



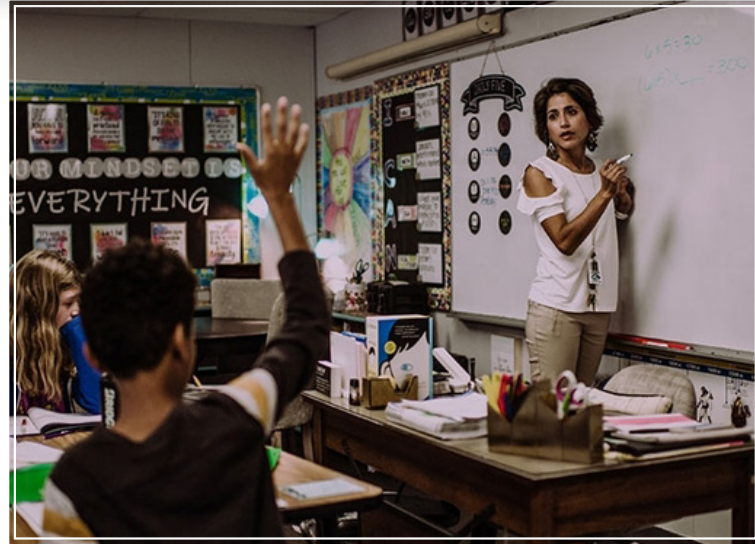
SUPERINTENDENT
CASCADE CHRISTIAN SCHOOLS
PUYALLUP, WA



INTRODUCTION

Cascade Christian Schools (CCS) is a Christ-centered academic institution committed to developing discerning leaders through spiritual life, academic excellence, personal character development, and leadership training. CCS serves a diverse student body and maintains a reputation for strong community values and high-quality education. Serving students from infants through 12th grade, CCS operates four campuses across Pierce County and has a strong legacy of excellence in Christian education.

As the school continues to grow, it seeks a visionary, strategic, and faith-driven Superintendent to begin July 2026 to lead the organization into its next phase of development. This is an exciting opportunity for a Christ-centered and steward-minded leader to shape the future of Christian education in the Pacific Northwest by strengthening academic programs, deepening spiritual life, and expanding the school's influence.



MISSION STATEMENT

To glorify God by providing an excellent Christ-centered education dedicated to developing discerning leaders who are spiritually, personally, and academically prepared to impact their world.

CORE PURPOSE STATEMENT

To impact lives by teaching and training people to discover their purpose before God in a culture where people are known and valued.





CORE VALUES

WISDOM

To view life and live life from God's perspective.

EXCELLENCE

A sustained, dedicated pursuit of God-given potential.

INTEGRITY

Uncompromising commitment to truth, honor, faithfulness, loyalty, and trust.

HONESTY

A commitment to treat everyone with love, respect, and dignity, and to recognize each individual as uniquely created in the image of God.

CCS 4 PILLARS

The 4 Pillars, which represent the foundational elements that play a role in developing discerning leaders, contain the outcomes to which CCS students pursue excellence in academics, the arts, athletics, and additional God-given talents:

1. ACADEMIC EXCELLENCE

CCS prepares, motivates, and inspires students to passionately pursue their purpose before God and engage in lifelong learning (Proverbs 1:1-7, Colossians 3:23, Ephesians 2:10).

Students who graduate from Cascade Christian Schools are self-motivated to set and accomplish goals and to persevere with resilience in their academic and career pursuits by ...

- Effectively applying proficient skills in reading, writing, speaking, and listening across all curricular areas
- Thinking critically and demonstrating the ability to solve complex problems with creative solutions
- Demonstrating proficiency in independent research, applying logical reasoning, and critical thinking by utilizing a variety of resources and technology
- Articulating how literature and creative arts express and shape beliefs and values, including their own
- Making connections within and across the arts to other disciplines, life cultures, and work
- Having an informed and respectful knowledge of cultural diversity
- Having an informed and respectful knowledge and understanding of people, cultures, past events, and movements in history
- Understanding and applying a biblical worldview to current events and contemporary issues of human existence
- Recognizing that the wise use of the body as the temple of God requires discipline and habits that contribute to good health





2. LEADERSHIP DEVELOPMENT

CCS provides abundant opportunities for students to discover and apply their unique God-given leadership qualities so they can grow and develop into steward leaders (Mark 10:42-45, 1 Timothy 4:12).

