



BRENTWOOD ACADEMY

OPPORTUNITY PROFILE | HEAD OF SCHOOL | BRENTWOOD, TENNESSEE

GREETINGS

On behalf of the Board of Trustees, I want to thank you for your interest in Brentwood Academy.

We hope this Opportunity Profile will provide an understanding of the mission and ministry of Brentwood Academy. BA seeks to build resilient graduates, thoughtful communicators, critical thinkers, problem solvers, and Christ-followers all for the Glory of God. Our portrait of a graduate defines this goal.

The Brentwood Academy community has seen God's faithfulness since its inception 55 years ago and is blessed with dedicated faculty, healthy enrollment, and well-rounded excellence in academics, fine arts, and athletics. As we look to the future, we are excited and extremely optimistic about these next seasons of blessings and service. As we begin our search for our next Head of School who will provide leadership and vision to build upon the strong legacy of the school, the success will be derived from the providence of God, our faithful community, continued prayer, and a person God has appointed to lead our school.

Thank you for your consideration of this critical position at Brentwood Academy. We understand this is a decision for you and your family to join our community. I encourage you to pray for wisdom and discernment during this journey. We invite you to read this Opportunity Profile and to further explore our website for additional information.

If you have any questions, please contact Laura Coverstone or Ed Poff (615-261-4623) of JobfitMatters who are assisting Brentwood Academy in this search.

Regards,

Nathan Brandon
Search Committee Chair



OVERVIEW

For more than 50 years, Brentwood Academy (BA) near Nashville, Tennessee has served students in grades 6 through 12, nurturing and challenging them — body, mind, and spirit. Brentwood Academy currently serves 766 students in its upper and middle school. BA is recognized nationally and is a respected peer to the top independent schools in Nashville. As a founding member of the Council for Educational Standards and Accountability ([CESA](#)) in 2010, Brentwood Academy has been an advocate for Christian schooling.

BA's dedication to excellence has resulted in significant tangible results in each area of its triangle philosophy — body, mind, and spirit. First, and most importantly, Christian Life at BA permeates the classroom, the playing field, the band room, and the hallways. Every faculty and staff member has a personal and growing relationship with Christ, and faculty incorporate biblical truths and values into their teaching. Second, BA is shaping the minds of students through dedicated faculty, 50% of whom have post-baccalaureate degrees, who are passionate about knowing students personally through small class sizes. BA offers 28 honors and 23 AP courses, as well as a robust fine arts program. By graduation, 34% of BA students have completed AP course offerings, and 100% of all BA graduates are accepted to a four-year university. Finally, BA requires all students to participate in athletics. The value of this is the opportunity it provides for each student to grow and mature under coaches that speak into their lives. BA has a long history of excellence in athletics, and holds 110 individual and team state championship titles. Currently, 99 BA alumni are competing at the collegiate level, and 7 alumni are competing as professional athletes in the NFL, NBA, MLB, and CFL.

Curt Masters' near 24 years of leadership as Headmaster has been marked by an unwavering adherence to the mission of Brentwood Academy throughout many cultural pressures and challenges. He has shaped a faculty and staff who are committed believers, dedicated to providing exceptional academics and athletics in a Christ-centered environment. He and the Board have a fiscally conservative approach, adding facilities and programs without incurring debt.

In the next Head of School (HOS), the Brentwood Academy Board is seeking a visionary leader of deep faith who will embrace the many opportunities found at Brentwood Academy and maximize its potential. The next HOS will partner with and impact development efforts to complete the multi-year [Forward in Faith Campaign](#) to expand facilities and increase program offerings. As the CEO of the School, the HOS will also continue to shape and develop the strong administrative team, empowering and equipping them to work collaboratively as a leadership team to maintain the mission and maximize potential. For more detail on the role, see The Position (page 12) and Expectations of the Head of School (page 16).

The Brentwood Academy website may be found at www.brentwoodacademy.com.



FOUNDATIONS

MISSION

Brentwood Academy is a co-educational, independent, college preparatory school dedicated to nurturing and challenging each whole person – body, mind, spirit – to the glory of God.

VISION

Brentwood Academy will provide an exceptional academic experience in a Christ-centered environment.

