

CalvinChristian

Connecting Faith & Learning SCHOOL



The Search For Our Next Upper School Principal

GREETINGS From The School Board President

Dear Prospective Candidate,

Thank you for your interest in the Upper School Principal position at Calvin Christian School. Calvin is a community of faculty, parents, grandparents, and friends who share a common goal of educating and equipping the next generation of Christian men and women.

This is an exciting time in the life of CCS. Calvin boasts an experienced faculty, an energetic board, and supportive parents who are all united in their commitment for Calvin's excellence. The board and school administrators have a sincere desire to continue to provide a high-quality, affordable education for the community we serve.

Calvin Christian School is seeking a unique leader for our Upper School. Our next Principal should be passionate about leading a team that delivers a superior education grounded in a biblical worldview to prepare children for a life of Christ-centered service. In addition, we are searching for a leader to knit the community together both spiritually and academically.

Our desire is that this Opportunity Profile will offer you a first glance at our school and the key characteristics needed in our next leader. We encourage you to read through and further explore our website at www.CalvinChristianEscondido.org for additional information.

If you have any questions, please contact the Search Committee at:
hr@calvinchristianescondido.org.

Sincerely,

Ruben Bons

Ruben Bons
President, Calvin Christian School Board



SAN DIEGO LIVING

Calvin Christian School is located in north San Diego county. The weather alone is a reason to consider the move. The sun is always shining with an average of 266 sunny days per year and with temperatures reaching an average high of 89° in the summer and 68° in the winter. We also love our sunny skies with just 44 precipitation days per year totaling just 16" of rainfall.

San Diego county is home to 350 miles of hiking, biking, and equestrian trails in more than 100

parks and open space preserves. Perhaps a whale watching excursion off the coast or a simple trip to one of the many local farmers markets may be your inspiration.

America's Finest City boasts many world famous attractions. You'll never lack a fun weekend adventure with the San Diego Zoo, San Diego Safari Park, SeaWorld, and Balboa Park at your back door. San Diego is also home to the Old Globe Theater as well as Comic-Con. If you're a

sports fan, we claim multiple collegiate athletics and MLB's San Diego Padres.

With all of this available, it's no wonder that San Diego was voted in the top 10 for "Best Kid-Friendly Destination" by USA Today and "Best Large Cities to Live in" by WalletHub.

Location, location, location! Where else can you surf, snow ski, and ride a quad over sand dunes in the same day? San Diego county is about two

hours south of Los Angeles and is centrally located with just about anything you might want to do within an hour drive. The Pacific Ocean borders to the west with the Anza-Borrego Desert and the Cleveland National Forest to the east and Mexico to the south. No matter where you go in San Diego county, there's something for everyone.



THE MISSION

Mission & Faith Statement

In cooperation with the home and church, we teach the whole child from a biblical worldview, founded in the Reformation, providing children from Christian families an excellent education for a life of Christ-centered service.

We believe that there is only one God, eternally existing in three persons: The Father, Son and Holy Spirit. This God has revealed himself to us by His creating, preserving, and governing the universe and by the written Word of God, the Bible.

We believe the Bible is the only inspired, infallible, inerrant, and authoritative standard for what we believe and how we live.

We believe that humanity was created in perfection, but Adam and Eve, our first parents, fell into sin. Therefore, every person is born in sin and is corrupted in their spirits, thoughts, emotions, and wills. Apart from the work of God, we are spiritually helpless and dead in sin.

We believe that Jesus Christ is true and eternal God. This eternal Son of God became man, died on the cross to atone for the sins of all who believe, rose bodily from the dead, ascended into heaven and sits at the right hand of God the Father. Jesus will return to earth in power and glory on the final day to judge the living and the dead. He is reigning now at God's right hand, and He sends His Holy Spirit into the world.