Students who graduate from Cascade Christian Schools demonstrate an understanding of what it is to be a discerning leader by ...

- Having the essential skills for effective leadership
- Humbly serving others with a selfless attitude
- Being leaders whose influence is valued in the family, community, society, and church as they live out Christian values, attitudes, and beliefs in every aspect of life
- Honoring and glorifying God through a sustained, dedicated pursuit of God-given potential
- Sharing God's love through the diligent effort to love one another and be loved while keeping peace and unity in Christ
- Passionately pursuing a lifestyle driven by God-given purpose and a biblical worldview
- Living a Christlike example to inspire and compel others to follow in a similar manner
- Possessing a God-inspired vision and the plans to make it happen
- Investing their time and talents to develop the God-given potential in others
- Using a Holy Spirit-driven influence to make positive action in themselves and others
- Having the mindset of a steward leader

3. PERSONAL CHARACTER DEVELOPMENT

CCS develops respectful and responsible students who are confident and compassionate in their relationship with God and others, and who view themselves as created in God's image (Philippians 4:8, Galatians 5:22-23, 2 Peter 1:5-8, Colossians 3:12-14).

Students who graduate from Cascade Christian Schools demonstrate a biblically based worldview of personal character by ...

- Integrating a biblical self-image through demonstrating a positive attitude and through the knowledge and development of their personal strengths
- Exemplifying wisdom, integrity, honor, and excellence in all aspects of life
- Embracing biblical principles to govern themselves in spiritual, personal, social, and intellectual choices
- Demonstrating effective communication, positive conflict resolution, good manners, empathy, and a servant-like attitude in their interpersonal relationships
- Positively contributing to society through active citizenship and responsible stewardship
- Demonstrating the CCS 3Rs—Respect, Responsibility, Relationship—in everyday living

4. SPIRITUAL LIFE

CCS teaches and trains students to continuously grow in their relationship with God in the process of becoming discerning leaders (Mark 10:42-45, 1 Timothy 4:12).

Students who graduate from Cascade Christian Schools articulate and defend a personal faith in Jesus as Lord by ...

- Understanding and committing to a personal relationship with Jesus Christ
- Participating in a local church community, serving God and others
- Knowing, understanding, and applying God's Word in daily life
- Articulating and defending a biblical worldview, discerning truth from other worldviews
- Integrating a biblical worldview into all aspects of life
- Pursuing a life of faith, empowered by the Holy Spirit, knowing, understanding, and using their spiritual and personal gifting to impact God's kingdom
- Understanding their role and responding to the First Commission and the Great Commission locally and around the world
- Actively engaging in the spiritual disciplines
- Sharing their personal testimony
- Listening for and responding to God's voice



STATEMENT OF BELIEFS

CCS believes:

- In one sovereign and eternal God, revealed as Father, Son, and Holy Spirit (Ephesians 4:4-6, John 15:26-27).
- God created man in His own image, as male and female (Genesis 1:27).
- All of humanity is created equally in the image of God (Genesis 1:27).
- We were separated from God as a result of choosing sin, and those who believe have been restored by God's love through faith in the life, death, and resurrection of Christ (Romans 3:23, Romans 5:12-19).
- In the virgin birth and the deity of Jesus Christ, the only begotten Son of God, truly human and truly divine (Matthew 1:23, Colossians 2:9-10).
- Salvation has been provided for all people through the loving and sacrificial act of Christ's death and resurrection, resulting in eternal life for all who believe, repent, and place their faith in God (Ephesians 2:8, John 3:16).
- In the spiritual unity of all believers, each of whom is an integral part of the Church—the Body of Christ (1 Corinthians 12:12-14, Ephesians 4:3).
- All believers are responsible to fulfill the Great Commission and make disciples of all people (Matthew 28:19-20, Acts 1:8).
- The Bible is the inspired Word of God—revealed to the world—and contains His plan of salvation and redemption for all of creation (2 Timothy 3:16-17, John 1:14).
- In the Second Coming of Christ and the fullness of salvation for eternity (Hebrews 9:28, Acts 1:11).