VALUES

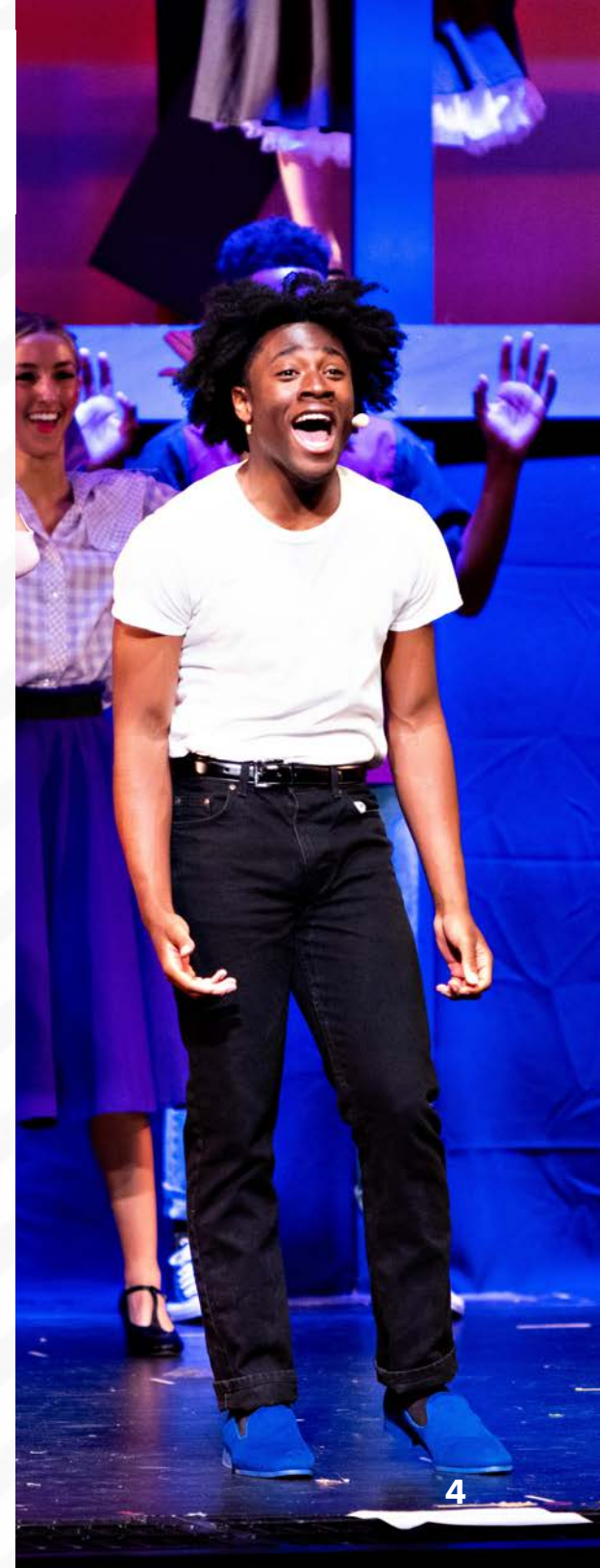
1. Every student will be respected and treated with dignity in every aspect of their school experience.
2. We will identify, attract, and retain the finest faculty possible.
3. Student learning will be the objective of all teaching.
4. Our school will be good stewards of human and material resources.
5. Our mission will be communicated frequently, internally and externally, and will guide all our decisions and actions.
6. Our school will reflect the diversity of the community and be characterized by unity of purpose and compatibility with the school's mission.
7. As a Christ-centered school, the scriptures will be our authority for faith and living.

DIVERSITY STATEMENT

BA believes that all persons are created in the image of God and have immeasurable worth in His eyes. BA is committed to cultivating mutual respect, celebrating God-given differences, and building up the body according to the truths of Scripture. In the fulfillment of the mission, BA believes and teaches that BA is a diverse and united community that values each other uniquely. BA is preparing students to engage the world with compassion, awareness, and sensitivity.

Brentwood Academy is committed to:

- Cultivating a community that embraces the differences within God's Kingdom and promotes an environment of unity (Revelation 7:9-10).
- Advancing the understanding of each other's perspectives to learn, grow, and serve alongside each other in the BA family.
- Preparing leaders and servants with moral integrity and Kingdom vision to engage a diverse global community.
- Developing collective responsibility to cultivate unity and community among leadership, faculty, students, and families.
- Seeking to manifest the gospel of Christ according to John 13:35: "Your love for one another will prove to the world that you are my disciples."



STATEMENT OF FAITH

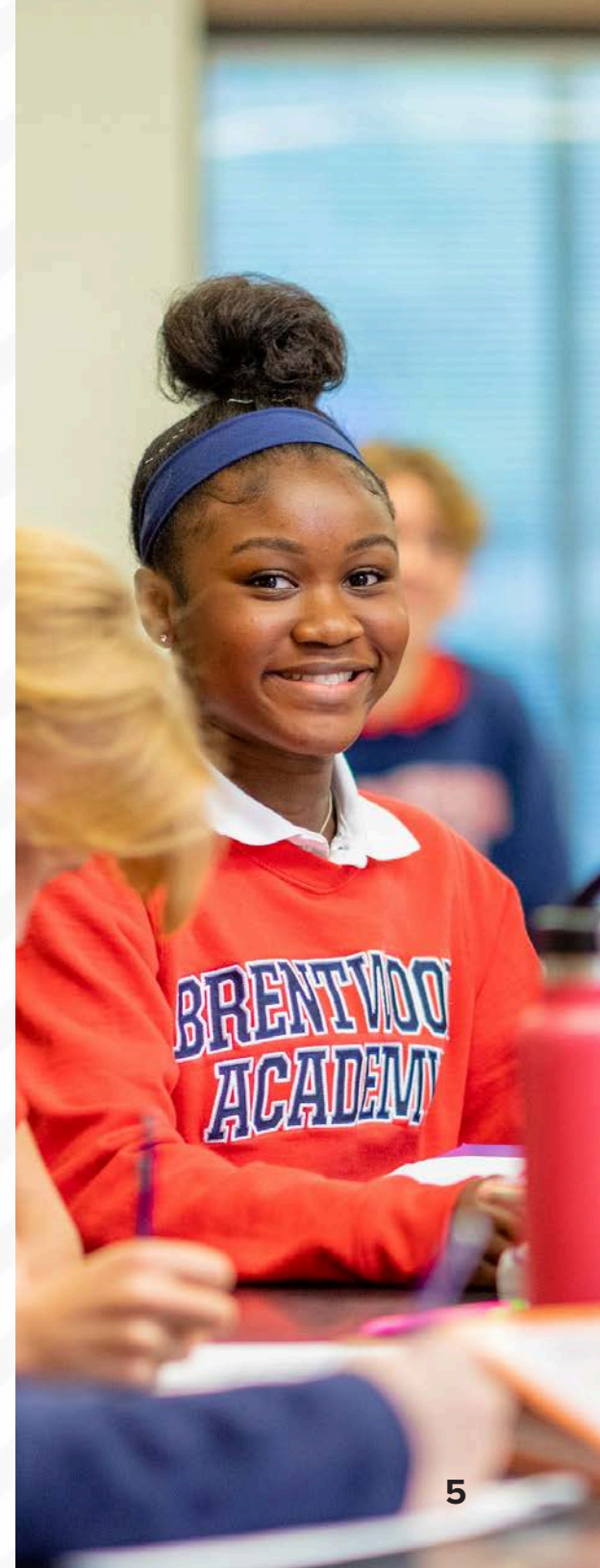
Brentwood Academy believes and teaches:

