



OPPORTUNITY PROFILE

High School Principal

Bellevue Christian School

CLYDE HILL, WASHINGTON



Introduction

Bellevue Christian School (BCS) is an independent, nondenominational Christian school serving preschool through 12th grade across three campuses in Medina, Clyde Hill, and Woodinville, Washington. Founded in 1950, BCS has grown into one of the largest independent Christian schools in the Puget Sound area, drawing families from more than 150 local churches and awarding over \$1.5 million each year in tuition assistance. Bellevue Christian School is now seeking its next High School Principal to begin in summer 2027. The High School Principal will lead a faith-filled, well-resourced high school program into its next chapter, partnering with a newly stabilized senior leadership team to build on the school's 75-year legacy of Christ-centered education.

The High School Principal will lead the high school program (grades 9–12) on the Clyde Hill campus. The campus sits less than a mile from downtown Bellevue in Clyde Hill, an affluent Eastside community on the shores of Lake Washington. Families come from a wide geographic area, with some students commuting 25 to 30 miles to attend, and the community offers easy access to downtown Bellevue's shopping and dining, the broader Seattle-Bellevue business and tech corridor, and views of Lake Washington, the Seattle skyline, and the Cascade and Olympic mountains.



MISSION

Preparing young people to live faithfully and fully for God in a rapidly changing world with the ability to understand, evaluate, and transform their world from the foundation of God's unchanging values.

Core Values

Scholarship

Loving God with our minds in the pursuit of knowledge and wisdom.

Relationship

Reflecting God's love in our communication and interaction with others.

Discipleship

Cultivating Christian practices that produce growth, maturity, and virtue.

Leadership and Faculty

Bellevue Christian School is governed by a Board of Directors that acts as a trustee of the school's mission, delegating day-to-day authority to the Head of School while setting institutional policy and safeguarding the school's financial health. Directors serve three-year terms and are chosen for their integrity, wisdom, and support of the BCS mission.

The Head of School provides overall strategic and spiritual leadership for Bellevue Christian School across its three campuses, working alongside campus-level administrators — including the High School Principal — to carry out the school's mission, oversee day-to-day operations delegated by the Board, and support faculty growth and development.

BCS strives to create a learning community through practices of scholarship, relationship, and discipleship that transforms both students and employees. BCS is a supportive work environment where staff can thrive professionally while pursuing their calling as a follower of Jesus Christ.

Bellevue Christian School At-a-Glance

~500

CLYDE HILL CAMPUS
ENROLLMENT
(GRADES 7-12)



50

CLYDE HILL CAMPUS
FACULTY & STAFF
(GRADES 7-12)



97%

SENIORS COLLEGE BOUND
(HIGH SCHOOL)

72%

TEACHERS WITH MASTER'S
DEGREES
(HIGH SCHOOL)

14

AP & HONORS-LEVEL
CLASSES
(HIGH SCHOOL)

\$1.5M+

TUITION ASSISTANCE
ANNUALLY
(ALL CAMPUSES)



150+

LOCAL CHURCHES REPRESENTED AMONG FAMILIES (ALL CAMPUSES)

Academics

Bellevue Christian's high school offers a rigorous, college-preparatory curriculum built around hands-on STEM courses, a wide range of liberal arts classes, and engaging electives spanning STEM, the arts, media, and business, all taught within a Christian worldview.

Students can pursue up to 14 AP and Honors-level classes, and one semester of Bible study is required each year in a course of study designed to deepen both knowledge and faith.



HANDS-ON

STEM

BREADTH

Liberal Arts

ARTS, MEDIA, BUSINESS

Electives

3

Two full-time guidance counselors and a dedicated college-and-career counselor support students through the college admissions process.

Fine Arts

Bellevue Christian's fine arts program spans five disciplines.



VOCAL ART

The Clyde Hill campus hosts four choirs for beginning and advanced singers alike.

THEATER

The upper school (7th–12th grade) produces four major theatrical productions each year involving more than 150 students, with performers recognized by the 5th Avenue Theatre's high school awards program.

