

Strong Roots

CHRISTIAN SCHOOL



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Mission

The mission of Strong Roots Christian School is to educate students in the light of God's Word, establishing roots for a lifetime of learning, leadership, service, and worship to the glory of God.

Vision

The vision of SRCS is for all students to experience excellence in Christ in every aspect of life and become equipped with the Christian values and skills that will prepare them to become successful and productive bearers of Christ in their community and to their generation.

About Strong Roots

Strong Roots Christian School (SRCS) opened their doors within four short months and started their first year with approximately 80 students. They are now in their third year with an enrollment of over 210 students. SRCS is bursting at the seams and currently renting space in a church to accommodate older students in 5th through 10th grade. SRCS has also received a provisional Preschool license and are working towards the accreditation of Strong Roots Christian School.

Key Facts

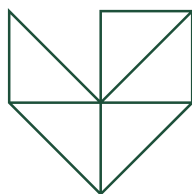
FOUNDED
2022

\$1.4M
ANNUAL BUDGET

211
STUDENTS
(PREK-10TH)

TEACHERS
& STAFF
29

TUITION
\$7,500



CSI
ACCREDITED



Core Values

1 Christ-centered. Our belief in God and His Word is central to SRCS. Through a faculty who practice a personal and active faith, we foster a thoroughly Christian environment where God's Word is the standard for decision making. Placing Christ at the center of all enables us to educate the whole student, spiritually, emotionally, mentally, socially, and physically.

2 Pursuing grace and truth. The SRCS faculty seeks to model the life Christ demonstrated on earth, a life full of grace and truth that rejected legalism for the higher priority of focusing on the inner man. We recognize that Christ looks inward at the motivations of the heart and pursues a relationship with us. We exercise spiritual discernment, speaking the truth in love in order to promote the spiritual growth of all students.

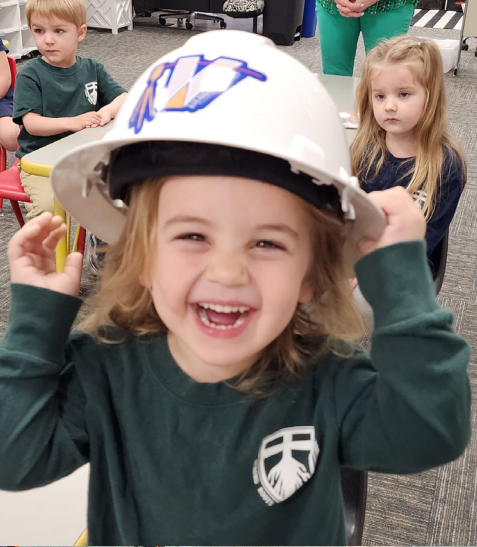
3 Encouraging spiritual growth. We desire that students know Christ personally and grow in His grace and knowledge so they may impact their world for Him. We understand the importance of godly staff and faculty who model the Christian walk and mentor students to pursue their personal relationship with the Lord.

4 Inspiring excellence in learning. The SRCS faculty inspires students to discover and develop their God-given gifts and talents. We nurture an enthusiasm for learning, providing an atmosphere wherein students may express creativity, discern truth, think critically, and choose wisely. In academics, the arts, and athletics, we uphold a standard of excellence to encourage students to achieve their individual best.

5 Cultivating community. We recognize that the SRCS community extends beyond the walls of our school. Coming from diverse backgrounds, we unify around a statement of faith that binds us together. We acknowledge the responsibility of the parent, the role of the church, and the authority of the Holy Spirit in training students.

6 Igniting leadership. SRCS embodies a culture of servant leadership that is sparked by a sense of individual and eternal purpose. With competency, credibility, and compassion, we recognize the value of others and influence the growth of ideas.





Academics

Believing that God has given parents the mandate to rear children according to the truths of God’s Word (Deuteronomy 6:6-7; Ephesians 6:4), the philosophy of SRCS is that education begins in the home and is advanced in the Christian school as an extension of parental authority and participation. Christian education involves testing and integrating knowledge according to a biblically-based worldview (Colossians 1:16-17; John 1:3). Thus, God’s Word is infused into every aspect of the school program. SRCS partners with parents in educating students for lives of fellowship with God and service to others based on the inspired Word of God (Psalm 78:4; 2 Timothy 3:16-17). The Christian teacher, empowered by the Holy Spirit, guides and nurtures students through instruction, admonition, and personal example. The Christian teacher also seeks to encourage the spiritual development of students in their academic, social, and personal growth (Colossians 1:28; Proverbs 1:7) SRCS desires to provide excellence in the quality of education offered to children so they can impact the world for Christ and bring glory to God. This educational philosophy coincides with the Kingdom Education Principles.

Co-curriculars

SRCS offers the following extra curricular activities:

- Music
- Band
- Spanish
- League Basketball
- League Volleyball
- Disc Golf

Community

SRCS is in a smaller community just South of Des Moines where we have the opportunity to provide a faith foundation alongside children’s education.

Our staff and students are eager to help the community when possible and frequently volunteer at the local Helping Hand in Indianola.

Administrator Position

Ministry Purpose

This position is designed to fulfill the faith-based mission statement, philosophy, and purpose of Strong Roots Christian School through the diligent, excellent fulfillment of assigned essential requirements and essential responsibilities.