- That the Bible is the infallible authoritative Word of God (2 Timothy 3:16; 2 Peter 1:21);
- That, as the Bible clearly teaches, we are all sinful by nature, and that both our nature and our choices have resulted in our need for forgiveness and transformation which we are not able to provide ourselves, leaving each of us in need of a Savior (Romans 3:9-10; Romans 3:23);
- That the only salvation is through faith in Christ, who is the Way, the Truth, and the Life (John 3:16-18; Romans 3:24, 5:8-11; Ephesians 2:8-9; Titus 3:5);
- That God's power is at work in and through believers, through the continued work of the Holy Spirit (1 Corinthians 3:16, 6:19-20; Ephesians 4:30).

The Statement of Faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Brentwood Academy's Statement of Faith, doctrine, practice, policy, and discipline, our Board of Trustees is Brentwood Academy's final interpretive authority on the Bible's meaning and application for our organization.

Brentwood Academy believes that all human life is created by God and in His image and is sacred from beginning to natural end. Brentwood Academy also believes and teaches that each person is called to a life of love, purity, self-sacrifice, and obedience. Because of our Christian faith-based beliefs, we believe that the Bible gives clear direction on how to live a flourishing and thriving life, both personally and in community. Consistent with written scripture, Brentwood Academy's beliefs include the conviction that any sexual intimacy outside of a covenant relationship between a man and a woman harms the individuals involved, as well as the relationships and community around them. Further, we believe that a person's gender is based on an identity given by God and assigned at birth.

Brentwood Academy seeks to foster Christian faith and inquiry in an atmosphere of civility, dignity, and compassion. We are confident that expressing differences of belief, even differences to ideas that Brentwood Academy holds passionately, can be done without anger or hostility.



BODY, MIND, & SPIRIT



BODY | *Building character by teaching the value of committing to a goal, practicing personal discipline, and prioritizing team contribution over individual roles.*

With a long history of excellence in athletics, BA holds 110 individual and team state championship titles. BA athletes are not only skilled in their sport, but also disciplined. Currently, 99 BA alumni are competing at the collegiate level, and 7 alumni are competing as professional athletes in the NFL, NBA, MLB, and CFL.

BA has 60 athletic offerings available for boys and girls in grades 6 through 12. Participation in athletics is required for each student at BA as part of the process of living out the commitment to *nurture and challenge each whole person – body, mind, and spirit – to the glory of God.*

BA is proud of the world-class athletic facilities on their 50-acre campus. The main athletic building, known as the Rock, features a 10,000-square-foot fitness center where athletes can focus on individual strength and agility goals supported by BA athletic trainers. BA has four gymnasiums located across campus, multiple tennis courts, softball and baseball diamonds, and a first-rate soccer pitch.



MIND | *Committed to delivering exceptional academics in a Christ-centered environment.*

BA provides classes led by faculty who are accomplished in their fields of study create an ideal environment for academic growth and success. While BA's academic roots are in a traditional, college preparatory curriculum, BA also inspires students to dig deeper into their unique God-given talents and interests.

The commitment to academic excellence is lived out in the quality of the BA faculty who are skilled in their craft. Half of the 102 teaching faculty hold post-baccalaureate degrees. Faculty members recognize that academic excellence looks different for each student. They are committed to the mission and ministry of BA, and care for the academic side of each student and for their whole person. BA faculty forge relationships with students in smaller classroom settings, through regular collaborative meetings with fellow colleagues in each grade level, and by working with the students' advisors who have a relationship with each student.

The BA programs include opportunities for 28 honors and 23 AP courses, allowing students to pursue honors and AP courses in each discipline. With exemplary fine arts experiences as well, students at BA complete a well-rounded liberal arts education during their tenure here.

By graduation, 34% of BA upper school students will have completed AP course offerings, and 100% of all BA graduates are accepted to a four-year university.



BODY, MIND, & SPIRIT



SPIRIT | *True intellectual growth begins with knowing truth and understanding that spiritual growth is fundamental to the broader development of each member of the BA family.*

Christian life at BA is more than a Bible class. Brentwood Academy believes that everything is spiritual, and that Jesus Christ gives everything purpose. In addition to the programs and classes available, Christian Life at BA involves the classroom, the playing field, the band room, and the hallways. Every faculty and staff member has a personal and growing relationship with Christ as evidenced by their annual affirmation of the Statement of Faith. While the religious beliefs of each student will be respected, the school will continuously teach biblical truths and values.

Each school year begins with a retreat where seniors choose the annual theme verse for the school to set the tone for their final year. Programming is designed to support students' pursuit of a relationship with Jesus. This is supported by Bible studies, worship experiences, and opportunities to share devotions.

