SANDHILLS
CLASSICAL CHRISTIAN SCHOOL

BUILDING A FIRM FOUNDATION



HEAD OF SCHOOL

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ABOUT SANDHILLS CLASSICAL CHRISTIAN SCHOOL

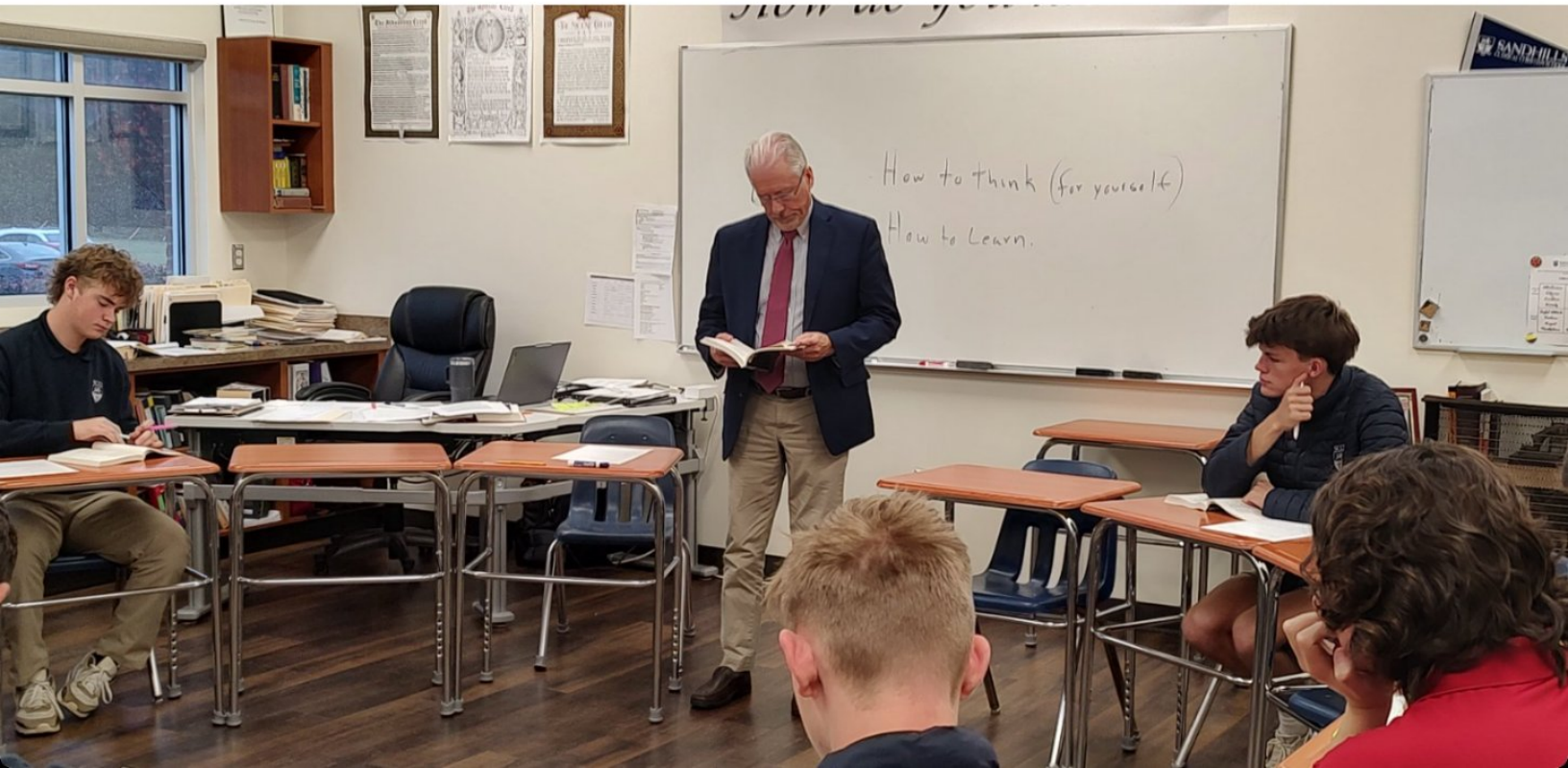
Sandhills Classical Christian School (SCCS) was founded in 1999 by three local leaders who shared a conviction that their community needed a strong Christian school. After studying different educational models, they embraced the classical tradition for its emphasis not only on what students learn, but on teaching them how to think.

