Society for Classical Learning and the Middle States Association.

MISSION

Westminster exists to build Christ's Kingdom by equipping students with wisdom, virtue, and eloquence.

CORE VALUES

Gospel Centered | Classical | Covenantal | Relational | Joyful

Westminster's life and culture are shaped by these core values, which guide its approach to teaching, community, and spiritual formation. Candidates are encouraged to review these values in full here.

RECENT INVESTMENT IN CAMPUS AND PROGRAM

Westminster recently completed the $16 million “Writing the Next Chapter” capital campaign, culminating in the opening of the Community Life Center in April 2026. The project delivered a new competition gymnasium, student commons, seven classrooms, weight and training facilities, a field house, a lighted soccer field, and an eight-lane track and field complex, all now in use across the campus.



ACADEMICS

Westminster’s academic program is built on a classical model that shapes both what students study and how they learn. From the earliest grades, instruction is structured and sequential, with strong foundations in reading, writing, and mathematics while cultivating habits of attention, discipline, and focused work. Students learn to handle language with care, commit key knowledge to memory, and express their thinking clearly.

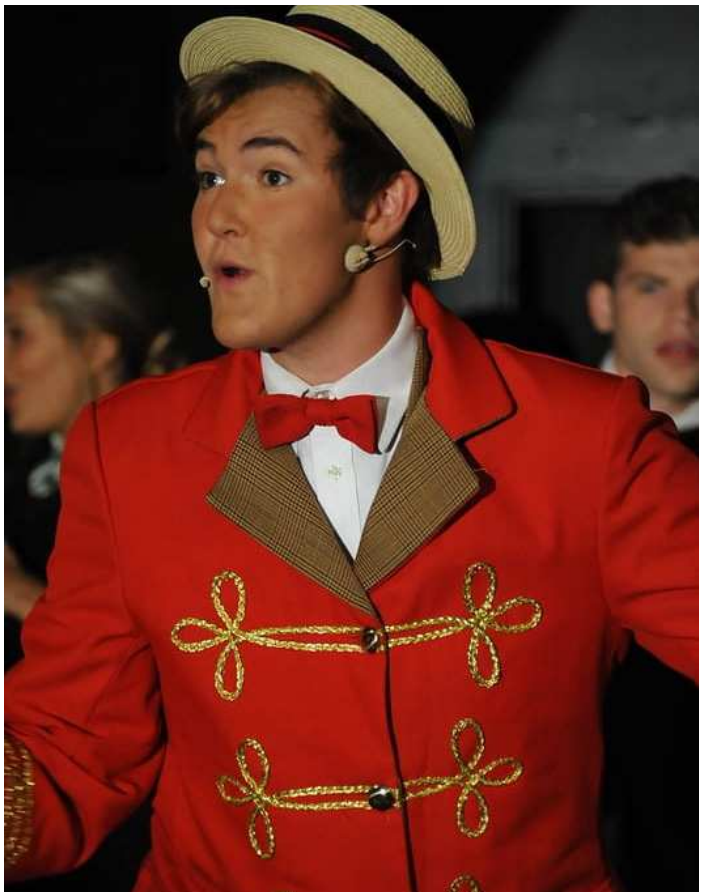


As students move into the upper grades, the curriculum deepens through the study of classical languages, Great Books, and the history of civilizations from earliest origins to the present. Humane Letters courses are taught as Socratic seminars, where students engage texts directly and learn to listen, question, and respond with clarity. Fine arts, science, and mathematics are developed alongside the humanities, while formal logic and rhetoric are woven throughout the curriculum. Rhetoric culminates in a senior thesis, which requires students to research, write, and publicly defend their work. The Upper School also includes a broad honors curriculum, with 25 honors courses, four of which are Advanced Placement.

FINE ARTS

At Westminster, the fine arts are integrated within the academic program, particularly in connection with the humanities, where students study artistic movements alongside the historical and literary periods they are reading. Students are introduced to visual art and music through regular coursework, with opportunities to create and perform while building familiarity with the language and practice of the arts. Among the goals of the Fine Arts program at Westminster is providing an environment that develops the next generation of creators, performers, and patrons for the glory of God.

In the Upper School, students continue this work through coursework and performance opportunities. Visual art includes foundational instruction with opportunities for advanced studio work, while music includes both individual and group performance. Theater produces two shows each year, a musical and a play, with students involved on stage and in technical roles such as set design and production.