CCS

AT A GLANCE

FOUNDED
1992

ENROLLMENT
INFANTS-12
1900+

7
AP COURSES

FACULTY
(FT/PT/STAFF)
400

\$24M
OPERATING
BUDGET

FACULTY WITH
ADVANCED
DEGREES
49
TEACHERS

\$1.2 M
SCHOLARSHIPS/GRANTS FOR
CLASS OF 2024



ACADEMICS

Cascade Christian Schools is dedicated to helping students explore and discover their God-given potential. With this goal in mind, every student at CCS sets quarterly goals based on achievement data designed to promote student educational ownership and parent partnership. CCS is also committed to Biblical Worldview Immersion for every student, which is the process of immersing all aspects of a student—head, heart, and hand (actions)—in a biblical worldview in every area of the life of the student. From infants to 12th graders, all CCS students are provided with an excellent Christ-centered education filled with learning opportunities designed to help students discover a love of learning and a sense of their own God-given purpose.

EARLY LEARNING (INFANTS – 5 YRS)

Cascade Christian Schools' Early Learning program serves children from infancy to 5 years old, focusing on foundational development in a nurturing, Christ-centered environment. The curriculum integrates biblical principles into daily activities, including Bible lessons, songs, and chapel, to help children understand their faith's role in everyday life. Recognizing the importance of play in early development, the program incorporates purposeful play to enhance social skills, sensory experiences, and motor development, laying the groundwork for future academic success. Teachers prioritize creating a caring classroom atmosphere, easing the transition from home to school for young learners. With three different campuses offering both full-day and part-day options, diverse family needs are easily accommodated.



ELEMENTARY (K – 6TH)

CCS provides a Christ-centered elementary education for kindergarten through 6th grade, integrating a biblical worldview across all subjects. The curriculum encompasses English/language arts, social studies, math, science, and Bible studies, complemented by creative and performing arts, physical education, and library media and technology. Students are taught to be self-motivated as they set and accomplish goals and to persevere with resilience in their pursuits. They also grow in their understanding of what it means to be a discerning leader, to exhibit a biblically based worldview of personal character, and to articulate and defend a personal faith in Jesus as Lord. CCS operates three elementary campuses: Frederickson Elementary, McAlder Elementary, and Puyallup Elementary. Additionally, the Cougar Club offers before and after-school care at all three campuses.





JUNIOR HIGH (7TH – 8TH)

Cascade Christian Junior High (CCJH) offers a Christ-centered education for 7th and 8th graders, emphasizing core subjects such as mathematics, science, English, history, and Bible studies. The curriculum integrates a biblical worldview and includes quarterly electives that expose students to various career-based and life-skills courses. Additionally, students are required to participate in arts programs, choosing between vocal and instrumental music or visual arts, with optional theater opportunities available.

Leadership development is integral to the CCJH experience, with programs like IMPACT Leadership training designed to cultivate discerning leaders. The school also offers a variety of extracurricular activities, including athletics, to promote personal growth and community engagement.

HIGH SCHOOL (9TH – 12TH)

Cascade Christian High School (CCHS) provides students with an experience that focuses on core foundational academics, integrated from a biblical worldview, with an emphasis on developing leadership characteristics, communication skills, and the ability to think critically. CCHS is committed to developing well-rounded students who are prepared for college, career, and life after high school. Consequently, CCHS offers a comprehensive, Christ-centered education for students in grades 9 through 12, emphasizing academic excellence, leadership development, personal character, and spiritual life. The curriculum exceeds Washington State graduation requirements and includes Advanced Placement (AP) courses to prepare students for higher education. Through the Complementary Education Opportunities program, juniors and seniors can earn college credits while still in high school, gaining early exposure to college-level coursework.

