

RACINE CHRISTIAN SCHOOL

HEAD OF SCHOOL

OPPORTUNITY PROFILE





RACINE CHRISTIAN SCHOOL

MISSION

Racine Christian School provides children with a Christ-centered education that encourages biblical learning, growth and service.

KEY FACTS

FOUNDED
1929

ANNUAL
BUDGET
\$2.1M

30
TEACHERS
& STAFF



TUITION
\$2,664-
\$5,729

STUDENT
TEACHER
RATIO
19:1

209
STUDENTS
(4K - 8TH)

17
YEARS
AVERAGE
FACULTY
EXPERIENCE



35+
CHURCHES
REPRESENTED IN THE
STUDENT BODY

GREETINGS FROM RACINE CHRISTIAN SCHOOL

Welcome to Racine Christian School, where you are family! We are delighted that you are taking the time to read through our profile. RCS is a well-established school with nearly 100 years of impact in the Racine community. Our past has been blessed by God, and with His leading, our future is bright and bold! RCS currently educates 209 students in a 4K-8 setting. With our participation in the Racine Parental Choice program, our impact has expanded past previous boundaries.

Now, knowing the treasure of Christian Education that we hold in our hands and within our walls, we feel compelled to offer the Gospel message of Christ to even more students and families. For this reason, we are seeking a visionary leader who would thrive knowing they have an impressive opportunity to lead RCS into its next 100 years. We are confident that not only would this impact children and families in the here and now, but also for an eternity of service and blessing in God's Kingdom! It is our prayer that person might very well be you.

In the service of Christ,

Rev. David Van Buren

Racine Christian School Board President



ACADEMICS

Racine Christian School's mission is to glorify God by providing a Christ-centered education for all of our students. We offer a full standard curriculum including Spanish and technology, utilizing textbooks from both secular and Christian publishers and relying on the teachers to provide the Christian foundation for all areas of study. Students study the Bible not just as an historical textbook but also as the authoritative guide for their lives. All teachers are state-certified and model Christian principles in their personal and professional lives.

At RCS, we recognize each student as a unique creation with an individual set of God-given gifts and challenges. We are committed to helping each student to discover and live up to his/her potential, seeking—with the resources available—to accommodate students with physical, developmental or learning disabilities.

RCS believes that the purpose of Christian instruction is to teach children to view the whole world as God's Kingdom, and to understand that their calling is to live for God's glory. RCS values the development of all students's physical, social, intellectual, and spiritual life so that they may better equip themselves to serve the Lord and their world.

CO-CURRICULARS

In addition to academics, all students in grades 5-8 are encouraged to participate in organized team sports. RCS offers volleyball, basketball, cheerleading, cross country, and track for girls, and basketball, cross country, and track for the boys. In addition to local competitions, RCS competes in the Wisconsin CSI track and field day as well as an annual CSI basketball tournament.

For the arts, all students 4K-5th grade have music and art instruction. In addition, students in 4th-8th grade have the opportunity to participate in a band program. Students in grades 6-8 enjoy choir. Every year they also participate in the WI CSI Music Festival. Each individual school choir performs; there are also numerous individual vocal and instrumental performances.

For the drama/speech enthusiasts, grades 5-8 participate in an annual Speech and Spelling Festival. There are numerous categories including monologue/dialogue, storytelling, original and extemporaneous speeches, and choral readings.



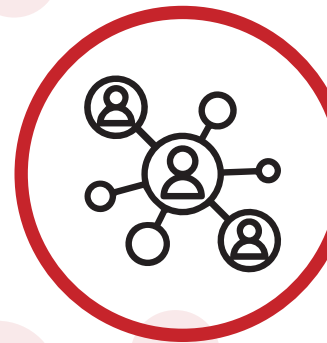
COMMUNITY

At RCS you are family. Families learn together, grow together, have fun together, and serve together. We have an abundance of opportunities for all of the above. Students participate in Unity Groups every month. Each group consists of students from each grade level. They are led by an 8th grader as they study God's Word, allowing older students to mentor younger students.

Learning isn't just about facts and figures. It's about applying what we've learned to build a better world and serve each other and our community.

