



MIDDLE AND HIGH SCHOOL PRINCIPAL SEARCH

School Year 2022-23

OVERVIEW

Donelson Christian Academy is a rigorous college-preparatory Christian school that has served the Nashville, Tennessee community for the last fifty years. The school currently educates 730 students from two-year-old preschool through grade twelve. Donelson Christian Academy draws the majority of its students from metropolitan Nashville and Wilson County. The secondary school facilities were expanded in March 2002 by adding science laboratories, a visual arts studio, athletic facilities including a second gymnasium, and other designated classroom areas. The first floor of the entire campus was fully renovated following the Great Nashville Flood of May 2010. The 2.7 million dollar project was completed in August 2010.

Most recently, subsequent to the March 2020 tornado, the school has undergone a 15 million dollar building project including a 4.5 million dollar capital campaign. The entire project is nearing its full completion. The new build provides for the inclusion of the Early Learning classroom space in the main building resulting in a total break from modular classrooms. The new preschool and elementary wing consists of 28 classrooms and a library. A new auditorium space is also included in the new build that will serve the entire school and broader community.

The secondary school includes grades 6 through 12 with 360 students under the direction of the secondary school principal. The principal provides leadership to a faculty of approximately 40 teachers. Assisting the principal are experienced leaders who serve as Dean of Academics, Director of College Placement, Dean of Men, Dean of Women, high school department chairs, middle school grade level chairs, Director of Spiritual Life, and Athletic Director.

The curriculum at Donelson Christian Academy is ideally suited to challenge individual students in every area of their educational experience. The Academy offers college preparatory classes in every subject area taught. Honors courses are offered in a variety of disciplines beginning in the middle school. At the high school level, students have the opportunity to receive college credit by taking up to 15 credit hours in dual-enrollment courses. In addition, eleven AP courses are taught enabling further study of college-level courses.

The Academy has developed a strong reputation in both athletics and fine arts. All students in grades 6 through 12 are encouraged to participate in extracurricular activities through one of our 60 athletic teams, three choral groups, five band ensembles, theatrical plays and musicals, or one of our clubs or service organizations.

The principal must be a spiritually mature leader who is an experienced administrator and scholar with teaching experience. This position will be filled by a leader who views this role as a call to serve the Lord and further a successful record of excellence in education, strength in team-building, and an overall inspirational leadership style.

THE ACADEMY

Mission

Donelson Christian Academy serves Christ by assisting parents in providing students with a challenging, college-preparatory education taught from a nondenominational biblical worldview that develops the whole person into a Christ-like leader in the home, church, and community.



DCA offers its students a traditional college-preparatory education centered on a Biblical worldview. The program is traditional in that it provides curriculum strengths in English, mathematics, foreign language, social studies, and science. It is Christian in that it recognizes the Bible as the final authority in matters of life and thought. Students are encouraged to accept Jesus Christ as their personal savior and to develop a worldview that integrates Christian faith with all areas of learning. The Academy aims to develop students who are grounded in the Truth, challenged within a supportive community, transformed by the renewing of their minds, and equipped to serve the world.

The school functions as a nurturing community in which students are respected as unique individuals created in the image of God. They are taught by skilled and knowledgeable teachers who love students and are dedicated to helping them realize their highest potential intellectually, spiritually, physically, socially, and creatively. The small classes allow each student to receive individual attention and have abundant opportunities to participate. Technology is utilized in all classes and students in grades 6 through 12 are issued iPads.

DCA takes an active interest in the development of its students' intellectual, spiritual, moral, and physical habits. The early development of a disciplined lifestyle in the context of a relationship with Jesus Christ will provide a solid foundation for a responsible and joyful future.

THE LOCATION

Nashville is the capital of the state of Tennessee and is located on the Cumberland River in Davidson County. The city is a center for the health care, publishing, banking and transportation industries. It is most notably known as a center of the music industry, earning the reputation of being the "Music City". Nashville is a dynamic city that hosts incredible history, arts, professional sports, and outdoor recreation. Home to twenty-four post-secondary educational institutions, Nashville earned the nickname of the "Athens of the South" because of its numerous colleges and universities. The warm and welcoming atmosphere allows people from around the world to call Nashville home.

DCA'S PHILOSOPHY OF EDUCATION

Teach *in* Truth
Challenge *in* Community
Lead *for* the Kingdom

The school operates on the belief that parents have been given the tremendous responsibility of educating their children. The objective is not to replace parents in this endeavor but rather to partner with and support them in this responsibility. That task is a challenging one and requires constant cooperation between home and school.