Beyond academics, the school provides various extracurricular activities, including arts and athletics, to foster well-rounded development. All students are trained and encouraged to lead in the areas that God has called them to, and CCHS recognizes that some students will choose a path other than college. As a result, CCHS has developed an internship program to help students discover new interests and build skills for the future.



In preparation for life after high school, students are encouraged to cultivate personal relationships with Christ through weekly chapels, Bible studies, and participation in the annual IMPACT Term (I-term). The objective of I-Term is to enhance student learning by providing additional spiritual, personal, academic, and servant leadership experiences outside the traditional classroom in conjunction with the CCS curricular program. Through local, domestic, and international experiences, students experience who God is and how He uses His people to love and serve each other.

Class of 2024: The Class of 2024 was comprised of 65 graduating students. Of these 65 graduates, 28 students had a GPA above 3.6. In 2023, the class exceeded both the National and Washington state average SAT scores in every subject area. Forty-one students are working on a 4-year degree, 7 students are working on a 2-year degree, 10 students are in a trade school/workforce, 3 students are doing mission work, and 4 students are serving in the military/law enforcement. Approximately \$1.2 million in scholarships and grants were offered to the Class of 2024 for their acceptance to attend higher education institutions.

Here are the anticipated size of graduating classes through 2028:

- 2025: 80
- 2026: 80
- 2027: 110
- 2028: 125

2023/24 HIGH SCHOOL ACADEMIC PROFILE



THE ARTS

Cascade Christian Schools' Creative Arts Program offers students comprehensive opportunities to explore and develop their artistic talents in various disciplines, including band, choral music, dance, and theatre. The program emphasizes excellence and provides platforms for students to showcase their abilities beyond the classroom through performances, competitions, and community events. The purpose of the CCS Creative Arts Program is for students to fulfill their passion and purpose before God through their creative uniqueness.

VISUAL

Through the visual arts department, CCS exposes students to a variety of art styles and mediums. Students have opportunities to engage in drawing and painting, both digital and traditional, fostering their creativity and technical skills.



CHORUS

CCS's vocal arts curriculum encompasses the study of music history, theory, technical application, appreciation, interpretation, and creative design. Students engage in diverse learning and performance opportunities, such as chapel services, off-campus performances, tours, camps, and private lessons. At the elementary level, each campus has dedicated music instructors who produce Christmas and spring programs incorporating instrumental, vocal, and dramatic elements. For junior high and high school students, the choral department offers a structured progression through choirs like Cante (beginning choir), VOX (intermediate mixed choir), and Voci Potenti (advanced audition choir), each focusing on enhancing musical knowledge and skills.

THEATRE

CCS's after-school theatre program offers junior high and high school students avenues to engage in performance, technical, and creative roles. Annually, the program presents three full productions, allowing students to explore different aspects of theatre, from acting to stage management, thereby enriching their artistic experience and confidence.

INSTRUMENTAL

The instrumental arts program at CCS provides students with opportunities to participate in various band and instrumental ensembles, fostering musical growth and performance skills. Students can showcase their talents in school events and community performances, enhancing their musical proficiency and collaborative abilities.





WORSHIP

Cascade Christian Schools' Worship Team is a student-led ministry that provides musical worship leadership during weekly chapels and special events, fostering both spiritual growth and leadership skills. The Worship Team comes out of a ministry-based leadership class in which junior high and high school students focus on personal and spiritual development in their own faith and musicianship in order to lead their peers with Christ-centered influence. The team focuses on reading Scripture, serving anywhere musical worship is offered, praying, and applying their knowledge and gifts to glorify God.