VISUAL ART

Upper school students progress through four levels of art classes culminating in AP Art, a studio course built around a college-application portfolio.

MEDIA ART

The upper school offers a multi-subject digital arts program spanning photography, digital art, yearbook, and video production.

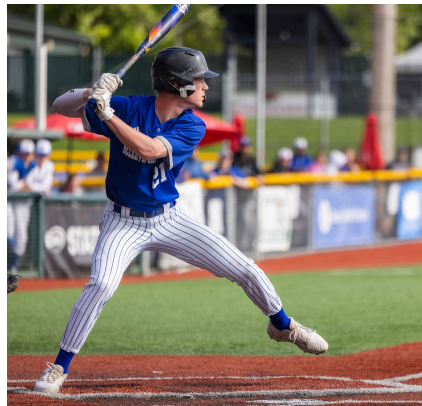
INSTRUMENTAL ART

The upper school program offers band, jazz ensemble, chapel worship, and orchestra.

Athletics

THE VIKINGS

Bellevue Christian's athletic program aims to refine Christian character, develop skill, and build personal insight that lasts a lifetime, competing with excellence while measuring success as more than a scoreboard.



HIGH SCHOOL TEAM SPORTS INCLUDE

Basketball

Baseball

Cheerleading

Cross Country

Football

Golf

Soccer

Softball

Volleyball

Track & Field

Student Life

Bellevue Christian's students and staff worship together weekly in chapel, and Young Life also meets on the Clyde Hill campus in grades 7–12 small groups. Student-led clubs support shared interests across the student body, and students are encouraged to serve locally and globally through international and domestic missions trips organized each year.

Athletics and the arts round out a community that aims to develop the whole child — intellectually, physically, and spiritually.

Weekly Chapel

Young Life Small Groups

Student-Led Clubs

Missions Trips



The Opportunity

Bellevue Christian School is seeking a faith-filled, experienced, and inspirational leader to serve as the High School Principal. This role involves providing spiritual, instructional, and administrative leadership to ensure students receive a comprehensive, Christ-centered education. The principal will lead faculty and staff, inspire innovation, and collaborate with parents to uphold the mission of BCS.

The ideal candidate is a dedicated Christian educator with at least seven years of combined administrative and teaching experience including a background in secondary education. They will have a proven ability to lead teams, implement best practices, and foster a culture of faith and academic excellence. Strong relational, organizational, and problem-solving skills are essential, along with a commitment to mentoring faculty, supporting students' spiritual and academic growth.



Responsibilities

The High School principal will be committed to the mission and vision of BCS, overseeing the implementation of the educational program at the High School Level. Key responsibilities include:

1 School Program

- Provide students in a well-rounded, Christ-centered education.
- Develop and oversee academic programs that integrate a biblical worldview with academic excellence.
- Address and resolve concerns fairly and respectfully.
- Foster a welcoming and professional school environment through collaboration, communication, and service.
- Participate in student recruitment, admissions, and promotional efforts.
- Ensure efficient scheduling of classes, staff, and resources to maximize student learning outcomes.
- Maintain student records and update the student handbook as needed.
- Implement a consistent, mission-aligned discipline system.
- Develop and manage the annual budget.



RESPONSIBILITIES, CONTINUED

2 Faculty Leadership

- Recruit, supervise and evaluate faculty, ensuring alignment with the school's education and spiritual mission.
- Lead faculty and staff meetings, ensuring clear communication and goal alignment.
- Collaborate with the leadership team on curriculum development, policy updates, and professional development.
- Conduct regular performance evaluations, providing constructive feedback for growth and retention.
- Use data to drive continuous improvement and support professional development through mentorship and training.

3 Community Engagement

- Engage parents and community groups in student activities and school initiatives.
- Maintain strong relationships with parents, students, and the broader community, representing the schools in various settings.
- Encourage parent engagement and volunteer involvement.