Teaching students to understand the world from a Biblical perspective is at the heart of Donelson Christian Academy's philosophy of education. The ultimate goal is for each student to first know and understand a Biblical worldview and then to believe and apply this worldview in their own lives.

DCA believes the teaching of children is a high calling. Because of the high value God places upon children, He instructs us to entrust their training to those who faithfully uphold truth and knowledge. Accordingly, the faculty at DCA is composed of men and women who are passionate about their Christian faith, about children, and about learning.

To accomplish these goals:

DCA desires to ground students in Truth.

“I am the light of the world. Whoever follows Me will never walk in darkness, but will have the light of life.” John 8:12

“All Scripture is God breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.” 2 Timothy 3:16, 17

DCA places God at the center of learning.

“The earth is the Lord’s, and everything in it, the world and all who live in it.”
Psalm 24:1

“Christ, in whom are hidden all the treasures of wisdom and knowledge.”
Colossians 2:2-3

DCA strives to develop “renewed minds” through the integration of faith and learning.

“Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is-his good, pleasing and perfect will.”
Romans 12:2

DCA values each student as a unique individual created by a loving God.

“So God created mankind in His own image; in the image of God He created them; male and female He created them.”
Genesis 1:27

THE COMMUNITY

The community DCA desires is one of close, partnering relationships so that parents and teachers are working in unison to support students as they achieve the highest potential academic success and spiritual growth.

A key differentiator for DCA is a genuine sense of community. The school community places great emphasis on the nurturing and education of students, by sincerely caring for all family members. These community relationships form to challenge young people to excel in all areas of their educational experience. DCA parents are truly distinctive as they are engaged, supportive, and hard-working contributors to the school.

THE MIDDLE AND HIGH SCHOOL PRINCIPAL POSITION

The middle and high school principal is responsible for all day-to-day academic and co-curricular operation of the middle and high school program. This position reports directly to the Head of School. Under the leadership of the Head of School, the principal provides visionary leadership and direction to the Donelson Christian Academy community.

This leader implements and executes the policies, philosophy, and mission of the secondary school. The middle and high school principal holds responsibility in all matters pertaining to the secondary school in functional areas of personnel, curriculum, spiritual life, discipline, public relations, programs, and athletics.

One critical facet of this position is to provide team leadership for the staff and faculty. The principal will be expected to nurture, evaluate, and mentor the middle and high school students, faculty, and staff. The principal recommends to the Head of School any teacher candidates for hire or termination.

The principal is one of the key administrators at DCA. This person is expected to keep the Head of School informed of pertinent information as to the operation of the secondary program and the broader school community.

Additionally, the principal will be the chief spokesperson for the secondary school program and plays an important role with all constituencies of the Donelson Christian Academy community; students, parents and families, staff and faculty, community leaders and organizations, and trustees.

The goal for the middle and high school principal is to establish and maintain an effective educational climate within the secondary school based upon the Mission Statement of Donelson Christian Academy.

PROFESSIONAL QUALIFICATIONS

This is a position for an accomplished educator with a passion for the Lord and Christian education. The secondary school Principal should be a dedicated educator whose commitment to academic excellence and Godly living are above reproach. The principal's life should demonstrate a Biblical worldview.

An ideal candidate will have a record of success as a middle and high school principal with overall responsibility for academics, co-curricular activities, and staff development. The specific requirement is for five or more years of educational administration and state certification in education. Qualified candidates must have a Master's degree or higher.

PERSONAL QUALIFICATIONS

The most significant personal qualification is the acceptance of Jesus Christ as your personal Savior, and a life that reflects spiritual maturity and intimacy with God. A successful candidate will be an individual whose life is lived out as a humble Christ-like example in his or her home and community. The principal must be an active and viable member of a local church and must also be willing to adhere to professional, ethical, and moral standards of conduct in the transaction of all school business.

This position requires a confident servant leader whose style exemplifies Biblical principles and whose life exhibits appropriate Biblical balance. DCA is seeking someone who can lead and inspire others to excellence by personal example. Candidates must have a track record of effectively working with and leading teams. Others will describe the viable candidate as a person who is capable of mentoring other leaders, building teams, and creating a supportive work environment.

Evidence of the ability to think strategically and accurately analyze complex situations will also mark the career of qualified candidates. This person must be a problem-solver who can engage appropriate parties in the development and implementation of solutions. The Principal must be a proactive manager rather than a skilled crisis manager.