ATHLETICS

Westminster's athletic program provides opportunities for students to compete across middle and upper school teams throughout the year. The school competes in the Alabama High School Athletic Association (AHSAA), fielding varsity and junior varsity teams in sports including cross country, volleyball, basketball, soccer, tennis, golf, baseball, and track and field. The program has produced measurable success, including 16 AHSAA state championships, 24 state runner-up finishes, and 97 individual state champions, along with more than 300 individual medalists.

Athletics at Westminster are shaped by a clear priority: developing student-athletes spiritually and in character alongside their athletic ability. Training and competition are taken seriously but are intentionally ordered beneath the formation of identity in Christ. Coaches work to build disciplined, competitive teams while reinforcing habits of responsibility, teamwork, and consistency over the course of a season.





THE HOUSE SYSTEM

All Upper School students at Westminster are assigned to one of eight Houses, which serve as a central structure for student life beyond the classroom. The House System fosters student leadership, peer mentoring, community building, competition, and service within smaller, consistent groups that span multiple grade levels.

That transition begins before students enter the Upper School. Each May, Westminster's sixth graders participate in *Salutatio*, a ceremonial send-off from the Lower School into the House System. Students make the *Knightwalk* through the tunnel connecting the two campuses, where they are welcomed by Upper School students before participating in House sorting, House hospitality, and fellowship with House leaders, new Housemates, and parents.

Throughout the Upper School years, House life provides a framework for belonging, responsibility, and shared tradition. Students build relationships across grades, take on increasing leadership, participate in service and school-wide competition, and experience a community structure designed to ensure they are known within the life of the school.



Portrait of a Westminster Graduate

Westminster School at Oak Mountain seeks to graduate students who exemplify the following characteristics and are increasingly:

Wise

- Find their identity in Christ
- Know the gospel of grace as revealed in Scripture
- Apply Christian worldview principles to everyday life
- Read, understand, and discuss great works of literature, science, mathematics, and the arts
- Possess a working timeline of history
- Be equipped for life-long learning

Virtuous

- Love and serve God
- Love and serve others
- Exhibit lives that are missional
- Exhibit lives that are self-controlled
- Practice biblical stewardship
- Cultivate diverse interests
- Engage culture actively and redemptively
- Solve problems creatively
- Be prepared for life's next step

Eloquent

- Recognize and articulate the value of truth, goodness, and beauty
- Demonstrate mastery of language in both written and spoken communication
- Speak the truth of the Christian faith in love and grace
- Craft compelling stories
- Possess a moral imagination
- Think and reason clearly, precisely, and creatively





THE OPPORTUNITY

Westminster enters this next stage of its development on solid footing, both financially and operationally, with steady enrollment, a cohesive leadership team in place, and the recent opening of the Community Life Center already shaping the student experience. The relationship with Oak Mountain Presbyterian Church is also more connected and coordinated than it has been in some time, and that alignment is evident in the daily life of the school and its commitment to Christ-centered classical education.

The next Head of School will bring consistency to the full K–12 experience, ensuring that the student experience holds together from start to finish in a way that feels connected, intentional, and distinctly Westminster. That work depends on strengthening the systems that support the school's day-to-day life, including maintaining strong financial discipline and operational clarity as the school continues to grow.

Building on this progress, the next phase calls for greater alignment in curriculum, a stronger approach to faculty development, and a more intentional approach to student discipleship, along with a framework for supporting students across a broader range of learning needs. The opportunity now is to strengthen and align the work already happening across the school with greater consistency and intentionality. In time, success will be evident in a school culture that is both stable and engaging, where students are invested, faculty are supported, families remain committed, and graduates reflect the mission in both character and wisdom.

THE ROLE

This Head of School position calls for long-term leadership from someone who understands how to move a school forward without losing what makes it distinct. Experience operating in a complex environment matters, along with a track record of thoughtful leadership and the ability to build and align teams around a shared direction. The role also requires someone who can lead the school in thoughtful, long-term planning and execution in partnership with the Board.

This leader will be highly visible, with a steady presence and a natural ability to connect with an invested parent community. He or she will lead the spiritual life of the school with care and conviction, work as a partner within the life of Oak Mountain Presbyterian Church, and communicate clearly when decisions need to be made.

Success in this role will require sound judgment, a collaborative approach to leadership, and a clear sense of ownership for the school's direction. The Head of School will demonstrate a genuine appreciation for classical Christian education, with the intellectual curiosity and humility to engage and grow within the model over time. He or she will build trust across the community through clear and consistent communication and serve as a unifying presence across the school. In doing so, the Head will strengthen a culture that is steady, aligned, and rooted in the school's mission.