Participants serve in roles such as vocalists, instrumentalists, and tech support for audio, lighting, and stage design. Students at CCS have the unique opportunity to learn how to use a full audio console for a live band and how to run stage lighting as well as projection for a full church service. They get real hands-on training and experience in class as well as through supporting and producing our weekly chapels. The team also leads worship at retreats, conferences, and I-Term celebrations, integrating their talents with a heart for service. Through this program, students deepen their faith, develop their musical abilities, and gain hands-on experience in worship leadership, all while glorifying God and serving their school community.

JUNIOR HIGH/HIGH SCHOOL ATHLETICS

GO COUGS!

Cascade Christian Schools offers a comprehensive athletics program for junior high and high school students, emphasizing excellence in the 4 C's: Competition, Classroom, Character, and Christlikeness. As members of the Washington Interscholastic Activities Association (WIAA), CCS provides a variety of sports opportunities across different seasons. The high school teams compete in the Nisqually League, with recent achievements such as the volleyball team's victories over local 4A schools, leading to a 2nd Place Finish in the State Championship, and the boys' tennis team's undefeated start to the season.

CCS offers multiple athletic opportunities in junior high and high school:



SPORTS

Baseball
Basketball
Cheerleading
Cross Country
Football
Golf
Soccer
Softball
Tennis
Track and Field
Volleyball
Wrestling





ELEMENTARY RECREATION

Cascade Christian Schools' Recreation Department offers a variety of Christ-centered programs designed to enrich elementary students' experiences beyond the classroom. These programs include the Cougar Club, which provides before and after-school care for elementary students, offering fun-filled activities, homework support, and opportunities for outdoor exploration.

The department also organizes Elementary Athletics, allowing students to participate in various sports throughout the year, fostering physical development, teamwork, and Christlike character. The program includes sports such as soccer, basketball, cross country, flag football, volleyball, and wrestling. Parents are encouraged to engage by volunteering as coaches, enhancing community involvement, and positively impacting the students' experiences.

Elementary Enrichments/CougArts classes are available throughout the school year, enabling children in grades 1-6 to explore areas like STEM, cooking, art, and dance. For younger children ages 3-5, Cougar Prep/Early Learning Enrichments provides engaging activities that foster early development. During the summer, the Thrive Summer Programs offer Adventure Day Camps, Sports Camps, Fine Arts Camps, and Enrichment Classes to keep students engaged and learning. The Recreation Department also hosts special events for all ages and offers adult recreation opportunities, such as a co-ed softball team, promoting community involvement and active lifestyles.

INTERNATIONAL & ONLINE PROGRAMS

CCS welcomes international students from various countries, providing a Christ-centered education that fosters academic excellence, personal growth, and cultural integration. The International Student Program supports students in grades K-12 with English placement assessments. CCS ensures a smooth transition with academic and spiritual guidance, preparing students to thrive in a diverse and supportive community.

The CCS Internship Program partners with the local professional community to create meaningful opportunities, giving high school students a glimpse into their professional futures.



SPIRITUAL LIFE

Cascade Christian Schools is committed to spiritual life by guiding students in developing Christlike character and a biblical worldview. The school's holistic approach nurtures transformation of the mind, heart, and actions, equipping students to live out their faith in all areas of life. Each year, CCS embraces a spiritual theme, with **"Be Still" (Psalm 46:10)** serving as the focus for 2024-2025, encouraging students to trust in God's sovereignty amid life's uncertainties. This theme is woven into chapel services, classroom discussions, and service projects, fostering a culture of worship, prayer, and servant leadership. Through these intentional experiences, CCS equips students with a resilient faith, empowering them to impact their communities and the world for Christ.





FINANCES AND FUNDRAISING

Cascade Christian Schools' finances and fundraising can be summarized in the following broad areas:

- **Annual Operations Budget:**
Approx. \$24,000,000
- **Annual Depreciation Allocation:**
Approx. \$1,400,000
- **Annual Fund:**
Approx. \$1,500,000 raised annually

Financial Stability Benchmark Areas:

- Balanced Operating Budget
- Tuition Benefits (CCS Staff)
- Tuition Assistance (CCS Families)
- Debt Management
- Personnel Expenses
- Capital Expenses
- Enrollment Capacities
- Long Term Cash Reserves
- Net Retained Management
- Endowment Management

Major Annual Giving Events:

- **Cougar Golf Classic:** Raises approx. \$ 75,000 for Cougar Athletics
- **Week of Generosity:** Raises approx. \$250,000 for tuition assistance and campus projects
- **Auction:** Raises approx. \$450,000 for a specified project each year

Major Capital Projects in Recent Years:

01

New Junior High building

Completed three out of four phases.

