



Central Minnesota Christian School

Principal

Opportunity Profile

Central Minnesota Christian School

AT A GLANCE

Mission

To provide a Christ-centered, quality education to equip students for a life of service.

Core Values

Better Together

God created us in his image to live in Community. Therefore, we honor and care for the well-being and success of all. We value encouragement and helpful communications while speaking the truth in love. We celebrate the individual gifts and character of each member and provide an environment for them to struggle and grow.

(Rom 12:4-5; Gen 1:27; Col 3:12-14)

Being Transformed

We value whole-person Growth and practice continuous improvement through learning, personal reflection, and Christian development. We are open to new ideas and seek God's kingdom dream for our lives and the world.

(Rom 12:2; II Cor 5:17; Ps 51:10)

Building Trust

We strive for Excellence in our character and proveness in our work. We do our best to earn respect by exceeding expectations, maintaining high standards, challenging complacency, and aiming for full potential.

(Matt 13:12; Titus 2:7; Phil 1:9-10)

Bridging The Gap

Through Service, we identify needs and address them. We see God-possibilities and obediently follow the Spirit to make them our reality. In humility, we give of ourselves, investing in the cause of Christian education and thus, the future.

(I Peter 4:10; Col 3:23; Isa 58:10)

Key Facts

FOUNDED
1911

ANNUAL TUITION
BUDGET **\$7,500-**
\$3.5M **\$8,700**

356
STUDENTS
IN GRADES
4K-12

39
CHURCHES
REPRESENTED IN THE
STUDENT BODY



42
MEMBERS OF
FACULTY/STAFF
+ BUS DRIVERS,
KITCHEN STAFF,
AND COACHES

15:1
STUDENT
TO TEACHER
RATIO

11
YEARS
AVERAGE
FACULTY
EXPERIENCE

Academics

At Central Minnesota Christian School, we are committed to providing a quality education through the lens of a biblical worldview. We strive to be a place where students—

- Develop and grow in their relationship with our Lord and Savior Jesus Christ.
- Learn to discern God’s will for their lives.
- Discover their God-given talents and learn to use them for the benefit of His kingdom.
- Love, encourage, and accept one another with the attitude of a servant.
- View the universe as being created and sustained by a loving God and worship Him accordingly.
- Acquire a life-long passion for learning more about God’s Word and God’s World.
- Use the instruction, resources, and technology available to achieve the highest standards of excellence in education.

Co-curriculars

Athletics

CMCS has adopted Coaching for Transformation, which provides a framework for principles and practices that point our coaches and student-athletes to accomplishing our school mission. The Coaching for Transformation “Gameplan” outlines our school’s and athletic department’s mission statement, highlights our four values (Better Together, Building Trust, Bridging the Gap, and Being Transformed), and establishes several Essential Practices that coaches will follow no matter what the sport. With our coaches being a mixture of staff, faculty, parents, or community members, the “CFT” Gameplan aims to unify and align our coaches to the higher purpose of coaching at CMCS.

CMCS participates in the Minnesota State High School League. We offer the following sports:

- Cross Country
- Volleyball
- Boys Soccer
- Girls Basketball
- Boys Basketball
- Track and Field
- Baseball
- Boys/Girls Golf

Fine Arts

- One Act Play (MSHSL Competition)
- Spring Drama Production
- Band
- Choir
- Small Vocal Ensemble
- Worship Team

Club Activities

- Trap
- Robotics
- LEGO
- Yearbook



Community

For more than 100 years, Central Minnesota Christian School has been delivering Christ-centered quality education, equipping students for a life of service. God has combined a rural-agriculture setting with innovative minds, a Midwest work ethic, and family values to forge this hidden gem in the heart of Minnesota.

Students at Central step into a rich legacy stream of Christian commitment and Reformed worldview. We still believe that when the family, church, and school are unified in their vision for a child's development and education, they form a three-legged stool that sets our children up to reach higher.



Our vision of success is the formation of effective kingdom citizens who are in the world but not of it. CMCS graduates ought to be the best spouses, care-givers, and friends. The world needs the presence of Christ to be lived out through us as admired thought leaders, respected business owners, excellent co-workers, and faithful employees. We want God to be glorified through our graduates who are known for their Christ-saturated character and purpose-driven living.

Learning Environment

At Central Minnesota Christian School, we offer an excellent learning environment. Our students have the opportunity to learn in first-rate, modern facilities with spacious classrooms. We also are home to an industry-standard athletic facility that can be used for co-curricular activities and special events.

We strive to provide an academic environment that allows our students to thrive, with small class sizes and 1:1 Chromebooks for students in grades three through 12. Our faculty invest in our students, going the extra mile to help them succeed.