Chapel provides an opportunity to gather as a community to worship and learn more about God's word through messages from faculty, students, and guest speakers. Once a week BA middle school and upper school will gather for separate chapel experiences where engaging speakers deliver impactful and age-appropriate messages. The latest chapel recordings may be accessed on the Brentwood Academy YouTube channel (www.youtube.com/@brentwoodacademy_tn).

“Our vision is to allow every student to know the depth of God’s love for them and to develop a biblical worldview that empowers them to engage and transform the world around them to the glory of God.”

— Freddie Scott, Director of Christian Life



THE CULTURE

Campus life at BA is based on strong relationships and a close-knit community. Students and parents have multiple opportunities to get involved and support one another in extracurricular activities, service, and fellowship. Every student at BA is assigned an advisory group that meets weekly and serves as a space for students to grow individually while building meaningful relationships with peers and faculty. The three main goals of advisory time are group bonding, faith-building, and character development.

“THE BA WAY” | *BA students are responsible and respectful.*

LOCKERS DO NOT LOCK.

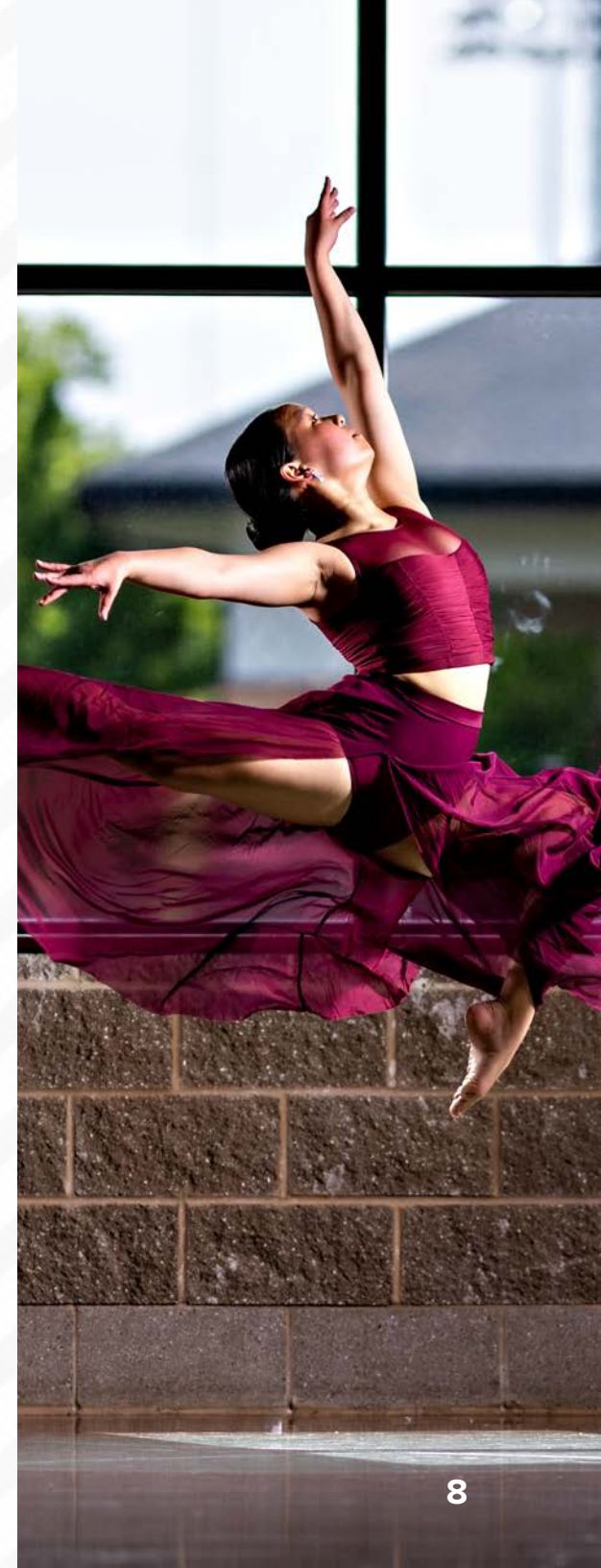
BA’s “open locker” policy promotes integrity among students, encouraging them to respect the belongings of others while also developing the habit of organization for themselves. The open lockers allow students to practice self-control, discipline, and dependability through the expectations that they ask before borrowing, respond quickly to notes left by their teachers, and tidy their lockers at the end of each day.

STUDENTS CLEAN THEIR OWN SCHOOL.

All BA students participate in clean-up at the end of each school day. Alongside faculty and staff, students develop a sense of ownership and responsibility for the BA community by attending their clean-up tasks throughout the year. This behavior reinforces a pattern of teamwork and self-discipline developed throughout their experience at BA.

STUDENTS HONOR BA VALUES.

Students commit to a standard of high moral character. They are expected to uphold these values for their entire tenure as a student of BA. This expectation creates a culture of consistent standards for student behavior, holding students accountable and encouraging them to make choices that are beneficial for themselves and the BA community.



AT-A-GLANCE

Brentwood Academy is a co-educational, independent, college preparatory school dedicated to nurturing and challenging each whole person – body, mind, spirit – to the glory of God.

