

OPPORTUNITY PROFILE

for the position of

HEADMASTER



EVANGELICAL CHRISTIAN SCHOOL

Where Mind and Spirit Grow Strong

www.ecseagles.com

Cordova, Tennessee



DALTON GROUP, LLC
Excellence in Leadership



OVERVIEW

Evangelical Christian School (ECS) was founded in 1965 as a non-denominational school based upon the distinctive discipleship model of Christian education.¹ Today, ECS has grown to include over 100 congregations and is a 1,200+ student, multi-campus, Junior Kindergarten through 12 program headquartered in Cordova, TN, and serving the greater Memphis area.

ECS received dual accreditation by SAIS (Southern Association of Independent Schools) and SACS (Southern Association of Colleges and Schools) in 2006. Furthermore, ECS has been approved for membership by NAIS (National Association of Independent Schools), ACSI (Association of Christian Schools International), and ECFA (Evangelical Council of Financial Accountability). ECS has also been designated a Best Christian Workplace by the BCWI institute.

The Headmaster at ECS must have a unique combination of spiritual and academic leadership since this leader is responsible for the integration of faith and learning in every grade and every subject.² The Headmaster is also responsible for the development and leadership of a Christ-centered, biblically-directed faculty in cooperation with the principals for each campus.

The Headmaster position reports directly to the President who reports to the Board. The role of the Board of Trustees is to protect and perpetuate the mission of ECS. The Board works through 8 committees in cooperation with the President and administrative team. The Headmaster works closely with the President on shared and delegated responsibilities. Five principals (responsible for 100 + faculty members) report to the Headmaster.

The new Headmaster for ECS will be a servant-leader with the ability to lead by influence and earned respect rather than by positional authority. This must be a person with deep understanding of a Christian world and life view which is evident in one's personal and professional lives.

“ Every school needs a sage, and this is the position for ours.”

An ECS teacher

¹ See page 9 for elaboration of the ECS discipleship model.

² See page 10 for discussion of the academic mission and Christian worldview at ECS.

THE SCHOOL

School Mission

The mission of Evangelical Christian School is to provide the Christian family a Christ-centered, biblically-directed education that challenges students to know the Lord Jesus Christ and to develop the vision and practice of excellence in academics, character, leadership and service to others.¹

Academic Mission

To create a vigorous academic culture that kindles a passion for learning, develops intellectual gifts and cultivates a Christian worldview, so students are prepared for collegiate success and equipped to lead lives of integrity and influence for Christ.²

ECS was born from a group of men and women of committed prayer and deep conviction in 1964. The mission was clear then and remains the same 45 years later as ECS provides the Christian family with a Christ-centered, biblically directed education.

“ Education is not a subject, and it does not deal in subjects. It is instead the transfer of a way of life.”

GK Chesterton

Classes began in August, 1965 with 66 students in Kindergarten through 4th grade. In 1971, grades 6 through 8 were added at the Macon Road site. The first graduating class was in May of 1975, then in August when school reconvened there were 971 students and a faculty of 59. By 1986, the graduating class had 88 graduates.

Today, ECS has 3 lower school campuses and a campus which houses the Middle School, Upper School, and business offices. Enrollment is now over 1,200 students across all campuses. Furthermore, the school has purchased 130 acres in a prime location which is projected to be at the heart of the future growth of the Memphis area.

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¹ See page 7 for the mission and beliefs of ECS.

² See page 10 for discussion of the academic mission and Christian worldview at ECS.

THE POSITION

The Headmaster serves as the chief academic officer for ECS and reports to the President, Bryan Miller. He or she must be able to work closely with the President on shared responsibilities as well as delegated responsibilities. Reporting directly to the Headmaster are five Principals and, indirectly, 100+ teachers.

While the Headmaster serves as the master educator at ECS, this position also requires considerable spiritual leadership since the Headmaster is responsible for the integration of faith and learning across the entire curriculum. The academic and spiritual aspects of the ECS program are foundational and inextricably intertwined.

The nature of the Headmaster role involves two major categories of duties—those that focus on curricular issues and those that focus on personnel matters. In collaboration with the Principals, the Headmaster will oversee faculty recruitment, orientation, evaluation, and professional development. He or she will also oversee the ECS academic model and the thorough integration of a biblical worldview via curricular development, scope and sequence, program implementation and evaluation, plus all matters pertaining to accreditation. Essential in fulfilling these duties will be maintaining a system of metrics to rigorously track and evaluate progress in both arenas.

