



**ASSISTANT
SUPERINTENDENT**
GILBERT CHRISTIAN SCHOOLS
GILBERT, AZ



INTRODUCTION

Gilbert Christian Schools is a thriving Christian school district comprising four campuses with a current enrollment of 2,313 students from 1,300+ families. GCS is made up of a high school and three PK-8s across the city of Gilbert in the East Valley of Phoenix. www.gcsaz.org

Under God's blessing, GCS has grown to this size in just fifteen years. As our extraordinary educational leader and Superintendent, Jim Desmarchais, often emphasizes – it doesn't stop here. The vision of GCS is to grow by more than 100% in the coming years, providing Christian education to as many families as possible. Gilbert and the surrounding communities known as the East Valley of Arizona are growing at a pace to support this benchmark, as well as the hunger of families who want something different for their children.

As evidence of the ways the Lord continues to bless and grow Gilbert Christian Schools, in the fall of this school year, GCS began adding an additional building to the high school. This project will allow us to provide Christian education to even more families and to better serve our current students.

An Assistant Superintendent for a school district of this size will demand expertise in a multi-site (or equivalent) model, K-12 educational background, and visionary leadership. Though the current Superintendent is passionately committed to the vision and mission of GCS, he has created this new position as an excellent training ground for potential successors.

The new Assistant Superintendent position and duties will commence on **July 1, 2025**.

MISSION STATEMENT

The Mission Statement of Gilbert Christian School is to **“Partner with parents to prepare the next generation to impact the world for Christ”**.

The mission statement begins with “Partner with parents”. God has given the responsibility of raising children to the parents. We never attempt to replace them in that role, but only partner with them to help them be even more effective. God has a unique plan of preparing each generation. He places the responsibility upon parents.

We see it in verses such as:

Train up a child in the way he should go, Even when he is old he will not depart from it.

- Proverbs 22:6

These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.

- Deuteronomy 6:6-7

As a school, we support parents as they work to obey these commandments from God. We stress with any family that joins Gilbert Christian Schools that it is critical we work together for the benefit of their children.

The remainder of the mission statement refers to what both the school and parents desire, “to prepare the next generation to impact the world for Christ”. As a school, we help students make sense of this world by sharing the truth of God's Word, and help them see the world as God sees it, in other words, through the lens of Scripture. We help them see that as we study this world around us, we are studying God's creation. We share with them the truth of the Gospel, so that they seek to follow Him and be used by God to bring Him glory. We provide them with the skills to interact with this world and each other through their study of reading, writing, math, science, social studies, athletics and the arts, so that we send out graduates who truly know who God is, they have a faith that is their own, and they are truly “complete, equipped for every good work”.

In so doing, we obey the words of Psalm 145:3-4:

“Great is the Lord, and greatly to be praised, and his greatness is unsearchable. One generation shall commend your works to another, and shall declare your mighty acts.”

VISION STATEMENT

At GCS, our multi-campus model reflects our vision to provide Christian education to as many families as possible.



CORE VALUES

Our seven core values spell out “Knights.” This is who we are as a school. They are written in a way that speaks to teachers since teachers are given the opportunity to directly impact students. But whether you are on the front lines directly impacting students on a daily basis as a teacher or a coach, or in a role that supports those who do, your role is critical to the success of Gilbert Christian Schools. That is the beauty of the diversity in skills and talents that make up the body of Christ. We need everyone using their God-given gifts to their fullest to maximize the impact we can have on the children that God brings to Gilbert Christian Schools.

- **Know** that God has you here to make an impact
- **Nurture** healthy, God-honoring relationships
- **Inspire** a passion for learning
- **Grow** your skills to be a more effective teacher
- **Help** every student reach their academic potential
- **Train** students to use their God-given gifts and talents
- **Show** the Love of God to every student, every day



AT-A-GLANCE FACTS

TOTAL ENROLLMENT

2,300+

FAITH

FAMILIES ATTEND MORE THAN

130

DIFFERENT CHURCHES

1227

AVERAGE SAT SCORE

AVERAGE ACT SCORE

24.6

SCHOLARSHIPS

\$7.2M

IN SCHOLARSHIPS OFFERED

RE-ENROLLMENT RATE

95%

STUDENT / TEACHER RATIO

22:1

ATHLETIC TEAMS

OVER

30

SPORTS OFFERED



BIBLICAL WORLDVIEW

Gilbert Christian Schools seeks to make God known through infusing all aspects of our curriculum with a Biblical worldview. Each grade has a particular focus to provide our students with a Biblical foundation.