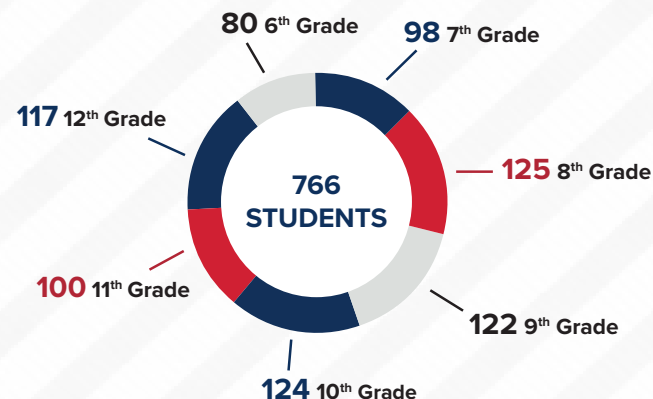
ACADEMIC YEAR 2023-2024

| YEAR | ENROLLMENT |
|-----------|------------|
| 2019-2020 | 700 |
| 2020-2021 | 676 |
| 2021-2022 | 706 |
| 2022-2023 | 756 |
| 2023-2024 | 766 |

ENROLLMENT



Diversity: **18%** of the student population identify as racially diverse
48 Male; **52%** Female



FACULTY



102 Teaching Faculty
50% of Faculty hold advanced degrees
8:1 Student/Faculty ratio
 (avg class size: 17 students)

FINANCES



Annual budget 2023-2024: **\$27,400,000**
 Total giving for 2022-2023: **\$1,502,415**

FINANCIAL AID



Approximately **25%** of school families receive financial aid. More than **\$2.9M** in financial aid was awarded in the 2023-2024 school year.

TUITION FOR 2024-2025



Middle School: **\$31,490**
 Upper School: **\$34,490**

CLASS OF 2022-2023



100% 4-year college placement
24.5 ACT (average)
1137 SAT (average)

AT-A-GLANCE

ATHLETICS



BA fields teams in both team and club sports. Students participate on teams in six different levels: Upper School Varsity & Junior Varsity, 9th grade, Middle School Varsity & Junior Varsity, 6th grade. BA upper school teams compete in the Middle Region II of Tennessee Secondary Schools Athletic Association (TSSAA). BA middle school teams compete in the Harpeth Valley Athletic Association (HVAC).

SPORTS:

| | | |
|--------------|----------|------------|
| Baseball | Golf | Track |
| Basketball | Soccer | Volleyball |
| Cheer | Softball | Wrestling |
| Cross County | Swimming | |
| Football | Tennis | |

FINE ARTS



BA offers academic and extracurricular opportunities in band, vocal performance, dance, theater, speech and debate, and visual arts for all ages.

CLUBS & ACTIVITIES



- | | |
|--------------------------|-------------------------|
| Academy Dancers | National Honor Society |
| Academy Juniors | Robotics |
| Academy Singers | Service Club |
| Art Club | Speech & Debate Team |
| Big Brothers/Big Sisters | Student Ambassadors |
| Chess Club | Student Leadership Team |
| Content Crew | Student Yearbook |
| Grade Buddies | Theater |
| Investment Club | Wilderness Club |
| Literary magazine | Youth in Government |
| Math Team | |

COLLEGE MATRICULATION



Graduates from the Class of 2023 were the recipients of **\$10.1M** in academic, athletic, and special achievement scholarships and grants. There are **122** students from the Class of 2023 attending **53** different colleges in **23** states across the country. Of the **122** graduates, **100%** were admitted to a **4-year** institution, however **five** participated in a gap-year experience.



TOP COLLEGE DESTINATIONS (in order of matriculation with two or more enrolling from the Class of 2023):

- University of Tennessee
- University of Mississippi
- Auburn University
- Lipscomb University
- Tennessee Technological University
- Baylor University
- Belmont University
- Samford University
- University of Kentucky
- Dartmouth College
- Liberty University
- Montana State University
- Purdue University
- Texas Christian University
- Trevecca Nazarene University
- University of Miami
- Western Kentucky University
- Wheaton College (IL)



Founding Member

THE CAMPUS

Brentwood Academy's campus sits on 50 acres and includes five buildings with a new chapel and four additional classrooms under construction, 66 classrooms including a band room, dance studio, robotics lab, library, state-of-the-art weight room, a football stadium and practice field, baseball field, softball field, soccer field, six tennis courts, an athletic center, four gyms (with a fifth additional auxiliary gym space), a theatre, art house, and dining hall.

