

JANUARY 2026

# HEAD OF SCHOOL

## OPPORTUNITY PROFILE





# OUR MISSION

Highlands Christian School nurtures and challenges each child in mind, body, and spirit to the glory of God.

OPPORTUNITY PROFILE

HEAD OF SCHOOL

START DATE: SUMMER 2026

# OUR STORY

Founded in August 2023, HCS is building on the legacy of Highlander School, which operated for 57 years in the Lake Highlands region of East Dallas and closed in May 2023. A group of Highlander parents who valued the rich history, intentional culture, and academic priorities banded together to found a distinctly Christian school. These parents and others brought forward those things about Highlander that are truly extraordinary, including the Carden Method taught by highly experienced faculty.

HCS has expanded the program to include a full middle school, with eighth graders rounding out the program beginning in 2026.

HCS opened its doors with 95 students. This year, nearly 140 students are enrolled. The community is a friendly mixture of former Highlander families and families who are brand new to HCS. The carryover of families and teachers has helped HCS to rapidly establish traditions and a learning environment that many young schools spend years developing.

HCS has been blessed by a fruitful partnership with Redeemer Bible Church in East Dallas. Explorations are underway to expand the school's physical footprint as we grow and add more programs in the arts and athletics.



# OUR PROCESS

## CHRIST-CENTERED

HCS admits student from both Christian and non-Christian homes. Scripture memory and the integration of Christian faith in all subjects are fundamental to the academic experience. Students also attend a weekly chapel (we call it Assembly), with singing, Scripture reading, and developmentally appropriate Christian teaching.

Our Christ-centered identity provides for a welcoming, supportive atmosphere. Parents are welcome to attend Assembly, and many do, even with younger children in tow! We recognize the worth of each person as created in God's image and for a relationship with him through Christ.

## CLASSICAL

You might call HCS an "early adopter" of modern classical education, given that the basic features of Highlander were expressly so. Art, music, poetry, and public speaking nurture expression and confidence in our students. Our classrooms are intentionally "low-tech," emphasizing handwriting, reading, and conversation as hallmarks of the student experience. Our beautifully curated library encourages students to select classic literature to read for pleasure.

Students also study French in grades 1 through 5, and most students are able to converse and write original prose in French by fourth grade. Middle school students study Latin from grades 6 to 8.

Academic standards are high, and our highly skilled teachers are experts at making learning difficult things a joyful enterprise. HCS values say that "Strength rejoices in the challenge."



## CARDEN

The Carden Method was devised by Mae Carden, a graduate of Columbia Teacher's College, in the 1930s. It is a highly developed approach to teaching reading and the language arts based on phonetic rules that children begin to learn in Kindergarten, gradually expanded through fourth grade. By grade 4, students are so familiar with patterns of letters and sounds in words that they can spell words they have never seen before. The study of French, using the Carden curriculum, complements this extraordinary facility with language.

At HCS students don't merely complete tasks. They build confidence, character, and a lifelong love of learning. One evidence of this is the substantial number of HCS parents who are alumni of Highlander and who credit that education with future success in high school and college.

# THE HCS WAY

## Insights from Our Community

Our Head of School search facilitators, BetterSchools LLC, spent several days at HCS interacting with parents, faculty and staff, and board members. We weren't surprised, but here's some of what they learned.

## Summary

The evidence from parents, faculty and staff, and leadership insights shows a unified vision for Highland Christian School's future: maintaining academic excellence, nurturing community culture, and selecting a Head of School who blends relational warmth with strategic foresight. This person will reinforce these pillars while guiding sustainable growth.

### Parents

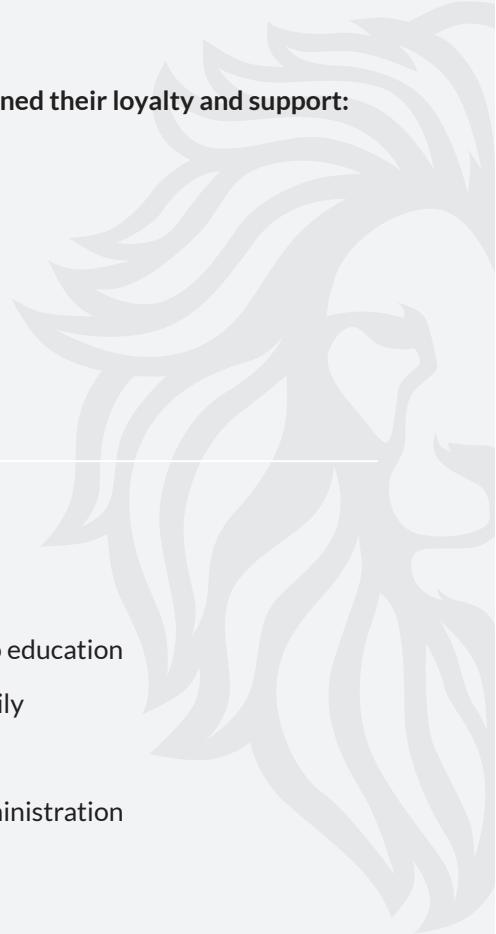
**HCS parents articulated these characteristics of the school that have earned their loyalty and support:**

1. Strong academics and a rigorous curriculum
2. A safe, caring, and supportive setting crafted by attentive teachers
3. The convenient and accessible location in East Dallas
4. Well-rounded student development through arts, athletics, and clubs
5. A strong reputation in the community and legacy-based trust

### Faculty and Staff

**Faculty and staff stay connected to HCS for these main reasons:**

1. Their alignment with the school's core purpose, values, and approach to education
2. The positive collegial atmosphere and a feeling of belonging—like a family
3. Working with engaged, motivated students and supportive parents
4. Trust in the leadership, feeling supported, and clear vision from the administration
5. HCS's academic prestige in the community





# THE JOB

HCS is a bold re-imagining of a tried-and-true classical approach to prepare students for their futures in high school and beyond. Joining a talented, committed leadership team, the HCS Head of School will be committed to embodying our “three Cs”: Christ-centered, Classical, and Carden.

The Head of School will also be looked to for leadership as the HCS Board of Directors begins a necessary transition from being the “operating board” of a start-up enterprise to leading as a “governing board.” This presents the Head of School with a unique opportunity to partner with highly skilled volunteer leaders who are committed to a best-practice future for HCS.

**The HCS Head of School should be ready to execute well on these strategic priorities:**

- Establish and build the growing Middle School program
- Cultivate healthy enrollment growth and retain high percentages of families
- Partner with the board to explore additional space and facilities for extracurricular programs
- Lead fundraising strategy and efforts that lay the foundation for both imminent and future capital projects
- Deepen HCS’s commitment to classical learning as embodied in the Carden instructional method
- Enhance the family-centered culture of HCS through active engagement and creative thinking

**The HCS Head of School will demonstrate these qualities:**

- The ability to model Christian faith while nurturing a faculty and staff spiritually and relationally
- A personal commitment to lifelong learning and intellectual adaptability
- Willingness to be closely involved in the daily tasks of operating a young school
- The ability to engage in detailed work while envisioning the future and bringing people along toward transformative goals and objectives
- Personal warmth combined with principled professionalism



## **HELP US GET TO KNOW YOU!**

We would love to meet you. To begin the application process, please submit a letter of interest and an up-to-date resume or CV to [hossearch@highlandschristianschool.com](mailto:hossearch@highlandschristianschool.com).

Upon review of these materials, the Head of School Search Committee will follow up with next steps, which may include a formal application.

Since HCS is engaged in a facilitated search process, please do not contact the school directly regarding this posting or the application process.