With the discipline to know what to build, what to strengthen, and what simply needs to be sustained, the Head of School will support and develop faculty, strengthen alignment across divisions, and ensure that Westminster's mission is lived out with clarity and consistency across the full K–12 experience.

KEY RESPONSIBILITIES

Mission Leadership

- Promote a distinctly classical, gospel-centered education rooted in Reformed theology.
- Lead as the school's chief cultural architect, setting a tone of grace, truth, and joyful pursuit of excellence.
- Shepherd the community with spiritual maturity and Christlike character.

Academic & Operational Excellence

- Oversee the continued development of academic programs that integrate a biblical worldview and classical pedagogy.
- Strengthen systems for evaluation, professional development, and student formation.
- Manage budgetary health, growth planning, and operational integrity.

Relational Leadership & Team Development

- Build trust through visibility, approachability, and authenticity.
- Invest in the development of faculty and staff, with a particular focus on mentoring division heads.
- Multiply effectiveness through teachers and staff so that every student is seen, known, and loved well.

Strategic Planning & Governance

- Lead the execution of a clear strategic plan aligned with the school's long-term vision.
- Partner closely with the Board of Trustees in governance, strategy, and institutional direction.
- Represent the school effectively to external stakeholders, including prospective families, donors, and the broader community.



SKILLS & EXPERIENCE

Spiritual & Theological Alignment

- Demonstrates a deep personal faith in Jesus Christ and lives with integrity, humility, and dependence on God's grace.
- Fully embraces and adheres to the Westminster Confession of Faith, Westminster School's Statement of Faith, and theological distinctives of the Presbyterian Church in America (PCA).
- Willing to join and joyfully embrace Oak Mountain Presbyterian Church.
- Leads as a servant-hearted shepherd who models the gospel.

Leadership & Management Excellence

- Extensive leadership experience in classical Christian education or comparable faith-aligned educational settings.
- Proven ability to manage complexity, lead organizational development, and foster healthy, effective teams.
- Visionary and strategic thinker, with the ability to translate vision into clear priorities, aligned execution, and consistent follow-through.

Relational Strength & Communication

- Clear and compelling communicator with strong emotional intelligence.
- Prioritizes presence, listens well, and builds trust across a wide range of stakeholders.
- Winsome and able to navigate difficult conversations with wisdom, clarity, and steadiness.

Educational Background

- Bachelor's degree required; advanced degree preferred.
- Exposure to or familiarity with classical Christian education, or a demonstrated willingness and capacity to learn and engage the model over time.



BIRMINGHAM, ALABAMA

Westminster School at Oak Mountain is located in the southeastern corridor of the Birmingham metropolitan area, a region known for its strong residential communities, active church life, and family-oriented character. Communities such as Vestavia Hills, Mountain Brook, Homewood, Hoover, and the Cahaba Valley area have long been among the most established and sought-after areas in greater Birmingham, offering a combination of accessibility, outdoor beauty, and strong community connection. The area surrounding Westminster reflects much of what draws families to Birmingham itself: a relational culture, a high quality of life, and a pace that feels both engaged and livable.

As Alabama's largest metropolitan area, Birmingham serves as the economic, medical, and cultural center of the state. The region is home to a diverse and growing economy anchored by healthcare, finance, engineering, construction, and higher education. Birmingham also serves as headquarters for companies such as Regions Financial, Vulcan Materials, and Brasfield & Gorrie, all of which contribute to the civic and economic life of the region. The University of Alabama at Birmingham (UAB) is nationally recognized for its medical and research programs and remains one of the region's largest employers. Birmingham is also home to Samford University, a nationally recognized Christian university with deep ties to the life of the city and the broader region.

In recent years, Birmingham has gained national recognition for its food scene, revitalized neighborhoods, and growing cultural life. Local restaurants, coffee shops, parks, and walkable commercial districts contribute to the city's strong sense of place, while destinations such as Pepper Place, Railroad Park, and Regions Field have become gathering places across the metropolitan area. Residents also enjoy easy access to outdoor recreation throughout the region, including Oak Mountain State Park, Red Mountain Park, Ruffner Mountain, and miles of hiking and biking trails.



PROCESS OF CANDIDACY

Applications, recommendations, and nominations will be accepted until a 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 Westminster School Head of School Search Committee) immediately and before July 15, 2026. Nominations, expressions of interest, and applications should be submitted directly to WSOMHead@carterbaldwin.com.

Confidential inquiries and questions may be directed to:

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