Off-campus Experiences:

- Ecology Trip
- Senior Trip to Washington, DC
- Middle School Science Camp
- High School Mission Trips
- Middle and High School Spiritual Retreats

Community Involvement

- Elementary discipleship groups
- High School winterim classes

Principal Role

Job Description

The Principal is a key leadership position at CMCS. Their primary responsibility is to lead the faculty and staff in the effective implementation of the education program, as well as the oversight of co-curricular programming. This work is to be done in accordance with the vision, mission, and values of the school as established by the Board of Directors and the goals and strategies established in collaboration with the Superintendent and the Leadership Team. Whereas the Principal is primarily responsible for the educational program, they will have significant contact with and input into the operation of other organizational functions, including finance, property, stewardship, transportation, admissions, and communication.

Term of Employment and Qualifications

Reports to CMCS Superintendent

Terms of Employment:

- 12-month contract beginning July 1
- 20 days of PTO

Qualifications:

- Master's Degree in Educational Leadership (or equivalent)
- Working knowledge of curriculum mapping and design
- Demonstrated leadership of teaching teams



Responsibilities

Operational Leadership

- Champion sound teaching practices and academic strategies.
 - » Growth-minded teacher coaching and support
 - » Teaching for Transformation (TfT) Implementation and Execution
 - » Knowledge of course sequencing and curriculum mapping
- Foster parent-teacher relationships
- Lead faculty meetings

School Calendar and Class Schedule Management

- Educational program
- Recess, lunch, hall monitors, etc. schedules
- New course initiatives
- Yearly events (graduation, prom, etc.)
- Substitute teachers
- Class observation and teacher evaluation
 - » Professional development plans
 - » Accountability and measurement
 - » Implement school improvement processes

Spiritual Leadership

- Maintain an active relationship with Christ
- Faithful church participation and support
- Pray for the staff and seek the Lord's wisdom and counsel daily for the school
- Remain an outward-focused, servant leader
- Lead the staff by example through Christian character and discipline
- Approach student discipline with grace-filled restorative practices
- Work closely with the Student Success Team (SST) and chapel programming





Organizational Expectations

- Participate in Leadership Team Meetings (weekly and regular huddles)
 - » Superintendent
 - » Director of Learning
 - » Director of Finance
 - » Director of Advancement
- Work closely with Superintendent
- Work closely with Director of Learning
- Teacher Leadership and Development
 - » Observe and Evaluate staff with formative and summative evaluations
 - » Schedule and Lead monthly faculty meetings (more as needed)
 - » Coordinate in-service meetings with faculty
 - » 1:1 teacher intent meetings
- Consult regularly with Buildings and Grounds Manager
- Consult regularly with Athletic Director
- Consult regularly with Transportation Director
- Annual Meeting with constituency (Principal report)
- Twice-yearly Board in-person attendance (expanded Principal report)
- Serve as point of contact for securing substitute teachers
- Oversight of support staff
- Serve on Education Committee
- Work closely with SST Coordinator regarding student needs and learning plans (e.g. 504 plans, academic support, referrals for special education, etc.)
- Work closely with District 815 Superintendent, staff, and Title I Coordinator regarding grant funding and student services
- Provide a written report for monthly board meetings
- Serve as needed in campus leadership when Superintendent is unavailable
- Participate in new family interviews, campus tours, and open houses

Inquiry

Although applications will be accepted until the time that a new principal is appointed, interested candidates should submit a letter of interest and CV/Resume by March 1, 2022 for most favorable consideration. Nominations, expressions of interest, confidential inquiries, and questions concerning this search should be submitted to Dr. Timothy Van Soelen (712.441.4958) or David Urban (610.801.9605) from the Center for the Advancement of Christian Education (CACE), consultants who are assisting Central Minnesota Christian School in this search.

If, after reading this Opportunity Profile, you sense that the gifts and experience God has given you are a good match for Central Minnesota Christian School, we invite you to begin the inquiry process. We handle all candidate information and conversations with utmost confidentiality.

To apply, please provide the following for review:

- **A current resume**
- **A two to three-minute video introducing yourself and speaking about your passion for Christian education**
- **Responses to the following essay questions (totaling four pages or fewer):**
 - » Describe your spiritual journey of faith in Jesus Christ. Indicate how God is using you in your work, in your church, and in your community. How has your relationship with Jesus Christ shaped your career and influenced your decision to apply for this position? Please include an articulation of your alignment with the Reformed tradition (Christian Reformed Church, Reformed Church of America, etc.).
 - » Describe your experience with Christian education, both personally and professionally. How would you define the marks of educational excellence in a Christian school?
 - » Describe your leadership style. If you have taken any leadership inventories (Gallup Strengths, SDI, VIA 24, etc.), feel free to share those results.
- **Provide the names and contact information (telephone numbers and email addresses) for four references who know you and your career well enough to comment on your suitability for the Principal at Central Minnesota Christian School. (References will be contacted only after we have requested and received your permission to do so.)**

Submit application materials to Dr. Tim Van Soelen at tim.vansoelen@cace.org with the subject line, "**Central Minnesota Christian School – Principal.**"