- **Approx. Total Investment to Date:**
\$15,200,000
- **Phase 1:** Gymnasium (2018-2021)
Approx. Cost: \$5,300,000
- **Phase 2:** First Floor Classrooms (2021-2023)
Approx. Cost: \$7,400,000
- **Phase 3:** Second Floor Classrooms (2023-2024)
Approx. Cost: \$2,500,000

02

Fields of Dreams Project

Upgrading current athletic fields to turf, with lights, concessions, restrooms, and covered bleachers.

- **Estimated Total Cost:** \$5,000,000 - \$6,000,000
- **Phase 1:** Lights and Scoreboards (June - August 2025)
Approx. Cost: \$1,200,000
- **Phases 2 and 3:** TBD
Approx. Cost: \$4,000,000 - \$5,000,000

03

Relocation of Puyallup Elementary Campus

Involves the placement of ten double modular units to be leased initially for three years.

- **Estimated Total Up Front Cost:**
\$1,500,000
- **Estimated Annual Cost:** \$450,000
- **Dates of Completion:** April - August 2025





GOVERNANCE AND ACCREDITATION

BOARD OF TRUSTEES

Cascade Christian School is governed by a seven-member volunteer Board of Trustees working in close cooperation with the Superintendent. The Board of Trustees meets monthly for decision-making and policy setting that enable Cascade Christian School to accomplish its purpose and mission. Members are selected through a self-perpetuating process. The Board functions as a policy/governance board and therefore does not get involved in the day-to-day aspects of school life, which means there typically would not be a reason for parents or other members of the CCS community to meet with the Board.



SPIRITUAL LIFE COMMITTEE

The Spiritual Life Committee, a standing committee of the Board of Trustees, serves to provide the school's spiritual oversight/covering, thereby helping promote a school community that is reflective of our Guiding Principles and that stays true to a biblical worldview. This committee comprises a Trustee representative, a church partner representative, an alumni/parent representative, and administrator representatives.



FINANCE COMMITTEE

The Finance Committee—which also includes the Investment Committee and the Audit Committee (all working committees of the Board)—provides financial oversight for the school. It is tasked with presenting financial reports to the full Board; previewing the annual budget, tuition proposals, IRS Form 990, quarterly endowment, and Biblical Worldview Institute Report; meeting with auditors; and working with the investment process, including establishing a clear understanding of investment goals and objectives while offering guidance and limitations to the investment manager(s).

ACCREDITATION

Cascade Christian Schools is approved by the Washington State Board of Education and accredited by the Association of Christian Schools International (ACSI) in partnership with Cognia (formerly AdvancED), a national accreditation organization. Cascade Christian Schools is also affiliated with the Washington Federation of Independent Schools (WFIS).



VISION 2030

The broad vision of Cascade Christian Schools is referred to as Vision 2030. There are seven major goal areas within the vision. There are also initiatives and annual action items that fall under and align with the vision.

At the broadest level, Vision 2030 is for CCS **to change the world by developing discerning leaders who advance God's kingdom in their areas of influence.**

The seven major goal areas within this vision are:

- 1. Educational Excellence:** We provide an excellent and highly personalized educational experience for each student.
- 2. Financial Resources:** We steward our financial resources from a position of stability and viability.
- 3. Human Resources:** We attract, develop, and retain highly qualified personnel who are called and aligned to our mission.
- 4. Marketing, Communications & Strategic Initiatives:** We strengthen and reflect CCS culture and identity in all that we do.
- 5. Enrollment Management:** We maximize enrollment in a manner that strengthens CCS culture.
- 6. Advancement:** We maximize and increase organizational capacity and efficiency.
- 7. Operational Excellence:** We strengthen and sustain a healthy, safe, and secure environment by increasing resources, such as programs, equipment, and staffing.