The school opened with five kindergarten students meeting in a local church and, more than 25 years later, serves more than 600 students from preschool through Grade 12. Its primary K-12 campus encompasses 58 acres in Whispering Pines, North Carolina, and includes academic buildings, athletic fields, and a dedicated arts and athletics facility where the school community gathers for performances, competitions, and events. SCCS operates with an annual budget of approximately $7 million and has grown considerably in scale while remaining rooted in the convictions that shaped its founding.

SCCS believes education is fundamentally formative. Its mission is to graduate citizens of excellence who observe, think, and articulate with humility, reason, and clarity for the glory of God. That conviction shapes a rigorous academic program grounded in a biblical worldview and the classical liberal arts. Across the grammar, logic, and rhetoric stages of the Trivium, students move from acquiring knowledge to reasoning carefully and communicating clearly, while learning to pursue truth and use their knowledge wisely.

Central to the school's educational philosophy is the belief that excellent teaching does more than identify academic ability; it develops it. SCCS seeks to meet students where they are and help them grow toward their fullest potential through strong teaching, intellectual rigor, close faculty relationships, and intentional character formation. The aim is not simply academic achievement, but the formation of young men and women equipped to think with clarity, live with humility, and engage the world faithfully.

Accredited by the Association of Classical Christian Schools, SCCS remains distinctly Christian and intentionally classical, with a clear understanding of why it exists and the kind of graduates it seeks to form.



MISSION

Sandhills Classical Christian School graduates citizens of excellence who observe, think, and articulate with humility, reason, and clarity for the glory of God.

SCCS DESIRES

- To graduate young men and women who listen carefully, think clearly, reason logically, and articulate clearly and persuasively
- To develop students who are able to evaluate all of their experiences in light of Scripture
- To foster learners who hunger for the truth and recognize cultural influences as distinct from biblical ones
- To cultivate children of character who are both socially graceful and spiritually gracious, and who possess humility and gratitude towards our loving God

VISION

SCCS continues to strive for excellence in all we do. We provide a classical education that couples spiritual vitality with engaged students, exceptional staff, and robust programs in a well-designed learning environment supported by strong fiscal management and committed donor development.

CAMPUS



SCCS's 58-acre K-12 campus in Whispering Pines, North Carolina, sits just a few miles from the Village of Pinehurst. At the heart of the campus, academic buildings are arranged around an Oxford-inspired quad, connected by walkways and centered on a landscaped courtyard and fountain that have become a natural gathering place for the school community.

Beyond its current footprint, more than 20 acres remain available for future development, providing SCCS with meaningful flexibility as the school considers the long-term needs of its students, programs, and community.

Three academic buildings serve students across the Primary, Grammar, and Upper Schools, providing approximately 35,500 square feet of instructional space. The campus also includes a 30,000-square-foot Arts & Athletics Center with a competition gymnasium, performance stage, fine arts suites, band and chorus space, music practice rooms, and locker facilities, along with two athletic fields.