The successful candidate will have strong interpersonal skills and an agreeable personality. He or she will be known as a consensus builder. Personal integrity is of the utmost importance to success in this role as well as a keen ability to maintain appropriate confidentiality. The nature of this role requires that any viable candidate is an effective communicator with excellent oral and written communication skills.

SPECIFIC RESPONSIBILITIES

Educational Programs

The principal is primarily responsible for the educational programs of the middle and high school. As a rigorous, college preparatory school, Donelson Christian Academy is committed to providing an excellent education grounded in a Biblical worldview. The principal should:

- Help set appropriate benchmarks and develop a plan to attain the established goals and objectives.
- Lead the evaluation and supervision of the teaching faculty.
- Supervise and annually review the curriculum, making appropriate changes when necessary.
- Provide leadership for the various high school department chairpersons, middle school lead teachers, and area heads.
- In conjunction with the Athletic Director, evaluate, supervise, and support coaching faculty.
- Help set fiscal priorities that reflect the educational goals for the program at the school.

- In conjunction with the Fine Arts Department Chairperson, evaluate, supervise, and support department members.
- Prepare and submit to the appropriate agencies (such as AdvancED/Cognia and National Christian School Association) all required records and reports that relate to the secondary school.

Student Life and Culture

At Donelson Christian Academy, spiritual formation is emphasized and integrated into every aspect of the school community. Student life at DCA should reflect Biblical values and foster an environment in which students feel safe to not only embrace their faith but to also lead in their communities and share the love of Christ with others. As a result, the principal should:

- Partner with the Academic Dean, Dean of Men, and Dean of Women to review the student life program and elements of the daily program that are critical to a positive culture.
- Provide leadership for the Director of Spiritual Life to implement a chapel program and other programs at the Academy that contribute to the spiritual formation of the students.
- Oversee the leadership program of the Academy and meet regularly with student leaders including the student council and other school groups.
- Adhere and enforce all procedures in all matters relating to the rights, welfare, and personal safety of students and personnel.
- Attend academic, athletic, fine arts and student council events or ensure that appropriate supervision is provided.
- Oversee the middle and high school office and the evaluation and performance of the administrative assistant in this area.

School Leadership and Community

As a member of the senior administrative staff, the principal should provide leadership in all areas of the community in a manner that is consistent with the Mission Statement and policies established by the Board of Trustees. In alignment with the emphasis of the Academy on developing a strong sense of community for faculty, staff, parents, and students, the principal should:

- Demonstrate spiritual maturity and spiritual leadership among the faculty, students, and parents. Encourage spiritual growth among the faculty and staff.
- Establish effective communication with students, teachers, parents, and community organizations.
- Provide opportunities for community involvement in all phases of the school program.
- Participate in admissions or development events in order to help communicate the secondary program to various constituents within the school community.
- Provide the necessary information on a weekly basis for school publications in order to communicate information that reflects the goals and objectives of the secondary program.

The principal also performs other such duties as may be necessary to fully implement the mission of Donelson Christian Academy.

CONCLUSION

The supportive community of Donelson Christian Academy presents an appealing challenge for the qualified leader who combines a passion for Christian education and the necessary leadership experience.

Contact

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To apply, please send the following by February 16, 2022 to dcooper@dcawildcats.org:

1. Resumé with at least four references. Please include at least two professional references, one personal reference, and a pastoral reference.
2. Philosophy of Education
3. Philosophy of Leadership
4. Completed application-available by contacting Mrs. Cooper above or on the DCA website at www.dcawildcats.org
5. Signed Statement of Faith document.

DCA Statement of Faith

The foundation of the Corporation shall be the Word of God as interpreted by the following statement of faith.

We believe the Bible to be the inspired and only infallible authoritative Word of God. (II Timothy 3:16)

We believe that there is one God, eternally existent in three persons-Father, Son and Holy Spirit. (I John 5:4-6)

We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. (I Corinthians. 13:3, I Peter 2:21-24, John 3:1)

We believe that for salvation of the lost and sinful man, regeneration by the Holy Spirit is absolutely essential. (Romans 3:21, Galatians 4:4-7)

We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a Godly life. (Galatians 5:22-25)

We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life; and they that are lost unto the resurrection of damnation. (John 5:24, 28, 29)

We believe in the spiritual unity of believers in our Lord Jesus Christ. (John 17:21-23)

I agree with and support the principles set forth in this statement of faith.

Signature and Printed Name