- Kindergarten: Familiar Bible truths that emphasize God's loving care
- 1st Grade: Familiar Bible truths that emphasize God's relationship to people
- 2nd Grade: Studies on character traits of various people in the Bible with application to students' lives.
- 3rd Grade: Studies in the life of Christ, the early Church, and missions from the time of Paul until now
- 4th Grade: Studies in the basic doctrines of the Church
- 5th Grade: Studies in the Old Testament that emphasize choices and their consequences
- 6th Grade: Focuses on Bible study methods and applying biblical lessons to their lives
- 7th/8th Grade: Yields both an understanding of Christian beliefs as well as an improved ability for self-study in God's Word
- 9th Grade: Shows who God is, what He did, and how we should respond, in an interactive format through a survey of the Old Testament
- 10th Grade: Shows who Jesus is, what He did, and what a Christian is and is not, in an interactive format through a survey of the New Testament
- 11th Grade: Teaches students how to formulate and defend the Christian position through the study of Systematic Theology
- 12th Grade: Gives students God's wisdom in how to defend their Christian convictions in our current cultural context

SPIRITUAL LIFE

ELEMENTARY

Students attend a chapel service featuring teaching and corporate worship. Special speakers are brought in or GCS staff/faculty speak to the students on the year's theme. Our

hope is that our students acquire wisdom, knowledge, and a Biblical worldview as they develop a lifestyle of character, leadership, service, stewardship, and worship.



MIDDLE SCHOOL

Students attend a chapel service featuring teaching and corporate worship. Special speakers are brought in or GCS staff/faculty speak to the students on the year's theme. Every year, Gilbert Christian Schools middle school students go on a trip where they focus on building relationships and spending time in God's word. These trips, which we call Signature Trips, are an essential part of the middle school experience at GCS. Our hope is that our students acquire wisdom, knowledge, and a Biblical worldview as they develop a lifestyle of character, leadership, service, stewardship, and worship.

HIGH SCHOOL

Students are required to take a Bible course all four years. Students attend a chapel service featuring teaching and corporate worship. Special speakers are brought in or GCS staff/faculty speak to the students on the year's theme. Small groups are designed to foster close relationships between students and staff. Each student is assigned to a small group based on their gender and grade level. A faculty member will be the facilitator of these groups where students will engage in conversations and Bible studies to better learn how to live out the Gospel in their lives. This group will meet weekly and throughout the year. Our mentoring program partners a student with a spiritually mature faculty member, leader, or coach from GCS to improve a student's emotional and spiritual growth. Our hope is that our students acquire wisdom, knowledge, and a Biblical worldview as they develop a lifestyle of character, leadership, service, stewardship, and worship.



ACADEMICS

PRE-KINDERGARTEN

The pre-k classroom uses a variety of hands-on materials, activities, and play to reach age-appropriate academic, social, and spiritual goals. The classroom environment is ever-changing to inspire and encourage a love of learning. It is the teacher's joy to provide an atmosphere that is loving, safe, and honoring to our Lord and Savior, Jesus Christ.

- Social and Emotional
- Mathematics
- Language and Literacy
- Science Inquiry
- Social Studies
- Physical Development
- Health and Safety
- Visual Art
- Music Appreciation
- Bible

All content is presented within the context of the Bible as the ultimate truth. Students learn from Christian staff and from a Christian worldview. Bible instruction includes Bible Stories, Worship Songs, Bible memory (verses and Books of the Bible), Character Education, Focus of Holidays.

GCS: Developing a Christian Worldview.

ELEMENTARY

Our goal is for every student to develop a Christian worldview as they are taught their core academic subjects in light of the truth that God is the creator of all life and worthy of our praise. Elementary students receive instruction in God's word every day, along with time to pray and worship.

- Bible
- English
- Math
- Social Studies
- Science
- Physical Education
- Computer
- Visual Arts
- Performing Arts
- Language Studies
- Study Skills

In addition to the core subjects, the elementary school curriculum is supplemented by Art, PE, and Technology, as well as Violin, Orchestra, Band, Choir, or Piano, depending on the campus.



MIDDLE SCHOOL

Middle school is a time when our students really begin to come into their own. They are busy discovering new passions and talents while also starting to better understand who they are and what they stand for. We are preparing them for what is ahead by challenging them with a more rigorous curriculum and encouraging them to be more involved in our learning community.

- Bible
- English
- Math
- Social Studies
- Science
- Spanish
- Fine Arts

In addition to the core subjects, the middle school curriculum is supplemented by Art, PE, and Technology, as well as Strings, Band, Choir, or Piano, depending on the campus. Spanish is also offered to 8th graders for high school credit on select campuses.

HIGH SCHOOL

Gilbert Christian High School is a four-year college prep, private Christian school serving students in ninth through twelfth grades. GCHS offers a rigorous academic program that is organized on a modified school year schedule. Seven credits per year is the expected course load for each student. Dual enrollment courses are offered in a wide range of subjects.



ARTS

The fine arts program is an integral part of the school's educational process. We believe that the arts provide an opportunity to develop a student's God-given artistic abilities. They also help students learn important skills such as teamwork, dedication, and perseverance. The focal point of the GCS fine arts department is Christ-centered promotion of the arts contributing to the overall development of our students.