58	35,500	30,000	20+
ACRE CAMPUS	SQ FT INSTRUCTIONAL	SQ FT ARTS & ATHLETICS	ACRES FOR GROWTH

AT-A-GLANCE

TYPE OF SCHOOL

Classical Christian, inter-denominational

ORGANIZATIONAL STRUCTURE

Board governed, administratively operated

STUDENT BODY

600+ Students in Preschool through 12th grade

AFFILIATION

Association of Classical Christian Schools (ACCS)

ACADEMICS

Classes tested an average of 2.9 years above grade level on Stanford Achievement Tests

NUMBER OF CHURCHES REPRESENTED

45

TEACHER-STUDENT RATIO

1 TO 18

MAXIMUM CLASS SIZE

18 TO 20

STATEMENT OF FAITH

The following is the foundation of beliefs on which Sandhills Classical Christian School is based:

- We believe the Bible to be the only inerrant, authoritative Word of God. *(Isa. 40:8, 2 Timothy 3:16-17, Hebrews 4:12, 2 Peter 1:20-21)*
- We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. He is omnipotent, omniscient, and omnipresent and has all authority and power. *(John 10:30, 37-38)*
- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. *(Isaiah 7:14, Matthew 1:23, 1 Peter 1:3-5)*
- We believe that, for the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely necessary. *(Romans 3:19)*
- We believe that salvation is by grace through faith alone. *(Ephesians 2:8)*
- We believe that faith without works is dead. *(James 2:17)*
- We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life. *(2 Corinthians 6:16, Ezekiel 36:27, John 16:13)*
- We believe in the resurrection of both the saved and the lost; they that are saved to the resurrection of life, and they that are lost to the resurrection of damnation. *(Matthew 7:13-14, Matthew 13:41-43)*
- We believe in the spiritual unity of all believers in our Lord Jesus Christ. *(Philippians 2:1-11)*



ACADEMICS

At SCCS, academic rigor is inseparable from the way students are taught to learn. The classical model is organized around the Trivium, a progression designed to meet students differently as they mature. Students first build a broad foundation of knowledge, then learn to reason carefully with what they know, and ultimately develop the ability to synthesize ideas and communicate them with clarity and persuasion. Along the way, the teacher's role intentionally evolves from instructor to coach to mentor, guiding students toward increasing intellectual independence and maturity.

GRAMMAR

K-6 | TEACHER AS INSTRUCTOR

During the Grammar years, students build the foundational knowledge and habits upon which later learning depends. Through repetition, memorization, observation, and discovery, they develop a rich store of facts, language, and ideas while cultivating curiosity and a love of learning.

LOGIC

7-8 | TEACHER AS COACH

As students mature, the emphasis shifts from acquiring knowledge to understanding relationships among ideas. Formal logic teaches them to recognize sound reasoning, identify inconsistencies, ask better questions, and construct thoughtful arguments. Teachers increasingly serve as coaches, helping students learn how to reason for themselves.

RHETORIC

9-12 | TEACHER AS MENTOR

In the Rhetoric years, students learn to synthesize what they know and communicate it with clarity, wisdom, and persuasion. Through increasingly sophisticated study, discussion, writing, and oral presentation, students are challenged to engage important ideas thoughtfully and articulate well-reasoned conclusions. Teachers serve increasingly as mentors as students prepare for greater intellectual independence.

SENIOR THESIS

The classical progression culminates in the Senior Thesis. Each SCCS senior develops an original point of view on a topic of his or her choosing and works with a faculty advisor throughout the year to research, write, and prepare a formal oral defense. Following the presentation, a panel of invited respondents questions the student, requiring seniors to demonstrate not only command of their subject, but the ability to reason and respond thoughtfully in the moment.

A RARE OPPORTUNITY TO REFINE AND STRENGTHEN A DISTINCTIVE CLASSICAL CHRISTIAN SCHOOL.

STUDENT LIFE

SCCS embraces the classical ideal of developing the whole student. Beyond the classroom, athletics, the arts, clubs, and the House System provide opportunities for students to develop their gifts, build meaningful relationships, and grow in character, leadership, and service.

ATHLETICS

At SCCS, athletics are an important complement to academics and the arts, providing another setting in which students can develop both ability and character. The school seeks to train the body, renew the mind, and encourage the spirit in the mind of Christ while helping students discover and develop their individual gifts. SCCS offers competition in soccer, football, cross-country, volleyball, basketball, baseball, track, and golf and is a member of the North Carolina Independent School Athletic Association (NCISAA).