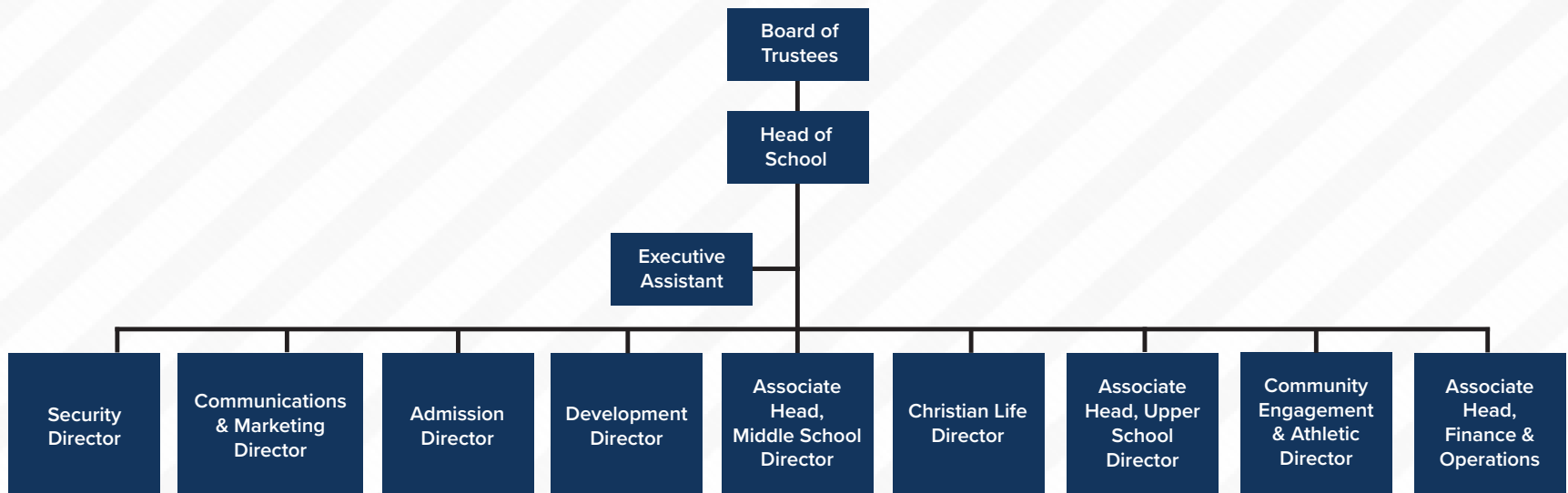


THE POSITION

The BA Head of School reports to the Board of Trustees as its sole employee. The Head of School is the chief spiritual, academic, and financial leader of the school, guiding a talented administrative team to oversee BA.

Current direct reports to the Head of School include the Security Director, Communications and Marketing Director, Admission Director, Development Director, Associate Head and Middle School Director, Christian Life Director, Associate Head and Upper School Director, Community Engagement and Athletic Director, Associate Head of Finance and Operations, and Executive Assistant.

CURRENT ORGANIZATIONAL CHART



THE LEADERSHIP ROLE

CHARACTERISTICS & RESPONSIBILITIES

Spiritual and Executive Leadership

- Establishes a spiritual, relational, and professional atmosphere that characterizes Brentwood Academy as a faithful, Christ-centered school.
- Stands up for biblical truth amidst the multitude of cultural pressures and makes decisions upholding biblical values as outlined in the BA mission statement.
- Collaboratively leads the Board, staff, and community in a cooperative and continuous effort toward excellence of the delivery of the mission and ministry of BA.
- Maximizes strong relationships with alumni, parents, students, and Board, building trust and unity.
- Invigorates donors and alumni to actively support the mission of BA.
- Models a Christ-like, attitude and lifestyle and will demonstrate humility, sensitivity, compassion, patience, honesty, and wisdom in all interactions with staff, students, parents, Board members, and other BA community members.

Communication and Development Leadership

- Is a vibrant community leader and school promoter attending events on campus, at sporting, fine arts and special events, to establish consistent visibility, rapport, and encouragement with students, faculty, staff, and parents.
- Oversees and inspires a mission-driven fundraising strategy that is intended to engage both the BA “family” and the wider community to increase relationships, partnerships and financial resources for BA. Supports all major fundraising efforts for capital projects and the BA endowment.
- Attentively engages with diverse stakeholders, valuing multiple viewpoints, and conscientiously makes decisions that advance BA’s mission and ministry.
- Diligently supervises and implements effective internal and external communication strategies, ensuring that faculty, staff, parents, and the wider community remain well-informed.
- Adeptly communicates, both in writing and verbally, with diverse stakeholders and news media, effectively addressing complex and challenging contemporary issues in a compelling and engaging manner.
- Consistently pursues excellent two-way communications, eager for new ideas and input, maintaining an appropriate level of transparency with administrators, faculty, and parents regarding decision-making and policies.
- Fosters good relationships with internal school groups, outside professional organizations, local churches, the public, and other educational agencies.



THE LEADERSHIP ROLE

- Connect Brentwood Academy's strategic plan to philanthropic goals and achievements.
- Articulate BA's case for support and philanthropic priorities to the Brentwood Academy community.
- Invests a sizable portion of time cultivating and soliciting major donors, working with the Board and the Head of School's Advisory Council.

School Governance and Board Relations Leadership

- Guides and partners with the Board in planning for future growth in facilities, program(s), and people.
- Ensures the ongoing collaborative development of long-range goals and objectives providing opportunities for staff and community to engage in long-range planning activities consistent with the BA mission.
- Assists in developing and executing policies adopted by the Board.
- Advises the Board on the need for new and/or revised policies and provides policy recommendations based on data and input from staff and advisory committees.
- Ensures the submission of necessary financial and budgetary reports to the board.

School Program Leadership

- Champions whole-student learning through ensuring academic excellence, fine arts opportunities, athletic accomplishments, and a vibrant Christ-centered environment.
- Is an effective and inspirational team builder with the administrative team and other staff, ensuring meaningful dialogue, consultation, and collaboration are part of the decision-making process.
- Oversees a program of professional development to maximize staff growth, advancement, and academic excellence.
- Is committed to cultivating mutual respect, celebrating God-given differences, and building up the body according to the truths of scripture. Continues efforts to build a staff and faculty team which reflects the diversity of the BA community and larger community.
- Motivates and coordinates the best of individual and corporate efforts of the Board, staff, parents, students, and supporters of the school.
- Continues building an excellent, mission-aligned faculty and staff.