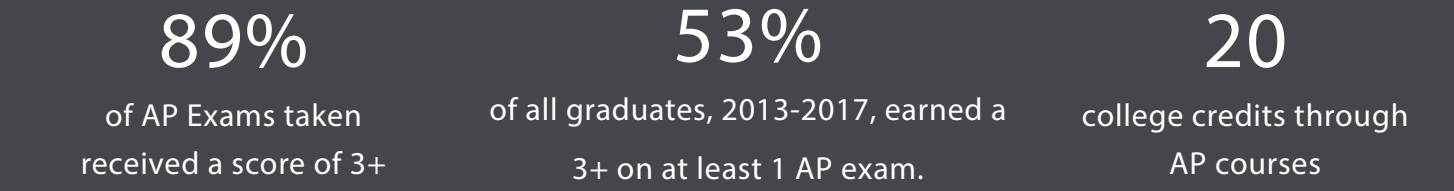
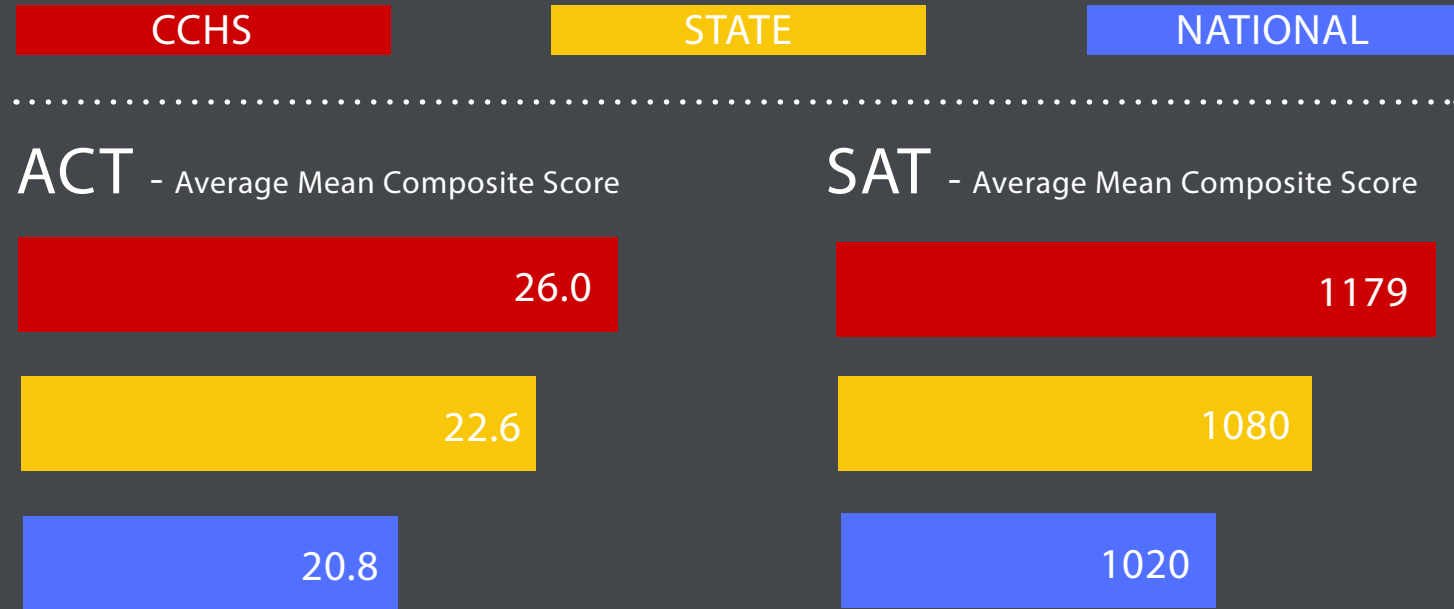
We believe in the Holy Spirit who is eternally co-equal with the Father and the Son in power and glory. The Holy Spirit works to bring the dead to life by giving sinners the gift of faith and by enabling them to honor God in their lives.

We believe in one holy, universal church founded on and affirming the teachings of the apostles.

