



Walther Christian Academy POSITION DESCRIPTION : *Principal*

Mission of Walther Christian Academy

"Walther Christian Academy is a culturally diverse and inclusive Christian middle and high school (Grades 6-12), rooted in the Lutheran tradition. Walther nurtures and prepares learners to fulfill their unique God-given potential through academic excellence, spiritual growth, and service, leadership and enrichment opportunities."

1 Corinthians 12:12: For as the body is one and has many members, but all the members of that one body, being many, are one body, so also is Christ.

Vision of Walther Christian Academy

"Walther Christian Academy will graduate Christ-centered learners from a relevant and rigorous academic environment, and prepare them for a fulfilling lifetime of purpose, learning and service."

Proverbs 22:6: Train up a child in the way he should go, And when he is old he will not depart from it.

Role of the Principal

The Walther Christian Academy Principal is to provide day-to-day leadership and oversight of all aspects of the ministry, educational programs, and extra-curricular activities.

Corporate Directive

When representing Walther Christian Academy, the Principal shall act in a manner that is ethical, prudent, legal, and consistent with the Christian faith and Walther's Core Biblical Convictions: along with Walther's Articles of Incorporation, Bylaws, governing and administrative policies, Strategic Plan, and Mission.

Positional Responsibilities

1. Establish and Enhance Quality Programs

Develop and sustain an appropriate curriculum and co-curricular activities.

2. Provide Spiritual Ministry

Provide spiritual growth through programs of worship, education, nurture and encouragement for the school leadership team, staff, students, parents and community; empowering a ministry of Christian servant leadership.

3. Engage Excellent Staff

Recruit, supervise, evaluate, nurture, encourage and maintain a teaching, coaching, and support staff to serve the ministry, educational, and activity needs of the school.

4. Train the Team

Provide for a program of professional growth promoting academic excellence and teamwork.



5. *Fill Seats with Students*

Develop comprehensive marketing strategies that attract and retain qualified students.

6. *Represent the School*

Represent the school to congregations and community in a manner which makes evident the mission-directedness and excellence of the school's ministry and educational programs.

7. *Fiscal Resources*

Oversee and control the school department's annual budget striving to increase the resources available.

8. *Facilities*

Provide supervision for adequate cleaning, maintenance, and safety of buildings and grounds facilitating a quality teaching/learning environment.

9. *Raise the Bar*

Develop initiatives that strategically advance the school toward enhanced quality in ministry and education.

Accountability

The Principal is accountable to Walther's Head of School.

Staff Relationships

The Principal works collaboratively with Walther's administrative team, faculty, students, parents, and staff, encouraging and nurturing all from a sense of teamwork and enthusiasm for Walther's Christ-centered ministry.

Salary and Benefits

Salary is commensurate with candidate's experience. Benefits include health, dental and vision paid by employer, as well as enrollment in Concordia Plan's pension program.

Performance Evaluation

The Head of School will minimally use the following tools and cycles for evaluation and review of the Principal in determining compliance with expected performance and professional development:

- Principal Position Description Positional Responsibilities
- Performance Review Evaluation Cycle
- Professional Growth Plan Development and Compliance

Term of Service

The Professional Educator's call or contract shall be reviewed on an annual basis as per policy in Walther's Board Governance Manual. It is assumed that, given positive review and similar staffing needs employment will be ongoing. Status on the LCMS official roster (divine call) shall be made available to individuals who qualify.



Qualifications and Experience

The ideal candidate:

- Has at least three years' experience in the principal role (or in a similar school leadership position).
- Is a strong advocate for Christ-centered education and has a familiarity with Lutheran schools.
- Has a record of proven success in building strong relationships with teachers and leading them to improve instructional outcomes for students.
- Has significant experience leading improvement in curriculum and instruction.
- Is comfortable working with teachers to use data in improving student outcomes.
- Has at least five years of classroom teaching experience.
- Has earned a Master's Degree in School Leadership, in Curriculum and Instruction, or in a similar field.
- Has Illinois principal licensure, or similar licensure in another state that can be transferred to IL.
- Is a rostered church worker with the LCMS, or is willing to work towards becoming one.
- Has strong written and oral communication skills.
- Works collaboratively in a team setting. Is a servant leader who leads with humility.
- Is not afraid to have difficult conversations in order to achieve our school's mission.

History, Purpose, and Direction of WCA

Walther Christian Academy is a 6th-12th grade college preparatory school that delivers a rigorous, high-quality academic experience in a Christ-centered environment. Located in Melrose Park, a near-western suburb of Chicago, we serve students from diverse backgrounds who come to us from all over the Chicagoland area.

The Academy is rooted in the long-standing tradition of Lutheran education in which quality academic preparation, high standards, and spiritual growth combine to prepare leaders, agents of change, and instruments of compassion in an evolving world.

Strong academics form the core of our school program. Our Middle School students benefit from an innovative STEM program and have access to high school level courses. Our 9th – 12th graders earn early college credit through a variety of AP courses as well as a dual enrollment program at Concordia University Chicago, where qualified students may take undergraduate courses on campus (in nearby River Forest, Illinois).

Beyond the classroom, students have access to a rich offering of extracurricular activities, including 15 varsity sports, 8 choirs and bands, and other clubs and activities like drama and Student Council. Walther graduates go into the world well-prepared for college and life, and join our vibrant and active alumni community.

Learn more about our school at www.walther.com and www.facebook.com/WaltherChristianAcademy.



INQUIRIES AND CORRESPONDENCE:

Mr. Tim Bouman, Head of School

Walther Christian Academy

900 Lake Street, Melrose Park, IL

Email: tim_bouman@waltheracademy.org

To Apply: Send Mr. Bouman a cover letter explaining your desire to serve in this position along with a resume and at least three professional references by January 20, 2025.

Walther is an Equal Opportunity Employer