



PROVIDENCE
CHRISTIAN ACADEMY

Associate
Head of
School

About Providence Christian Academy

Founded in 1997, Providence Christian Academy (PCA) is a thriving PreK–12 independent school located in Murfreesboro, Tennessee, just outside of Nashville. With a current enrollment of over 780 students, PCA delivers a Christ-centered, classical education rooted in a Biblical worldview and committed to whole-person formation. Fully accredited by the Southern Association of Independent Schools (SAIS) and Cognia, PCA partners intentionally with families to cultivate students who seek God’s truth, think deeply, and live purposefully.

PCA’s educational approach is anchored in three enduring pillars: Biblical worldview, classical methodology, and whole-hearted parental partnership. These values shape every aspect of school life—from rigorous academics and discipleship relationships to cherished community traditions and a vibrant co-curricular program that includes fine arts and competitive athletics. Whether in the classroom, on stage, or on the field, students are continually invited to pursue excellence with humility and joy.

The school’s classical framework follows the time-tested Trivium—Grammar, Logic, and Rhetoric—intentionally aligning instruction with the developmental stages of learning. In this setting, teachers serve not just as educators but also as mentors and spiritual shepherds, modeling Christlike character and walking alongside students through formative years of growth.

Life at PCA pulses with joyful discovery, meaningful relationships, and servant leadership. From morning chapel to house competitions, from dramatic performances to varsity game days, students experience a community that is both academically serious and spiritually vibrant. In all of it, PCA remains committed to equipping students to impact the world as articulate, winsome, and courageous followers of Christ.

Values

In the programs and teaching at all levels, as well as through extracurricular activities and examples set by faculty and staff, PCA strives to:

- 1) Base all instruction on the foundation of scripture while following an integrated approach to curriculum (II Timothy 3:16-17).
- 2) Provide a clear model of Biblical Christian life through the school staff and board (Matthew 22:37-40).
- 3) Disciple every student to develop a personal relationship with God the Father through Jesus Christ and to be empowered by the Holy Spirit as agents of redemption in their world. (Matthew 28:18-20).
- 4) Employ a challenging, yet well-balanced classical approach to education with an emphasis on grammar, logic, and rhetoric in all subjects.
- 5) Encourage every student to develop a love for learning and to achieve maximum academic potential.
- 6) Provide an orderly and secure atmosphere conducive to maintaining these standards.
- 7) Operate as an extension of the family with delegated authority (in loco parentis) from the parents.

Mission

To teach students to seek God’s truth and to equip them with the tools for a lifetime of learning.

Vision

To transform lives and impact our community for the Kingdom of God, through our steadfast commitment to Classical Christian Education.

The 3 Pillars of PCA

PCA’s mission is built on three foundational pillars: Christian Worldview, Classical Education, and Parental Involvement.

Athletics

Providence Christian Academy's athletic program embodies its mission to glorify God. Rooted in Christian discipleship, it fosters physical, spiritual, and mental growth, cultivating character, sportsmanship, and servant leadership in student-athletes.

Providence Christian Academy offers a wide range of athletic programs for students from our Grammar (elementary) through Rhetoric (high) schools.

Beginning in our Grammar School, Providence Christian Academy has opportunities for students to participate in team sports. As students progress through our Logic and Rhetoric schools, Providence Christian Academy offers more advanced and competitive athletic programs, including varsity-level sports.

PCA has state-of-the-art facilities and equipment and provides personalized coaching and training to help our student-athletes achieve their full potential. Additionally, Providence Christian Academy resources and supports our student-athletes with academic tutoring, nutritional education, and encouragement to help them balance the demands of their athletic and academic career.

PCA competes in TSSAA for 9-12 grade sports and TIAA for middle school sports.



Arts

PCA's Fine Arts program beautifully reflects its mission to honor God through creativity and excellence. Rooted in Christian discipleship, it fosters creative, spiritual, and intellectual growth, cultivating artistic expression, discipline, and faith in student-artists.