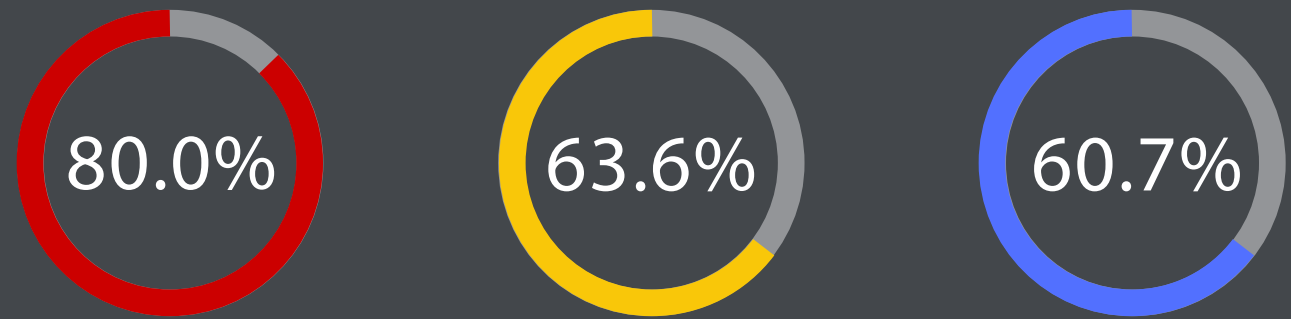


ACADEMIC EXCELLENCE

Calvin Christian High School Test Scores • 2016 & 2017



Students that took AP Exams and received at least one score of 3 or higher



25% of AP Exams taken by CCHS students received the highest score possible for the exam, compared to 15% statewide and 13% nationally.



PRE-K-12 Enrollment:	412
K-12 Tuition:	\$5,864-\$11,275
Number of Churches Represented in Student Body:	70
Financial Aid Distributed (2018/19):	\$334,000
College credits through dual enrollment:	17
Percent of CCHS Grads in College:	98%
Endowment balance (2018/19):	\$1.46 Million
School budget (2018/19):	\$3.37 Million
AP Classes Offered:	6
CIF Recognized Sports:	9
Advanced Degrees held by staff:	14
Accreditation:	WASC
Median Experience of Faculty:	21

SPIRITUAL EMPHASIS

In cooperation with the home and church, we teach the whole child from a biblical worldview, founded in the Reformation, providing children from Christian families an excellent education for a life of Christ-centered service.

Our faith is at the core of our instruction and plays an active, foundational role in each subject that is taught. This integration of faith and learning equips students with the knowledge to truly live a life of Christian service and make an impact in the world around them.

Every day at Calvin Christian School begins with seeking God first. On the elementary campus, each morning begins with Square Time which includes a short devotion or perhaps a praise song followed by prayer. On the junior high and high school campus, the first class of each day begins with morning devotions and prayer.

Junior High students meet once to twice a month for small group Bible study led by faculty, parents, or local youth pastors.

In High School, students spend time in small group Bible study throughout the year, during Spiritual Emphasis week, and with their retreat small groups.

CCS elementary students gather every Wednesday for chapel. Special guests are frequent during chapel time which also includes a time of praise. On the Junior High and High School campus, students gather every Wednesday and Friday for chapel.



SHAPING Future Leaders

Together we have an opportunity impact the world in a positive, Christ-centered way.

A sound philosophy of education begins with a world and life view that understands that every sphere of life is under the authority of Christ and subject to Scripture. Education is of, by, and for the kingdom of Christ. Our goal is to prepare and train our students for effective service in Christ's kingdom. As part of this training, our teaching staff seeks to help students evaluate and discern all they see in the world through the lens of the Word of God.

Our outstanding teaching staff, the key to the success of the school, leads the way in accomplishing this task. The teachers at Calvin are dedicated professionals who believe that they have been called by God to the teaching profession. We have a staff of teachers, administrators, and support personnel who all profess Christ as Savior and Lord and demonstrate that commitment in their character each day.

In addition, arts are an essential part of the curriculum. Calvin recognizes the place of the arts in the development of the whole child as a Biblical mandate. God is the Creator. We are his image bearers called to reflect his beauty, grace and love. Through Performing and Visual

Arts, Calvin is committed to fully developing the creative gifts of God's children in order to glorify him through unique avenues of self-expression and praise which affirm and celebrate each child.