Vision 2035 Reframing

The CCS leadership team, in conjunction with the CCS Board of Trustees, is in the process of reframing Vision 2030 into what will become Vision 2035. We anticipate that the process will be completed by the fall of 2025, allowing the new CCS superintendent to carry forward a well-established strategic plan.

THE OPPORTUNITY

CCS is seeking its next Superintendent to begin July 2026 to lead the school into its next chapter of growth and impact. Reporting to the Board of Trustees, the Superintendent will oversee the academic, operational, and spiritual direction of the school system, ensuring that its Christ-centered mission is fulfilled at every level.

EXPECTATIONS

The Superintendent of CCS is the chief executive officer responsible for overseeing all aspects of the school's operations, ensuring alignment with its Christian mission, financial stewardship, academic excellence, and community engagement. The Superintendent will provide leadership in spiritual life, strategic planning, financial management, faculty development, and stakeholder communication.

Spiritual and Community Leadership

- Maintain and strengthen the Christ-centered mission of CCS, ensuring alignment with biblical principles.
- Foster a strong spiritual culture among students, faculty, and staff.
- Ensure that all aspects of the school's curriculum and programs reflect a biblical worldview.
- Actively engage with parents, church leaders, and the broader community to build partnerships that enhance CCS's impact.

Strategic & Organizational Leadership

- Develop and execute a clear strategic vision that supports academic excellence and spiritual growth.
- Strengthen leadership transparency and communication, ensuring all stakeholders are well-informed and engaged in school decisions.
- Evaluate and enhance school policies to ensure consistency in discipline, leadership development, and student engagement.
- Foster an inclusive and collaborative culture that supports faculty, staff, and students in fulfilling CCS's mission.



Academic & Program Development

- Enhance the quality and rigor of academic programs, including advanced coursework and alternative learning pathways.
- Oversee faculty development and retention strategies to ensure the hiring and sustaining of top-tier educators.
- Ensure appropriate class sizes and optimal student-to-teacher ratios that support individualized learning.
- Maintain extracurricular offerings, including arts, athletics, technical training, and leadership development programs.

Financial & Operational Management

- Oversee responsible budgeting and financial planning to keep tuition manageable while maintaining high-quality education.
- Improve financial transparency and communication with families and stakeholders.
- Ensure long-term sustainability through strategic fundraising, donor engagement, and resource management.
- Lead efforts in facility expansion and campus improvements to accommodate student growth and enhance learning environments.



PRIMARY QUALIFICATIONS

- A committed follower of Jesus Christ with a strong personal faith and biblical worldview.
- Advanced degree in education, administration, business, or a related field (Doctorate preferred).
- Minimum of 7-10 years of leadership experience in Christian education or a similar environment.
- Proven track record in organizational leadership, strategic planning, and financial management.
- Experience in faculty recruitment, professional development, and staff retention strategies.
- Strong ability to foster community engagement and effective stakeholder communication.
- Passion for integrating faith with education, ensuring a biblical foundation across all school functions.

Desired Competencies

- Visionary leadership with the ability to execute strategic initiatives.
- Financial acumen with experience in budgeting and fundraising.
- Transparent and effective communicator.
- Collaborative leadership style that values faculty, staff, parents, and students.
- Strong decision-making skills rooted in biblical principles.
- Ability to navigate complex challenges while preserving the integrity of CCS's mission.





THE CHARGE

Cascade Christian Schools stands at an exciting crossroads, having experienced significant growth and solidified its role as a leader in Christ-centered education. The next Superintendent will inherit a strong spiritual and academic foundation while facing challenges that must be addressed to ensure long-term success.

Primary Challenges & Opportunities

01

Maintaining CCS's Distinct Christian Mission in a Changing Cultural Landscape

- Uphold biblical values while navigating a secular regulatory and environmental culture.
- Engage with parents, churches, and the broader Christian community to reinforce CCS's mission.
- Lead with discernment and courage in addressing societal and ethical challenges.