“Our Headmaster must be passionate about education, but must also understand the culture.”

a Campus Principal

“Probably the best kept secrets are our academic accomplishments. This year alone we have National Merit Finalists, Commended Students, a student with a perfect SAT score, four Academic All Stars (with more to follow), math scholars, Latin scholars, and the second highest average ACT in the area on a year to year basis - just to mention a few.”

from Admissions
section of web site

The Headmaster must be able to effectively lead and direct subordinates and programs in light of the grander scheme of a full program which includes athletics, co-curricular activities, before and after care programs, as well as advanced academic and academically challenged programs.

The Headmaster also plays a critical role in strategic planning for ECS along with the President and Board. The role of the President is similar to that of a chief executive and the role of the Board of Trustees is to protect and perpetuate the mission of ECS. The Board works through 8 committees in cooperation with the President and administrative team. From time to time, the Headmaster will be required

to make reports to the Board and coordinate plans and agendas with Board committee chairs for the Education and Spiritual Life committees.

QUALIFICATIONS

The single most important prerequisite for prospective candidates is a vibrant and growing relationship with Jesus Christ. This will be a person of deep and disciplined personal devotional life which results in an overflow into one's public life. Anyone interested in this role will show commitment to ongoing spiritual growth of himself/herself and others. Potential candidates will be known as Christ-like examples in one's communities, have a deep knowledge and understanding of Scripture, be aware of how God has gifted him or her spiritually, and live in humble reliance upon the Lord.

Given that this is the role of chief academic officer, the ECS Search Committee is seeking a leader with a demonstrated passion for education based upon a biblical worldview. This is a hallmark of the ECS program and the result of considerable intentional and ongoing effort.

The senior-level of this position warrants considerable experience, therefore a viable candidate will have a minimum of ten years experience in a Christian school of 700+ students, preferably in a Junior Kindergarten through 12th grade setting. Furthermore, candidates will have at least five year's of a positive track record in an administrative role.

Additionally, contenders for this role must have a Master's degree with additional evidence of professional growth in areas of academic and worldview cultivation. The Headmaster oversees the development of teachers in addition to curriculum, thus prospective candidates must have demonstrated proficiency in the classroom as well as evaluation of classroom performance.

The nature of curricular responsibilities requires that a viable candidate will have strong skills in curricular assessment and development; preferably involving the utilization of curriculum maps.

The new Headmaster will be a superb communicator and one who values proactive communication through multiple channels and with various audiences

Finally, the desire is that candidates will demonstrate leadership not only within the school, but also in organizations outside school and in the community at large.

LOCALE

...Fresh air, sunny days, quick commutes and friendly people – what more could you want in a hometown. More? Great food, original music, professional sports, Arts for days, and affordable...everything. Memphis has one of the lowest urban cost-of-living expenses in the nation.

...The number one Zoo in the country is in the heart of Memphis. Add that to the largest urban park in America and one of the largest and most amazing rivers on the planet, and you can kick up a wild adventure from your front door.

...Memphis is the Grand Dame of Southern cities and is often referred to as the Capitol of the Delta. There are professional Opera and Ballet companies, a world-recognized Symphony, professional and community theater, gardens galore and art museums and galleries throughout the city. Plus, America's greatest music was either born or sprouted in Memphis – the Blues, Gospel, Rhythm and Blues, Rock and Roll, Rockabilly-County and Soul.

*from the CVB web site
www.memphistravel.com*

Memphis is a prominent Southern city. It is the 18th largest city in the U.S. with a population of roughly 650,000, and considered to be a great place to raise a family. It “has a legendary character that is undoubtedly the reason that ‘Memphis’ is mentioned in more song lyrics than any other place on earth.”

One blogger describes it like this:

...It offers the beauty and bounty of the suburbs as well. It is a city full of people who are diverse and free to be who they are and yet committed to help their neighbor. It has the beauty and kindness of the South and yet the progressiveness of the larger cities on the East and West coasts. Memphis is a city that is rich with history, and full of exciting places to explore and visit. If you are a family raising kids, or a single person looking to build your career, Memphis covers the spectrum and can do it all well. It is a city that has grown-up through struggle and is continuing to grow and develop both economically and socially and culturally.

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The Mission and Beliefs of Evangelical Christian School

Mission:

The mission of Evangelical Christian School is to provide the Christian family a Christ-centered, biblically-directed education that challenges students to know the Lord Jesus Christ and to develop the vision and practice of excellence in academics, character, leadership and service to others.

