

Headmaster Private Christian School (PreK–8th Grade)

Christian Academy of Laurel (CAL), a ministry of the First Baptist Church of Laurel, Maryland, is a gospel-focused private school (PreK–8th grade) seeking a Headmaster to provide spiritual and organizational leadership. This role requires an established, mature Christian leader who loves Jesus Christ and the local church, is accomplished in leading organizational faithfulness in the formation of students' Christian worldview, has a proven track record of excellence in setting and achieving academic standards, and is gifted at leading leaders. The Headmaster serves as the chief administrator, shaping a culture where students are discipled in the truth, teachers grow and thrive in the science and art of instruction, and families flourish as a community.

Key Responsibilities

- Lead with clarity of vision, ensuring all programs align with our gospel mission and theology.
- Guide organizational improvement and transformation by implementing systems that promote efficiency, excellence, and sustainability. Directly accountable for the curriculum and process of evaluating and tuning instructional effectiveness.
- Recruit, develop, evaluate, mentor, discipline, inspire, and replace faculty and staff to build a pipeline of future leaders.
- Conducts daily school operations (curriculum, student discipline, accreditation, compliance, awards and recognition, communications with parents).
- Partner with church elders and the school board to develop and implement long-term strategies that enhance the ministry's impact and effectiveness.
- Generate strong relationships with parents and the FBCL church community and oversee various events through the school year, such as back-to-school night, graduation ceremonies, and Christmas program.
- Administers the school's financial, personnel, and operational processes and controls, including school handbooks, background checks, HR policies, bank and service accounts, school marketing, and standardized testing.
- Liases with the Maryland State Department of Education to review and approve licensing forms, inspection documents, immunization records, and the like.

Qualifications

- A Bachelor of Arts or Master's Degree in English, History, Theology, or Classics will be preferred.
- The ideal candidate will have demonstrable experience in ministry leadership and local church teaching. If a male, the perfect candidate will be qualified and available to serve as an elder at FBCL.
- Has instructional and administrative experience in time-tested educational methodologies, including grammar, memory facts, logic, oral presentations, and great books.
- Has been developed as a leader of leaders in a relevant, referenceable program.
- A history of performance and giftedness in school administration.
- A pattern of positive results in improving curriculum development and refinement to maximize measurable student learning outcomes at the scale of a PreK to 8th-grade school.
- Demonstrated success leading teams, setting and measuring progress against standards and objectives.
- Effective in the process of evaluating individual performance and providing accountability for all team members organization-wide.
- Accomplished in developing leaders and guiding organizational transformation.
- Strong, positive communicator who models humility, accountability, and gospel-centered leadership.
- Must be in complete agreement with our theological distinctives as defined by the Elders.
- Must meet all health, education, and security background requirements of any state agency responsible for the operation of our school.
- A member in good standing in the First Baptist Church of Laurel (or upon hire, no exceptions)

The successful candidate will be a Christ-centered leader who:

- Leads with wisdom and clarity through seasons of change.
- Strengthens unity between the church and school at all times.

- Inspires a culture of joyful learning and discipleship.
- Attracts and equips teachers and staff who grow as leaders.

To Apply: Please send a cover letter, résumé, and statement of faith to elders@fbclaurel.com