02

Retaining & Supporting High-Quality Educators

- Improve teacher compensation and professional development.
- Strengthen hiring and retention strategies to build a stable, high-performing faculty.
- Foster a supportive environment that empowers staff and faculty.

03

Building a Sustainable Financial Model

- Ensure long-term financial health through strategic fundraising and resource allocation.
- Strengthen financial transparency to build trust with parents and donors.
- Balance affordability while maintaining high-quality education.



04

Enhancing Academic Excellence & Program Diversity

- Strengthen advanced learning opportunities such as honors and vocational programs.
- Expand academic rigor and preserve CCS's commitment to spiritual development.
- Ensure the CCS curriculum integrates faith with real-world skills.

05

Improving Facilities & Managing Growth

- Oversee campus expansion and infrastructure improvements to accommodate student growth.
- Address facility constraints.
- Develop a long-term master plan for CCS's future footprint.

06

Strengthening Communication & Leadership Transparency

- Foster open dialogue between the board, administration, faculty, parents, and students.
- Establish clear channels for stakeholder input and feedback.
- Maintain a strong, visible leadership presence across campuses.

This is a pivotal moment for CCS. The next Superintendent must possess elements of both visionary leadership and exceptional executive management to embrace CCS's rich history while strategically guiding the school into a future of continued growth, academic excellence, and unwavering commitment to Christ-centered education.



ABOUT PUYALLUP, WA

Experience Puyallup, Washington: Where Community Meets Adventure

Nestled in a fertile valley at the foot of Mount Rainier, Puyallup, Washington is a growing community of over 40,000 residents located just 10 miles east of Tacoma and 35 miles south of Seattle. Named after the Puyallup Tribe meaning “generous people” the city blends rich agricultural roots with modern living.

Puyallup offers a rare balance the charm of small-town life with easy access to the outdoors and nearby cities. Residents enjoy stunning views of Mount Rainier, scenic drives past farmland, and proximity to Tacoma and Seattle’s cultural attractions—all within 45 minutes.



Outdoor Adventure

Surrounded by some of the country’s top national parks, Puyallup is a haven for outdoor enthusiasts. Year-round recreation includes:

- Skiing, snowboarding, and tubing in winter
- Kayaking, boating, and fishing in summer
- Hiking and biking trails both remote and urban

A Connected Community

Puyallup is known for its welcoming, community-focused lifestyle. Local highlights include:

- Family-friendly parks and events
- A variety of local churches and small businesses
- Vibrant farmers markets
- The iconic Washington State Fair

Big-City Access

Just a short drive away, Tacoma and Seattle offer big-city entertainment—live music, museums, waterfront dining, and professional sports—making it easy to enjoy both nature and nightlife.

Whether you’re seeking adventure, connection, or convenience, Puyallup delivers a lifestyle that blends the best of the Pacific Northwest.



PLACES TO VISIT IN PUYALLUP



BRADLEY LAKE PARK



PUYALLUP FARMERS MARKET



PIONEER PARK



WASHINGTON STATE FAIR



SEARCH PROCESS AND TIMELINE

The Cascade Christian Schools search is underway to appoint a new Superintendent who will begin July 2026. The CCS Board of Trustees will serve as the Search Committee, and NextEd has been engaged to provide support. Compensation will be competitive with comparable private schools in the area.

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 personal Christian faith

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 with NextEd consultants.

NextEd begins the recruitment process in the Spring of 2025 and will continue the search until a candidate has been selected by the Trustees. Given this highly desirable opportunity, we anticipate the following timeline:



COMMUNICATION

Please direct all inquiries and nominations in confidence to:

Kurt Unruh, NextEd Partner
Search Consultant
303.319.9535
kurt@next-ed.com

Tom Konjoyan, NextEd Partner
Search Consultant
818.540.5251
tom@next-ed.com

CLICK HERE TO APPLY