THE HISTORY of Calvin Christian School

Calvin Christian School is a Preschool and Kindergarten through 12th grade school located in northern San Diego county. Our campus stretches across 25 acres and boasts over 30 classrooms, a modern gymnasium, several large playing fields, a full library, computer lab, a weight-training room, spacious courtyards, and excellent music facilities.

1950's TO 1970's

In the late 1950's, members of Escondido's Christian Reformed Church began planning for a Christian school for their children. In 1961, construction began, and the first meeting of the Mothers' Club was held. On September 5, 1961, Calvin Christian School opened its doors to sixty-six students in grades first through eighth. By the end of that decade, the first kindergarten class was admitted.

1980's

In 1980, after much prayer, planning, and fundraising, the doors of Calvin Christian High School opened to twenty seven students in grades nine and ten. It only took three years for CCHS to earn its WASC accreditation. Calvin Christian School continued to grow throughout the 1980's and ended the decade with the opening of a state-of-the-art gymnasium.

1990's

In 1998, additional classrooms and office space

were added to the high school which provided administrative offices. The elementary campus also received a new playground thanks to the fundraising of the Mothers' Club.

2000's

In 2003, Calvin Christian Preschool opened its doors with three teachers and thirty-two students. The preschool is now at capacity with ten teachers and eighty-three children from two to five years old.

Present

In the early fall of 2017, Calvin completed the last leg of the physical master plan with the construction of the Heritage Center Chapel and Auditorium. The community is buzzing with the news of a new state-of-the-art auditorium that will hold concerts, plays, chapels and many other community events.



= ACTIVITIES & ATHLETICS

Calvin Christian School offers a variety of athletic opportunities and extracurricular activities for students in grades kindergarten through 12th grade.

ACTIVITIES

At Calvin Christian Elementary School, students enjoy activities such as the Spring concert, the Mini-Olympics, a Walk-A-Thon to raise funds for local charities, Exploration Week, and the Used Book Fair.

Calvin Christian's Junior High program includes multiple band and choir performances, an annual Junior High game day, the biannual 7th and 8th grade Washington, D.C. trip, an overnight retreat, the Mini-Olympics, school spirit days, and Swim Club.

Calvin Christian High School has something for everyone. In addition to band and choir concerts, CCHS has an active chorale group, Faith Expression, as well as an excellent performing arts department. High School students also experience an off campus retreat, Spiritual Emphasis Week, Interim Week, international trips, Student Council, and after school clubs.

ATHLETICS

Calvin Christian Junior High and High School boasts an active athletics program. Over the last forty years, our athletes have helped bring over



seventy titles, including League Championships and CIF Division Titles, to Calvin Christian School.

Fall: Football, Flag Football, Volleyball, and Cross Country.

Winter: Basketball and Soccer.

Spring: Softball, Baseball, Track and Field, and Golf.



POSITION DESCRIPTION

Upper School Principal

POSITION GOAL

Faithfully serve as the “Head of the Upper School” by tending to the overall educational environment in grades 6-12 (Upper School is defined as grades 6-12). Successful fulfillment of this important administrative role will include thoughtful attention to the complex interaction between academic life, student life and community life. It is imperative that sincere and evident growth as a true disciple of Jesus Christ, is the very heartbeat of this leader’s daily work.

Reports to: Superintendent

RESPONSIBILITIES

ORGANIZATION / MANAGEMENT

- Supervises the day-to-day operations of the upper school staff and students.
- Monitors the needs of the upper school program and solves problems promptly.
- In conjunction with the Student & Community Life team, organizes various programs for the upper school as well as create the upper school calendar.
- Schedules staff/students in the upper school daily schedules.
- Supervises ordering of general supplies, textbooks and equipment for the upper school program.

FINANCE

- Follows purchasing policies when ordering upper school materials in order to remain within the budgeted amounts.
- Oversees the collection of specific upper school fees.
- Ensures accurate records are maintained of all orders and expenses related to the upper school.
- Secures procedures for safeguarding all cash and checks received for upper school.