Beliefs:

The basis of Evangelical Christian School is the infallible Word of God, written, and the Scriptures of the Old and New Testaments, as they are generally interpreted, in the historic evangelical confessions of faith. In accordance with these confessions, we hold unreservedly to the sovereignty of God, revealed in the Lordship of Jesus Christ, over the world and thus over every compartment of human activity, and submit unconditionally to the authority of Holy Scriptures, thereby recognizing these Scriptures as the supreme and final standard for Christian education and all other matters of faith and life. On this basis we subscribe to the following articles of belief:

- We believe in the Scriptures of the Old and New Testaments as verbally inspired by God, and inerrant in the original writings, and that they are of supreme and final authority in faith and life.
- We believe in one God, eternally existing in three Persons: Father, Son, and Holy Spirit.
- We believe that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary and is true God and true man.
- We believe that man was created by an immediate and direct act of God, in the image of God, that he sinned, and thereby incurred not only physical death, but also that spiritual death which is separation from God, and that all human beings are born with a sinful nature, and in the case of those who reach moral responsibility, become sinners in thought, word, and deed.

- We believe that the Lord Jesus died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice, and that all who believe in Him are justified on the ground of His shed blood.
- We believe in the resurrection of the crucified body of our Lord, in His ascension into heaven, and His present life there for us, as High Priest and Advocate.
- We believe that our Lord and Savior Jesus Christ will personally return and set up His Kingdom, wherein He will rule and reign in righteousness.
- We believe that all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit, and thereby become the children of God.
- We believe in the bodily resurrection of the just and the unjust, the eternal blessedness of the saved, and the eternal retribution of the lost.

We therefore believe in:

- The Deity, Virgin Birth, Vicarious Death, Physical Resurrection, Ascension, and Personal Return in Glory of the Lord Jesus Christ.
- The Personality, Deity, and Work of the Holy Spirit.
- The Personality of Satan.
- The Great Scriptural Doctrines of Sin, Salvation by Grace, Redemption, Regeneration, Justification by Faith, Prayer, Physical Resurrection, the Reward of Believers, and Retribution of Unbelievers.

Core Values:

ECS values are scriptural ideals that guide all areas of school life. Each member of the ECS constituency – board, staff, parents, students, and alumni – is to:

- exhibit unconditional love while maintaining uncompromising truth
- exercise responsible stewardship
- demonstrate personal integrity
- exercise authority with grace and submit to authority with respect
- build a climate of trust

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Our Unique Discipleship Model

Our mission statement begins with a defining phrase, “The mission of Evangelical Christian School is to provide the Christian family....” ECS was founded in 1965 on the distinctive discipleship model of Christian education. Nationally, less than one half of Christian elementary and secondary schools adhere to this philosophy. The majority of Christian schools do not require a testimony of personal faith in Christ by at least one parent.

This unique aspect of ECS leads us to clarity and focus, not only in our mission, but also in our stated goal of creating a strong threefold cord involving the home, church, and school. This tightly woven cord provides strength and stability for both the child and the family. Relationships on and off campus are developed in a nurturing Christian community.

Finally, the distinctive of discipleship enables us to develop a biblical worldview in our students in all things: academics, the arts, athletics, every activity. Students, faculty, athletes, coaches, and activity sponsors are able to explore, discover, and apply truth in classrooms, hallways, athletic fields, and concert halls.

The discipleship model undergirds the mission of Evangelical Christian School to provide a seamless, comprehensive Christian education.

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Academics

The Academic Mission of Evangelical Christian School is to create a vigorous academic culture that kindles a passion for learning, develops intellectual gifts and cultivates a Christian worldview, so students are prepared for collegiate success and equipped to lead lives of integrity and influence for Christ.

Developing a Christian Worldview within the Liberal Arts Tradition

Christ reconciles knowing, doing, and being, and the Christian Liberal Arts seek to develop students' intellectual curiosity and intellectual humility toward the arts, the sciences, the humanities, and the scriptures. Through this process, ECS hopes to foster a critical commitment in students so they question, probe, examine, analyze, discuss, dialogue, debate, and create. We want to move them beyond mere skepticism to Truth by engaging them in the Great Conversation from a biblical worldview. A Christian liberal arts education seeks to know Christ – the source of all truth, all beauty, and all goodness. Greenville College President James Mannoia has argued that “If education cannot teach us to separate truth from falsehood, beauty from vulgarity and right from wrong, then what can it teach worth knowing?” Unlike the Greek, Roman, Renaissance, and Enlightenment versions, the Christian Liberal Arts desire more by inspiring students to know, to do, and to be, so they are “transformed by the renewing of their minds, that [they] may prove what is the good, and acceptable, and perfect will of God.”

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