THE ARTS

SCCS views the arts as another means through which students can encounter and express God's truth. Fine arts opportunities begin in the earliest grades and continue through Upper School electives, with the Arts & Athletics Center providing dedicated space for performance, music, and visual art.



HOUSE SYSTEM

All Upper School students belong to one of eight Houses: Alfred, Bonhoeffer, Elliot, Liddell, Pascal, Sayers, Teresa, and Wilberforce. The House System creates relationships across Grades 7-12 and provides opportunities for leadership, service, mentorship, and friendly competition. Faculty participate alongside students, allowing relationships to develop in ways that extend beyond the classroom.

ALFRED | BONHOEFFER | ELLIOT | LIDDELL | PASCAL | SAYERS | TERESA | WILBERFORCE





THE HEAD OF SCHOOL OPPORTUNITY

SCCS has reached a scale that calls for a new level of executive leadership. Today, the school serves more than 600 students from preschool through Grade 12 and offers substantial strengths, including an attractive 58-acre K-12 campus, a committed community, and a capable leadership team. Mr. Chuck Evans is serving as Interim Head of School during the 2026-27 academic year, strengthening communication, organizational structure, and strategic planning so the next Head can build on work already underway.

Among the most important priorities for the next Head will be ensuring that SCCS has a financial model capable of sustaining the quality and ambition of the school over time. During the 2026-27 year, SCCS is refining its approach to tuition, financial assistance, operating margin, and strategic investment, including the role of the North Carolina Opportunity Scholarship within that model. The next Head will be expected to understand the economics underlying these decisions and lead with the discipline necessary to sustain a sound financial framework. This will require connecting tuition, enrollment, staffing, compensation, philanthropy, facilities, and future investment while communicating clearly and constructively when affordability concerns and the school's long-term financial health must be carefully balanced.

A central opportunity will be strengthening the Upper School so that its academic rigor, classical pedagogy, culture, and student experience more fully reflect the aspirations of SCCS. The next Head will also inherit a cohesive administrative team and be expected to invest intentionally in its continued development by clarifying responsibilities, strengthening accountability, and empowering key leaders to own their areas.

School culture will require the same attention. SCCS benefits from engaged families, faculty and staff who care deeply about the mission, and traditions that contribute meaningfully to school life. Visible leadership, clear communication, thoughtful listening, and consistent follow-through will be essential to building confidence in the school's direction and clarity around the respective roles of the Head, administration, and Board.

Taken together, these priorities define a clear mandate for the next Head: build on what is already strong while bringing the leadership, discipline, and organizational maturity needed for SCCS to realize the full promise of what has already been built. For the right leader, this is a rare opportunity to refine and strengthen a distinctive classical Christian school and position it well for the years ahead.



KEY RESPONSIBILITIES

The Head of School serves as the chief executive of SCCS, reports to the Board of Directors, and is responsible for advancing the school's mission and vision while leading the people, programs, and resources necessary for the school to flourish.

MISSION, VISION, AND ACADEMIC EXCELLENCE

Provide clear, compelling leadership around SCCS's classical Christian mission and the kind of students the school seeks to form. Ensure a consistently excellent K-12 educational experience and hold academic leaders accountable for the rigor, coherence, and quality of the programs they oversee.

FINANCIAL STRATEGY AND INSTITUTIONAL SUSTAINABILITY

Take executive ownership of SCCS's financial model and long-term sustainability. In partnership with the Board and finance leaders, align tuition, need-based financial assistance, North Carolina Opportunity Scholarship funding, enrollment, staffing, compensation, philanthropy, facilities, and strategic investment within a disciplined financial framework. Ensure that the school maintains healthy operating margins and the capacity to reinvest in its people, programs, and facilities while making and communicating financial decisions that serve both SCCS's mission and its long-term health.