DEVELOPMENT

- When appropriate, assists the Director of Advancement in upper school related development/ advancement projects and functions.

RELATIONSHIP TO THE SUPERINTENDENT AND BOARD

- Defers to the superintendent in all matters of policy, work and authority.
- Supports Board policy and decisions.
- Keeps the superintendent informed of relevant issues affecting the upper school (or any part of the overall program).
- Effective in recruiting of potential upper school staff members.
- Acts a liaison between the upper school staff and the superintendent.
- Ad Hoc member on various board subcommittees as approved by the superintendent.
- Keeps all program evaluation and creation Mission aligned, and is consistently intentional about the ways in which the educational model of Calvin Christian informs work.

PARENT CONSTITUENCY

- Keeps parents informed of all relevant issues affecting the upper school.
- Encourages active participation of parents in academic and co-curricular upper school programming.
- Submits written information regarding the upper school to the school’s primary communication lines.
- Responds to and initiates regular and specific correspondence with parents and patrons.
- Represents the upper school to the public.
- Is available to meet with parents and others.

POSITION DESCRIPTION

Upper School Principal

INSTRUCTIONAL LEADERSHIP

- Keeps informed about all instructional aspects of the upper school.
- Studies areas for curriculum improvement as aligned with school's educational model and mission.
- Encourages the growth of the upper school faculty through training, class visitations, workshops, etc.
- Conducts beneficial upper school faculty meetings.
- Oversees and enforces the upper school student accountability (i.e. discipline) program.
- Organizes the administration of standardized testing to upper school students.
- Ensures high school students have access to information regarding college entrance and provides and/or delegates assistance in completing admission applications and testing, e.g. PSAT, SAT and ACT
- Maintains and communicates school's vision for Christ-centered, "whole-child" education rooted in the historic liberal arts tradition and distinctly from a Biblically reformed perspective.

FACULTY-STAFF RELATIONS

- Organizes and executes a plan for upper schools staff evaluation, improvements and makes recommendations to the superintendent regarding annual job assignments.
- Delegates responsibility as appropriate (e.g. to AD)
- Keeps his staff informed of all pertinent policies and information.
- Is alert to staff morale level and seeks to be encouraging to his staff, and other employees.
- Recommends/advises upper school staff retentions and dismissals to superintendent.

SPIRITUAL LEADERSHIP

- Displays leadership in spiritual growth.
- Plans and coordinates upper school assemblies
- Monitors the overall spiritual maturity displayed by the upper school students and staff.

PROFESSIONAL AND PERSONAL

- Maintains and builds personal and professional development.
- Maintains and displays high standards of personal ethics.
- Represents the school with appropriate decorum.
- Sets professional example for his/her staff.

MARKETING / PUBLIC RELATIONS

- Seeks to upgrade the public image of the school and the upper school program.
- Conducts upper school parent and students interviews.
- Proposes guidelines for recruitment, application procedures, and admission standards for upper school.
- Maintains proper relationships and necessary communications with local churches.
- Communicates as needed with other Christian and public schools, local businesses, and higher education institutions.

FACILITY MANGEMENT

- Enforces and communicates high neatness and cleanliness standards within the upper school classrooms.
- Suggests to the superintendent capital and other improvements for upper school.
- Makes effective secondary classroom allocations.
- Supports and assists in the overall facility maintenance/use standards for the entire facility.

THE PROCESS of Candidacy

MINIMUM QUALIFICATIONS

- 5+ years of experience as a teacher in a Junior and/or Senior High classroom
- Experience in a significant administrative capacity
- An administrative credential and/or Master's degree or higher in a related field

APPLICATION PROCESS

- Submit the General Employment Application, found at:
www.CalvinChristianEscondido.org/about/employmentapplication.cfm
- Submit a cover letter, resume and a statement of philosophy of Christian Education via email to hr@CalvinChristianEscondido.org

If you have any questions, please email the Search Committee at:
hr@CalvinChristianEscondido.org

School Address:
Calvin Christian School
2000 N Broadway
Escondido, CA 92026