Ideal Qualifications & Desired Attributes

The ideal candidate will be a mature Christian who models a personal, authentic relationship with Jesus Christ and demonstrates a commitment to the local church. Additionally, the candidate will:

- Hold an earned master's degree, with at 7+ years of teaching and educational leadership experience, preferably including within a Christian education environment.
- Be well-versed in biblical knowledge and integrate Christian worldview into all aspects of learning.
- Demonstrate wisdom, discernment, and the ability to manage confidential information.
- Possess proven leadership skills and a commitment to growing as a servant-leader, building a high-performing team.
- Be an effective communicator who can motivate others, manage change, and clearly convey the school's mission and vision.
- Exhibit strong organizational skills, with the ability to set priorities and manage multiple projects simultaneously
- Demonstrate an ability to plan, set priorities, and implement work in a disciplined manner, keeping multiple projects progressing to completion simultaneously with minimal direction.
- Balance "big picture" thinking with attention to detail.
- Possess excellent written, verbal, and interpersonal communication skills.
- Be skilled in strategic management, program development, and evaluation.
- Have a strong understanding of educational regulations.



The Charge

Bellevue Christian High School is seeking an experienced, Christ-centered secondary leader to steward its mission, rebuild community trust, and shepherd the high school into its next season. The community seems to be asking for an experienced, Christ-centered secondary leader who communicates exceptionally well, commits for the long term, rebuilds trust and community, knows students and families, develops faculty, and brings consistency and follow-through.

Following periods of leadership instability that impacted enrollment and community confidence, BCS has established a stable executive base with a new Head of School and Chief Academic Officer. The school is positioned to hire, orient, and support a dedicated High School Principal.

THE NEXT HIGH SCHOOL PRINCIPAL WILL BE CALLED TO FULFILL THE FOLLOWING CORE MANDATES

1 Gospel-Centered Spiritual Leadership

Model authentic faith, humility, and biblical conviction. Integrate Christian worldview and pastoral discipleship naturally into culture, relationships, and student formation.

2 Relational Shepherding with Humility & Courage

Build deep trust across faculty, parents, and students. Balance compassion with principled leadership—navigating tough decisions with clarity, grace, and emotional intelligence.

3 Culture, Spirit & Relational Discipline

Preserve a warm, relational culture while establishing clear expectations, fair consequences, and consistent follow-through. Elevate student life, clubs, athletics, and school spirit.

4 Faculty Development & Empowerment

Champion teachers through structured coaching, professional development, unity-building, and direct support in classroom management and onboarding.



THE CHARGE, CONTINUED

5 Collaborative & Transparent Communication

Lead as an approachable, proactive communicator who listens deeply, partners with families, and keeps staff fully informed.

6 Strategic & Operational Execution

Serve as a firm presence and systems thinker who drives institutional health, enrollment retention, and programmatic growth without compromising the school's relational heart.

The next High School Principal must also possess the following key attributes:

Spiritual and Relational

Authentically Christ-centered, humble, approachable, and relationally grounded; deeply invested in knowing students and families.

Leadership and Presence

High gravitas, charisma, and firmness; proven high school administrative experience and a commitment to long-term stability.

Operational and Academic

Systems thinker skilled in relational discipline models, faculty development, instructional coaching, and policy enforcement.

Contextual Alignment

Deep understanding of independent Christian education within the Pacific Northwest context; skilled at building community in an affluent market.

Search Process & Timeline

The Bellevue Christian School search is underway to appoint a High School Principal. BCS has engaged NextEd to provide support. Compensation will be competitive with comparable independent schools in the region.

All candidates will be treated with the utmost confidentiality and discretion. Interested candidates should apply online through NextEd's website. The online application will include specific personal information and the following required uploaded documents:

- Interest cover letter
- Resume
- Statement of Christian Testimony

Candidates who are invited to continue in the process as semifinalists will have a second round of data collection to include at least five references and other information deemed important to the search. Semifinalists will also participate in a recorded video interview.

APPLICATION DEADLINE Oct 23, 2026	SEMIFINALIST INTERVIEWS Late Oct – Early Nov 2026
FINALIST VISITS Early Dec 2026	APPOINTMENT January 2027*

**The appointment will be announced in January 2027; the new Principal will begin in summer 2027.*

Communication

Please direct all inquiries and nominations in confidence to:

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APPLY NOW