ORGANIZATIONAL AND OPERATIONAL LEADERSHIP

Build and lead a strong administrative team capable of carrying meaningful responsibility throughout the school. Establish clear roles, ownership, expectations, and accountability; develop key leaders; and create an environment in which faculty and staff feel valued, supported, and equipped to do excellent work. Ensure that SCCS's operational systems, facilities, safety practices, and administrative processes are well managed and effectively support the school's mission, programs, and daily operations.

SCHOOL CULTURE AND PARENT SUPPORT

Cultivate a healthy, mission-aligned culture in which students, faculty, staff, and families are proud to belong to SCCS. Build trust and partnership with parents through visible leadership, clear expectations, thoughtful communication, and reliable follow-through, ensuring that questions and concerns are heard and appropriately addressed.

BOARD PARTNERSHIP AND STRATEGIC EXECUTION

Build a healthy and effective partnership with the Board, maintaining appropriate clarity between governance and administration. Work with the Board to establish strategic direction and priorities, then lead their execution through the administrative team with clear ownership, measurable goals, and consistent accountability.

ENROLLMENT, ADVANCEMENT, AND EXTERNAL RELATIONS

Strengthen enrollment and retention by ensuring that current and prospective families understand the distinctive value of an SCCS education and experience a school worthy of their continued commitment. Serve as a compelling ambassador for SCCS, cultivating donor and community relationships that expand philanthropic support and position the school for full enrollment, a healthy waiting list, and sustainable growth.

CHARACTERISTICS OF THE SUCCESSFUL CANDIDATE

A deeply committed Christian whose faith is evident in both character and leadership. The successful candidate will fully affirm SCCS's Statement of Faith, Mission, and Vision and will model integrity, humility, grace, and spiritual maturity in relationships throughout the school community.

A strong advocate for classical Christian education. This leader will understand and embrace the purposes of classical education within a distinctly Christian school and possess the intellectual curiosity and love of learning necessary to champion that mission with students, faculty, families, and the broader community.

An executive with strong financial and business acumen. The successful candidate will understand the economics of an independent school and how tuition, financial assistance, enrollment, staffing, compensation, philanthropy, facilities, and strategic investment work together. This leader will bring particular fluency to tuition strategy and need-based assistance, understand the importance of healthy operating margins, and possess the judgment and resolve to make principled financial decisions that protect the school's long-term sustainability. Equally important will be the ability to explain those decisions clearly and build understanding among the Board, parents, and broader school community.

A proven leader of leaders. The next Head must be comfortable leading through a capable administrative team rather than functioning as the primary owner of every initiative. The successful candidate will delegate meaningful authority, develop key leaders, establish clear expectations and accountability, and create the structure necessary for talented people to succeed.

A clear, trustworthy, and highly effective communicator. The successful candidate will communicate directly and thoughtfully, listen well, explain decisions clearly, and follow through consistently. This leader should be visible and approachable across the school community and equally capable of building confidence with employees, parents, students, donors, and external audiences.

A discerning and decisive executive. SCCS needs a leader who seeks appropriate input without becoming dependent upon consensus, exercises sound judgment, and is willing to make difficult decisions in the best interest of the school. The right leader will bring appropriate urgency to meaningful change while building thoughtfully on SCCS's established mission, identity, and direction.

A disciplined strategic leader who executes. The successful candidate will translate vision and strategic priorities into clear plans, establish ownership throughout the organization, measure progress, and hold people accountable for results. Clarity, follow-through, and execution should be established leadership habits.

An experienced and constructive partner to the Board. The successful candidate will understand the distinction between governance and administration, communicate proactively and transparently with the Board, welcome appropriate accountability and feedback, and execute confidently once direction has been established.



PROCESS OF CANDIDACY

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 SCCS Head of School Search Committee) immediately and before September 17, 2026. Nominations, expressions of interest, and applications should be submitted directly to SandhillsHOS@carterbaldwin.com.

Confidential inquiries and questions may be directed to:

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