QUALIFICATIONS

- The BA Head of School will be an enthusiastic and committed follower of Christ and an active member of a local church, gifted and experienced in articulating a biblical worldview. He or she must be scripturally sound in his or her thinking and teaching. He or she must have exemplary character.
- The Head of School will have proven promotional skills. The candidate's record will reflect that he or she has had success inspiring individuals and groups to actively provide prayer, personal, and financial support.
- The Head of School will have exhibited his or her visionary leadership with a track record of short-range and long-range planning for each of their previous roles.
- The Head of School will ideally have an advanced degree (or equivalent experience) and will have demonstrated success as a seasoned administrator, most likely in a Christian School, but possibly in an independent school, higher education, or the private sector. Deep knowledge of and passion for Christian education through board service or professional experience is imperative.
- The Head of School will fully agree with the Statement of Faith and Diversity Statement of Brentwood Academy.

“People often ask me what Brentwood Academy is all about. My response is always a quick one: Brentwood Academy is about changed lives. God is constantly remaking and remolding us as we take risks and go deep with each other in the process of relationships. At the times when we step into the darkness, He gives us something solid to stand on and He also teaches us to fly. What a blessing it has been to witness all that He has done in my life, in the lives of my family members, and in the lives of all who have been a part of Brentwood Academy through the years”.

— William B. Brown, Headmaster Emeritus



EXPECTATIONS

The Brentwood Academy [Portrait of a Graduate](#) and Strategic Plan (April 2020) articulates the goals and strategies of BA. The Head of School and leadership team are responsible for tactical plans and programs that support these goals and strategies. (Currently, a new Strategic Plan is under review, and it will be available August 2024.)

GOAL ONE: THE WHOLE PERSON

BA will provide each student with a total experience that develops them as a whole person.

Strategies

1. Establish an exemplary advisory system.
2. Provide students with access to a professional, confidential counselor at school.
3. Implement a meaningful student leadership program.
4. Review and adjust our schedule calendar, curriculum, and co-curricular offerings for time and priority demands on students.
5. Monitor and modify, if needed, the most effective means of nurturing student faith.

GOAL TWO: ACADEMIC EXCELLENCE

Brentwood Academy will provide a learning environment for our students where twenty-first century skills essential for success in college and life will be learned.

Strategies

1. Provide teachers with professional development opportunities to achieve stated student learning goals.
2. Establish a pilot initiative for teachers to learn and use specific methods to enhance student engagement and ownership of their education as independent thinkers and learners.
3. Under the leadership of the Upper School Director, provide support for faculty to have ongoing mentoring for goals #1 and #2 (critical thinking, verbal, and written competence).
4. Establish opportunities for professional and vocational exposure and mentoring for students.

GOAL THREE: COMMUNITY

Brentwood Academy will promote our core value commitment to provide a diverse and united school community that values each whole person for their unique God-given attributes.

Strategies

1. In attracting students, hiring faculty, appointing administrators and Board members, we will aim to place the most mission-appropriate people in each area while being mindful of perceptions about fairness, diversity, and qualifications that affect the unity of our school community.
2. We will continue to listen well and often to all members of our school community while making decisions consistent with our mission.



EXPECTATIONS

3. We will actively pursue involvement, communications, and support from our alumni and past parents.
4. We will provide opportunities for students to lead in various ways to foster initiative and unity.
5. We will continue to affirm the God-honoring reconciling work of Jesus with grace and patience.

GOAL FOUR: FINANCIAL STRENGTH

Brentwood Academy will further strengthen our financial position through development of resources that serve current and future students by practicing good stewardship focused on delivering a compelling value proposition to current and prospective families.

Strategies

1. We will increase applications from qualified students to maintain an ideal student body through effective marketing and communications.
2. We will increase the per student net revenue from tuition each year.
3. We will build brand awareness of our commitment to nurture and challenge each student to discover their God-given talents.
4. To support growing demand for tuition assistance, we will begin a long-term effort to fully fund all financial aid grants through our endowment.
5. To meet our students' academic needs, we will evaluate the need for new and/or renovated space and the feasibility of funding it.

GOAL FIVE: DEVELOPMENT

Brentwood Academy seeks a Head of School who is willing to invest a sizable portion of time cultivating past alumni, major donors, engaging faculty, and staff, and exploring grants and gifts to help achieve philanthropic goals set out in the Strategic Plan. The HOS should, along with the Board, set a vision and communicate the importance of philanthropy inside and outside the BA community while stressing the impact these gifts are making on the lives of each BA student's body, mind and spirit all for the glory of God.