The academy offers three varying fine arts disciplines for PreK-12th graders: theater, music (choral and instrumental), and visual arts. Showcased through performances like musicals, concerts, and exhibitions, the program emphasizes artistic excellence and holistic development.

Central to PCA's arts offerings is the Frazee Gymnasium, a versatile venue hosting theater productions, choral and instrumental concerts, and visual arts showcases. Key events include Theatrical Performances, Christmas and spring concerts, and Melodies and Masterpieces. Future initiatives will enhance arts facilities, further enriching PCA's creative infrastructure.

The Center for Leadership, Calling, and Service

The Center for Leadership, Calling, and Service is a transformative program that weaves servant leadership, spiritual growth, and community impact into the fabric of student life. Rooted in a Biblical worldview, the Center engages students across all grades through tailored leadership lessons, service projects, and mission opportunities, fostering empathy, teamwork, and a deep sense of purpose. From lower school cohorts learning servant leadership to high schoolers exploring advanced leadership electives and capstone service projects, PCA equips students to lead with integrity and compassion.



Preparing Students to Impact the Culture for Christ

Community Service

Providence Christian Academy's community service program reflects its mission to guide students in living out their faith through meaningful service. Woven into the curriculum from kindergarten through 12th grade, the program inspires students to serve their school and local community with compassion. Rhetoric School students complete 20 hours of service each year, with at least half dedicated to community organizations and the rest through school or church activities. Supported by resources like a volunteer opportunity booklet, students choose projects that resonate with them, fostering confidence, empathy, and a heart for serving others. This commitment shapes graduates who are ready to make a lasting impact as the hands and feet of Christ.

The Opportunity

After 29 years of faithfully serving families through Christian classical education, Providence Christian Academy stands at a pivotal moment. Guided by a bold five-year strategic plan and exciting opportunities for growth across the entire school, PCA is seeking an Associate Head of School to help lead this next chapter and move our mission forward with clarity and purpose.

The Associate Head of School serves as the senior leader overseeing the academic program and student life of Providence Christian Academy. Reporting directly to the Head of School and serving as a key member of the Executive Leadership Team, the Associate Head provides strategic vision, operational leadership, and mission-centered oversight for all aspects of PreK–12 academics, spiritual formation, fine arts and athletics.

This role ensures the integrity, coherence, and excellence of the school's Christian classical educational model across all divisions. The Associate Head leads and develops division heads and other administrative leaders, fostering alignment in curriculum, instructional practice, student culture, discipleship, and co-curricular programming. Through thoughtful supervision and collaborative leadership, the Associate Head cultivates a unified student experience that integrates academic rigor, Christ-centered formation, and character development.

In close partnership with the Head of School, the Associate Head advances the school's strategic plan by translating vision into measurable progress across academic and student life domains. This includes setting clear priorities, monitoring outcomes, strengthening leadership capacity, and ensuring institutional initiatives are executed with excellence and fidelity to mission. The Associate Head serves as a trusted advisor and thought partner to the Head of School, working in full alignment with his vision and leadership to advance the long-term health, growth, and impact of Providence Christian Academy.

Key Responsibilities

Partner with the Head of School in Executive Leadership

- Serve as chief advisor to the Head of School on all academic and student life matters.
- Contribute to institutional strategic planning.
- Collaborate with Advancement and Enrollment leadership to support school growth.
- Represent the school to parents, trustees, and external partners.

Supervise and Support Division Leaders

- Supervise, coach, and evaluate Division Heads
- Ensure consistency in academic standards, policies, and expectations.
- Support hiring, onboarding, and retention of faculty.
- Guide conflict resolution and complex academic decisions.
- Support Division Heads in complex student matters.



Chair and Guide the Academic Council

- Facilitate collaboration between Division Heads and Deans.
- Ensure consistency in grading, academic integrity, and reporting practices.
- Guide long-term academic planning and innovation.