Educational Requirements

- Administrator License
 - Teaching Experience
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Essential Job Requirements

1. In order to fulfill the mission of the school, it is important that this position follow all school policies, procedures, and philosophies located in the employee handbook and other sources, both written and verbal.
2. Wholeheartedly agree to and fulfill the school's statement of faith and Christian code of conduct.
3. Demonstrate and live a deep understanding of Christian education.
4. Demonstrate success as an administrator and hold a current (or be willing to pursue) an administrative license, including the evaluator endorsement.
5. Skills in collaboration, research, and innovation.
6. Ability to effectively work and communicate with students, parents, school supporters, faculty, and staff.
7. The ability to show leadership with students, parents, school supporters, faculty, and staff.
8. Understand, articulate, and exemplify teaching, learning, and leading from a Christian perspective.
9. Understand, support, and fulfill the mission of Strong Roots Christian School and all policies and procedures (available upon request).
10. Demonstrate a love of learning and serving others.

Essential Job Responsibilities

GENERAL RESPONSIBILITIES AND ADVOCACY/COMMUNITY RELATIONS

- Beyond academic excellence, foster an environment that promotes the spiritual growth of students and staff. This includes encouraging prayer, Bible study, and the integration of Christian values into the curriculum.
- Be a tireless, passionate, bold, and articulate supporter and promoter of the SRCS mission, the school, and Christian education. Participate in several community boards, teams, and events to promote the school.

LEADERSHIP/CULTURE BUILDING

- Serve as the chief executive officer, the chief public relations officer, the chief operations officer, the chief financial officer, the chief educational officer, and the chief human resources officer.
- Integrity, honesty, humility and a commitment to biblical principles should guide all aspects of leadership. Character should align with Scripture, inspiring trust and respect
- Set the tone and culture of the school building and community, remaining positive, visionary, and committed to providing an excellent education and work/learning environment for all faculty, staff, and students.
- Oversee the overall administration of the school system, functioning as the chief officer of the school and being ultimately responsible for the operation and representation of the school as a whole and each part.
- Carry out administrative and supervisory functions in accord with the policies adopted by the board, the laws of the State of Iowa, and the bylaws and articles of incorporation.
- Submit all required state reports.
- Serve as the school's connection with the Parent Action Committee (PAC).

VISIONARY PLANNING

- Oversee the strategic plan and its implementation. Be able to lead with a long-term vision, planning for the academic, spiritual, and operational growth of the school, while ensuring that the school's mission statement remains central in all strategic decisions.
- Ensure accreditation through Christian Schools International and oversee all accreditation activities, including the school improvement plan development and implementation.

PERSONNEL

- Be responsible for soliciting applications for faculty and staff openings. Oversee all employee relations, recruitment, hiring, benefits, placement, time off, orientation, job descriptions, evaluations, and training.
- Supervise or provide for the adequate supervision of all faculty and staff members.
- Provide for the yearly evaluation of all personnel.
- Lead all employee reassignment, reduction in time, termination, and non-renewal of contract procedures.
- Ensure the employee handbook remains updated.

BOARD OF DIRECTORS RELATIONS, POLICY IMPLEMENTATION

- Attend Board of Directors meetings, acting as an advisor to the board.
- Be responsible for the development of administrative policies for implementing board policy.
- Serve as an ex-officio non-voting member of all the board's committees.
- Advise the board of problems arising that are not covered by policy statements or difficulties in developing administrative policies.
- Design and provide for the implementation of appropriate school policies.
- Partner with the board president on various tasks.
- At regular board meetings, provide a report on welfare and general functions of the school system, including activities, goals, faculty, staff, students, and other topics.
- Carry out the decisions of the board, functioning as the board's only employee.

FINANCES AND FUNDRAISING

- Develop the annual budget, and be responsible for adherence to the annual budget approved at the annual membership meeting. Oversee and direct all school revenue, income, expenses, and spending working closely with the Business Manager.
- Partner with others in all fundraising and promotion activities.

INSTRUCTIONAL LEADERSHIP

- Supervise all school-wide programs and events.
- Supervise and evaluate assigned faculty and staff members.
- Support faculty and staff in their professional growth. Maintain and encourage a learning environment that fosters growth, innovation, and creativity. Organize and provide professional development for teachers.
- Ensure that curriculum is aligned to chosen standards.
- Ensure the meeting of high school graduation requirements.

ENROLLMENT AND STUDENTS

- Interview enrollment of new students.
- Supervise the keeping of complete cumulative records on each student.
- Oversee tours to new families and school visitors.

COMMUNICATION AND CONFLICT

- Provide consistent communication and updates to faculty, staff, parents, and school supporters.
- Mediate faculty, staff, student, and parent disputes and concerns as they arise.
- Foster a positive relationship between the school and its support organizations such as local churches.
- Seek to stimulate an interest for Christian education in Indianola and surrounding communities.
- Oversee all crisis responses such as safety drills.

OTHER

- Provide for faculty, staff, and student safety on the school campus and at any school-sponsored activities.
- Oversee the custodial, facility, transportation, and other operations of the school.
- Other duties as assigned and appropriate by the Board of Directors.

Inquiry

Applications will be continuously processed until the time that a new Administrator is appointed. Nominations, expressions of interest, confidential inquiries, and questions concerning this search should be submitted to Dr. Josh Bowar (320.979.9598) from the Center for the Advancement of Christian Education (CACE), the consultant assisting Strong Roots 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 Strong Roots 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?
 - » 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, telephone numbers, and email addresses of four references who know you and your career well enough to comment on your suitability for the Administrator role at Strong Roots Christian School.** (References will be contacted only after we have requested and received your permission to do so.)

Submit application materials to Dr. Josh Bowar at josh.bowar@cace.org with the subject line, “**Strong Roots Christian School–Administrator.**”

**As you received Christ Jesus the Lord, so continue to live in him.
Keep your roots deep in him and have your lives built on him.**

Colossians 2:6-7



Primary Campus

2205 West Second Ave
Indianola, IA 50125

Secondary Campus

1209 East Second Ave
Indianola, IA 50125

Contact Us

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getrooted@strongrootschristian.org