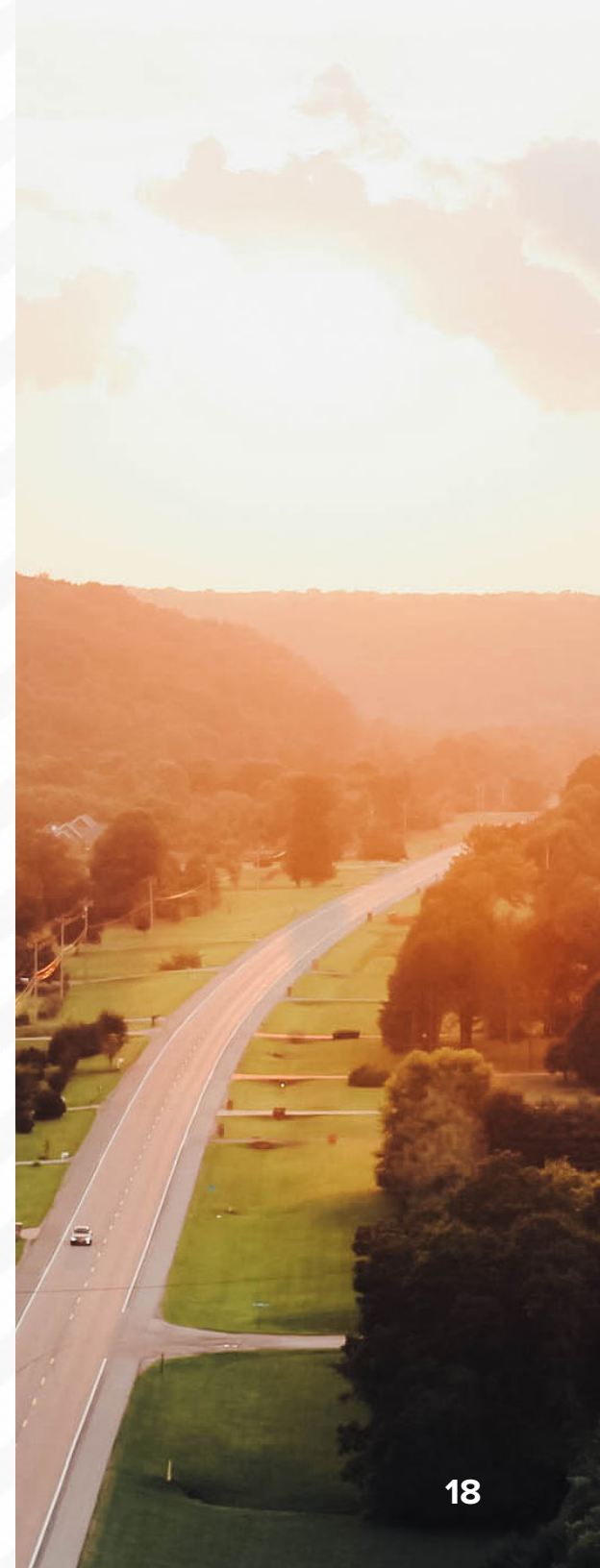
Brentwood Academy recently broke ground on a new chapel and entrance that was fully funded in the first stage of our Forward in Faith Development Campaign. At present, BA is seeking the final \$2.3 million of a project total of \$4.3 million to complete the Innovation and Arts Center, providing learning spaces for the Entrepreneurship program, Robotics, Finance, and Arts. For the future, BA will continue the long-term Forward in Faith vision, to include building the Bill and Beth Brown Center for Academics and Student Life, as well as increasing the endowment.



LIVING IN BRENTWOOD, TN

Located in scenic Williamson County, 11 miles south of Nashville, Brentwood is often considered to be one of the most sought-after suburban locations in the state of Tennessee. Brentwood is known for its close-knit community, strong business development, and high standard of living. It is an ideal community for residents seeking a friendly, small-town vibe while enjoying all that neighboring Nashville has to offer. Tourism and hospitality are big business for Brentwood and Williamson County. Some of the interesting sites include Carnton Plantation, Carter House, Arrington Vineyards, Leiper's Fork, and Franklin's historic downtown district. Local industry includes companies such as Bridgestone Americas, Tractor Supply, Nissan North America, Dollar General, Louisiana Pacific, HCA, and the Marriott International headquarters. Brentwood's job market has increased by 2.4% over the last year, with future job growth predicted to be 50%, significantly higher than the US average of 33%.

Brentwood offers the best of small-town living with a bustling retail district, music venues, green spaces, and a wide selection of trendy restaurants, eateries, bistros, and pubs. The county has a rich history, having been the site of three major battles during the Civil War. Parks, recreation areas, and historic sites are sprinkled throughout the area. Residents enjoy a thriving and diverse art and culture scene with many venues, art galleries, and cultural centers such as Town Center Theatre Ticket, White Rose Gallery, Vanderbilt Dyer Observatory, and the Tennessee Agricultural Museum. A short drive away is Nashville aka "Music City," home of the Grand Ole Opry, Ryman Auditorium, and the Country Music Hall of Fame. Widely known for hot chicken, Nashville has also become a creative hub for many award-winning culinary chefs. Sports enthusiasts enjoy cheering on professional football, hockey, baseball, and soccer teams.



PROCESS OF CANDIDACY

If your God given gifts and experiences make you feel that you are a good fit for the position of Head of School of Brentwood Academy, we invite you to begin the inquiry process. Inquiries and expressions of interest regarding this search may be forwarded to Laura Coverstone at JobfitMatters Executive Search (615.261.4623) and will remain confidential.

Please submit the following for review:

1. A current resumé or CV.
2. Responses to the following essay prompts:
 - Describe your testimony of faith in Jesus Christ. How is God using you in your work, in your church, and in your community? How has your relationship with Jesus shaped your career and influenced your decision to apply for this position?
 - Describe your experience with Christian education, both personally and professionally. How would you define the marks of “educational excellence” in a 21st century Christian school? How does a Christ-centered school best prepare a graduate for his/her place in the world?
 - Why are you interested in serving BA? Using what you have learned about BA from the BA website, Opportunity Profile, and any other research you may have conducted, describe how your life, career, and leadership development have equipped you to lead and grow BA.
3. Provide the names and contact information (phone number and email address) of four references who know you and your career well enough to comment on your suitability for this position. (Note: References will only be contacted after we have received your permission to do so later in the candidacy process.)

Submit this information in one PDF to:

LAURA COVERSTONE
Practice Leader
JobfitMatters Executive Search
BAsearch@jobfitmatters.com
Phone: 615.261.4623

Please include “**Brentwood Academy Head of School**” in the email subject line.

Search Timeline: We welcome candidate materials immediately and will consider candidates until a selection is made. On-campus interviews will take place in mid-fall, and the selected candidate will begin summer 2025.