Parents serve by joining the PTO—where they encourage one another, serve as room parents or coaches, plan events and volunteer at the many fundraising efforts of the school. Students also learn to serve. They do this by cleaning the highways, organizing diaper drives, donating to local food banks, having bake sales to sponsor local and national charities, and doing various class projects that connect them with, and build awareness of, the outside world.

Parents and students together participate in Fun Walks, pie sales, auctions, movie nights, Dine to Donate evenings, pep rallies, Muffins for Mom, Donuts for Dad and pretty much any other excuse/opportunity to interact with, and enjoy, one another.



LEARNING ENVIRONMENT

Education happens inside and outside of the classroom. Within the classroom, students learn both individually and in groups; each child is equipped with a Chromebook. Students do not learn in a vacuum. Numerous field trips at every grade level allow them to explore the diversity and complexity of God's creation, learn about community manufacturers and enjoy science and technology.

Racine Christian's current location was opened in 1955. Since then, there have been 4 major building expansions plus the inclusion of 4K in 2022. RCS has expanded its mission to serve the community and bring the Good News of the gospel to all who enter their doors.

As RCS approaches 100 years of providing excellent Christian education, a "Reimagine RCS" project is underway to plan and renovate for the future. That 4-phase vision, prayerfully, includes the acquisition of land, expansion to two classes per grade level, and construction of a larger facility that will eventually encompass 4K-High School on one campus.

The campus is secured, employs the WavePlus Rapid Response system, and is monitored during school hours and functions.



HEAD OF SCHOOL

QUALIFICATIONS

Years of Experience: 1-3 years of administrative leadership

Educational Requirements: Master's Degree

- Personal relationship with Jesus Christ, adheres to the historic Reformed faith, believes all life decisions should be filtered through Biblical worldview
- Dedicated to sound Christian philosophy and believes in the mission of RCS as described
- Provides visionary servant leadership
- Recognizes Scripture as the revealed Word of God and ensures it is taught as divine truth discovered in the learning experience
- Humble in spirit but bold in Christ-like practices
- Serves as spiritual leader for integration of Biblical truth, teaching, modeling and discipline throughout the school
- Participates in personal professional development by attending conferences and other growth opportunities
- Communicates effectively both orally and in writing

KEY LEADERSHIP TASKS

ADMINISTRATIVE

- Communicates with parents/keeps them informed
- Listens to parent concerns; takes appropriate action to resolve problems
- Communicates with school constituency and the community the accomplishments, needs, and concerns of the school
- Provides behavioral support/enforces school policies
- Ensures the safety of students through practices and procedures
- Works with Board and Long Range Planning team to develop and review the school's strategic plan
- Ensures that accreditation is earned and maintained
- Attends monthly Board meetings and prepares monthly reports

INSTRUCTIONAL

- Leads staff in implementation of instruction, assessment, and curriculum
- Coordinates planning, development, maintenance and evaluation of the educational program

- Ensures a safe, pleasant & effective learning environment
- Reviews/implements professional in-service training for the academic and spiritual growth of staff
- Annually reviews job performance of all staff; reports to Board
- Conducts orientation for new instructional staff
- Hires or participates in hiring of instructional staff; recommends staff hires and terminations
- Coordinates ordering of curriculum and supplies

OPERATIONAL

- Works with treasurer/accountant to develop/manage budget
 - Oversees the curriculum cycle and manages curriculum selection
 - Works with the office to administer the Racine Parental Choice Program
 - Works with Building & Grounds to maintain RCS facilities
 - Develops yearly school calendar and school schedule
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INQUIRY

Applications will be continuously processed until the time that a new head of school is appointed. Nominations, expressions of interest, confidential inquiries, and questions concerning this search should be submitted to Paul T. Neal (610.348.5057) or Dr. Tim Van Soelen (712.441.4958) from the Center for the Advancement of Christian Education (CACE), the consultants who are assisting Racine 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 Racine 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 head of school at Racine Christian School.** (References will be contacted only after we have requested and received your permission to do so.)

Submit application materials to Paul T. Neal at paul.neal@cace.org with the subject line, "**Racine Christian School - Head of School.**"

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