



THE COVENANT SCHOOL

DIRECTOR OF ATHLETICS

Start Date: July 2027

The Covenant School

Dallas, Texas | covenantdallas.com



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Covenant exists to glorify God by equipping students with the tools necessary to pursue a lifetime of learning so that they may discern, reason, and defend truth in service to our Lord, Jesus Christ.

At a Glance



1993
established



700+
total enrollment



K-12
grades



18 acres
campus size



17
sports offered



44
Middle and Upper School teams



OVERVIEW

The Covenant School is a Charlotte Mason-inspired, classical, Christian, coeducational day school serving more than 700 students in grades K-12. Founded in 1993 by parents who wanted a Christ-centered, classical education for their children, Covenant draws families from more than 35 zip codes across the Dallas-Fort Worth area. The school is organized around the Trivium in three divisions: the Grammar School, the Logic School, and the Rhetoric School.

Covenant's curriculum is shaped by the classical liberal arts and the principles of Charlotte Mason. Students grow in knowledge, understanding, and wisdom so they can love God thoughtfully and impact the world for His glory. More than 120 faculty and staff work across an 18-acre campus in North Dallas. Covenant is accredited by the Society for Classical Learning (SCL) and Southern Association of Independent Schools (SAIS).

Covenant Athletics is a true community-builder at the School. School spirit runs deep, and athletics is one of the places it shows most clearly. Coaches teach and disciple their athletes. Friendships grow across teams and grade levels. Families, faculty, and students turn out to cheer on the Knights, and that support reflects genuine pride in the school. With 17 sports and 44 Logic and Rhetoric teams, Covenant enjoys strong participation and pursues competitive excellence grounded in its classical, Christian mission.



POSITION OVERVIEW

The Director of Athletics at The Covenant School will lead the vision, culture, and daily operations of Covenant Athletics.

Reporting to the Head of School, the Director of Athletics will serve on the senior administrative team. This full-time, 12-month position oversees all aspects of the athletic program, including Logic and Rhetoric School athletics, the Assistant Directors of Athletics, coaches, facilities, scheduling, budget, and the student-athlete experience.

The Director of Athletics will be charged with defining a clear, distinctly Covenant philosophy for athletics. That philosophy will set where competitive excellence sits alongside player development, broad participation, and Christian formation. It will guide decisions across every team and level.

Working closely with the Head of School, division leaders, and Advancement, the Director of Athletics will be a visible and relational presence on campus. This leader will build trust with students, coaches, families, and colleagues and will ensure athletics is fully woven into the Charlotte Mason-inspired, classical, Christian mission of the school.



OPPORTUNITIES AND CHALLENGES

The Covenant School has cultivated a strong and distinguished reputation by maintaining an unwavering commitment to its core values in the midst of growth. This flagship classical, Christian school is positioned for the next Athletic Director to shape a clear vision for a program that aligns with the school's strategic priorities in support of its mission.

The Director of Athletics will:

- Define, communicate, and embed a unified mission and long-range direction for Covenant Athletics that reflects Covenant's classical, Christian identity and guides decisions at every level.
- Build a coaching program that recruits, onboards, mentors, evaluates, and retains mission-aligned coaches, with particular care in helping community coaches lead within Covenant's culture.
- Establish consistent and predictable policies, standards, and operating practices across all teams.
- Create a proactive, mission-centered communication approach that inspires stakeholders and keeps families informed.
- Partner with school leadership on a long-range facilities and resource plan.
- Assess the department's structure, roles, and workload, so staff have the capacity to do their best work.
- Strengthen coordination with academics, fine arts, spiritual life, and the school calendar to protect Covenant's whole-student priorities.
- Develop a vertically aligned pathway from the Grammar School through the Rhetoric School.
- Champion the holistic development of student-athletes through discipleship, leadership development, wellness, strength and conditioning, and college athletics guidance.
- Protect and build on the school spirit and community that athletics already fosters.



QUALIFICATIONS AND PERSONAL ATTRIBUTES



The ideal candidate will demonstrate:

- A vibrant and growing relationship with Jesus Christ, shown through a life of prayer, spiritual discipline, church involvement, and full support of Covenant's Statement of Faith and Statement of Beliefs
- A bachelor's degree, with a preference for postgraduate education
- Significant experience in athletic administration, preferably in an independent or classical Christian school
- A strong understanding of education-based athletics and how to balance player development, participation, competitive excellence, and Christian formation
- An understanding of, or eagerness to learn, the classical approach to education
- A record of recruiting, developing, and retaining coaches as educators and mentors
- Experience building systems, policies, and structures that bring consistency to a complex program
- Clear, warm, and timely communication with students, families, coaches, and colleagues
- Experience managing budgets, facilities planning, and operations
- A visible, relational leadership style marked by humility, winsomeness, wisdom, and integrity, including the ability to listen for the real concern behind what people say
- The ability to think strategically while attending to daily details
- A sense of humor and a positive attitude that sustain team morale in demanding circumstances

LEARN MORE

- [School Website](#)
- [Mission and History](#)
- [School Profile](#)
- [Campus](#)
- [Strategic Plan: Statement of Purpose](#)
- [Covenant Lookbook](#)
- [Covenant Athletics](#)
- [About Dallas, Texas](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

RICE BRYAN

Senior Associate

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TIM GREEN

Athletics Practice Leader

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