Lead Academic Programs (PreK-12)

- Supervise, coach, and evaluate the Academic Dean.
- Provide strategic vision and oversight for all academic programming.
- Ensure vertical alignment across Grammar, Logic, and Rhetoric divisions.
- Safeguard the integrity of Christian classical pedagogy.
- Oversee curriculum development, review cycles, and assessment practices.
- Maintain college-preparatory rigor within a Christ-centered framework.

Cultivate Spiritual Formation and School Culture

- Supervise the Director of Spiritual Life.
- Ensure cohesive spiritual programming across divisions.
- Integrate Biblical worldview into academic and student life programming.
- Support chapel, discipleship, and student leadership initiatives.
- Promote faculty spiritual development and mission alignment.

Oversee Athletic Programs and Development

- Supervise the Athletic Director.
- Ensure athletics align with the mission and character formation goals of the school.
- Oversee athletic program standards, culture, and leadership development.
- Support strategic growth and operational excellence in athletics.

Enhance Student Experience and Formation

- Oversee the holistic student journey: academic, spiritual, and extracurricular.
- Ensure alignment between classroom expectations, discipline systems, and character formation.
- Maintain consistency in student policies and handbooks.



Additional Responsibilities

- **Talent management and succession planning:** advise the Head of School on senior-level hiring, promotions, and transitions; identify and develop emerging leaders; and ensure continuity of leadership across divisions.
- **Crisis management and complex case oversight:** provide executive-level leadership in high-impact student, faculty, or family situations; ensure consistency in decision-making; and protect the mission and reputation of the school.
- **Accreditation and compliance oversight:** lead academic preparation for accreditation reviews; ensure documentation and standards alignment; and monitor adherence to institutional policies and governing requirements.
- **Strategic resource stewardship:** collaborate in annual budgeting processes; evaluate program sustainability and growth opportunities; and align resource allocation with long-term strategic priorities.

Qualifications

- Bachelor's and advanced degree required, doctorate preferred
- Minimum of 3 to 5 years of experience teaching in a Christian school environment
- Demonstrated ability to lead with vision, emotional resilience, and spiritual maturity
- Strong interpersonal, organizational, and communication skills
- Deep knowledge of instructional best practices, Christian worldview integration, and classical methodology preferred but not required
- Participation and/or Leadership experience in Athletics and Fine Arts

Desired Qualities

- Be a servant-minded visionary, unafraid to make difficult decisions in service of the mission
- Lead with spiritual depth, guiding the community in faith and modeling Christlike character
- Foster academic rigor while preparing students to think critically, collaborate effectively, and solve problems
- Build a supportive, close-knit school culture rooted in authentic relationships and high expectations
- Communicate, set consistent expectations, and align the community around shared goals
- Exhibit emotional fortitude, able to navigate complex dynamics with humility and grace
- Balance tradition with innovation, advancing PCA's mission while adapting to educational trends



Murfreesboro, Tennessee

Nestled just 34 miles southeast of Nashville, Murfreesboro, Tennessee, combines small-town warmth with vibrant growth, creating an inviting home for families. This dynamic city thrives with a diverse economy fueled by healthcare, education, and manufacturing, anchored by major employers like Middle Tennessee State University (MTSU) and Nissan North America. Its proximity to Nashville offers seamless access to Music City's cultural and entertainment hubs in a quick 35-minute drive, blending the best of cozy suburban life with urban adventures.

Murfreesboro shines with an engaging lifestyle, boasting historic treasures like Stones River National Battlefield, outdoor fun at Barfield Crescent Park, and a lively downtown featuring the Walnut House arts venue. Families delight in the Discovery Center's hands-on exhibits, while community events like the International Folkfest spark joy and connection. Despite some growing pains, Murfreesboro's robust job market, educational opportunities, and perfect mix of local charm and Nashville's nearby vibrancy make it an exciting and nurturing place for families to grow and thrive.



Thank you

Thank you for your interest in the
Associate Head of School for Providence Christian Academy.

To submit an application, please navigate to:

www.providencechristian.com/careers and click on View Current Openings.