The mission of GCS' Fine Arts Department is to develop a God-glorifying appreciation for and expression of the musical and visual arts by nurturing and training skillful excellence in each of these disciplines.

DRAMA

Our high school offers two courses that introduce students to all aspects of theatrical arts and drama. Theatre focuses on acting, movement, reading of plays, theatre design and tech (including set, prop, costume, and makeup design), and viewing theatre performances. Technical Theatre explores the backstage world of theatre. Students will investigate several areas of production and design from a practical base. Students will be given the opportunity to learn about set construction, scenic painting, and lighting.

BAND

Students in 4th-8th grade (Greenfield and Val Vista only) will have the opportunity to learn foundational skills and music reading on woodwind, brass and percussion instruments. Students in band have the option of playing flute, oboe, bassoon, clarinet, saxophone, trumpet, French horn, trombone, baritone, tuba, or percussion (mallets and drums). As a performance-oriented class, students will perform in multiple concerts and community events each year. At the high school, students will continue to develop advanced

skills on woodwind, brass and percussion. They will learn proper posture and playing position, development of characteristic tone quality, expressive musicality and training in music literacy.

CHOIR

The choir program strives to inspire students to excel in their musical abilities. As they become more capable and confident with their singing voices, students will be better equipped to bless their families, communities, and churches through music. Students in 7th-8th grade will have the opportunity to participate in a performing ensemble that focuses on music literacy, vocal technique and presentation skills. At the high school, students will have the opportunity to participate in a non-auditioned ensemble as well as a variety of audition-only ensembles.

- Advanced Women's Chorale
- Bel Canto
- Concert Choir
- Worship Team

ORCHESTRA

Students in 4th-8th grade (Agritopia only) will have the opportunity to learn foundational skills in the study of violin, viola, cello, and bass. As a performance-oriented class, students will perform in multiple concerts and community events each year. At the high school, students will continue in advanced concepts of excellent string-playing technique with an emphasis on scales for intonation and hand formation, review of shifting, intermediate music theory, and independent ensemble playing.

VISUAL ARTS

Students at the elementary and middle school will learn the fundamentals of drawing and design in various genres of art. At the high school, students will continue to build and explore different genres of art such as, graphic design, ceramics, printmaking, painting, and sculpture.



MIDDLE SCHOOL SPORTS

- Baseball - B
- Basketball - B/G
- Cross Country - B/G
- Flag Football - B
- Football - B
- Golf - B/G
- Soccer - B/G
- Softball - G
- Spiritline - G
- Volleyball - G

ATHLETICS AND CLUBS

"The need for focused and intentional ministry in the lives of our children through their education and activities has never been greater. GCS Athletics and our highly-qualified coaches embrace this mission, cherishing and proclaiming our identity in Christ while also pursuing both competitive and character excellence. I believe our community can be intently driven towards athletic goals and achievements in a setting where core Christian values and beliefs are not compromised, but rather amplified, and I am thrilled for our athletic programs to lead the way in that endeavor."

-Mark Duitsman, Athletics Director

HIGH SCHOOL SPORTS

- Baseball - B
- Basketball - B/G
- Beach Volleyball - G
- Cross Country - B/G
- Football - B
- Golf - B/G
- Soccer - B/G
- Softball - G
- Spiritline - G
- Swim & Dive - B/G
- Tennis - B/G
- Track & Field - B/G
- Volleyball - B/G

CLUBS AND ACTIVITIES

HIGH SCHOOL CLUBS

- Bel Canto
- E-Sports
- Robotics
- Spanish
- Student Government
- Student Prayer
- Melodia Barbershop Quartet
- National Honor Society
- International Thespian Society
- Debate
- Book

ELEMENTARY AND MIDDLE

- American Heritage Girls
- Bricks4Kidz
- Basketball
- Chess
- Choir
- Cooking
- Drawing
- Flag Football
- Gold
- Kickball
- Pickleball
- Soccer
- Theatre
- Worship Dance

REGIONAL CHAMPIONSHIPS

41

STATE CHAMPIONSHIPS

30



CAMPUSES



AGRITOPIA
(Higley & Ray)
PK-8



GREENFIELD
(Greenfield & Germann)
PK-8



VAL VISTA
(Val Vista & Ocotillo)
PK-8



HIGH SCHOOL
(Higley & 202)
9-12

FINANCES AND FUNDRAISING

Tuition Assistance Options:

Arizona is a pioneer in assisting parents in affording the best educational pathway for their children. Three options are currently available to GCS families:

- Educational Savings Accounts open to all children regardless of school or income. 46% of GCS families use ESA funds.
- School Tuition Organization (STO) Scholarships based on qualifying tax credit donations. 20% of GCS families use tax credits.
- Income-based corporate tax credit tuition assistance.

[VIEW GCS TUITION](#)

GOVERNANCE AND ACCREDITATION

Gilbert Christian is an independent Christian organization with a self-perpetuating board of nine members. GCS is accredited by ACASI/Cognia and certified by the Council for Educational Standards and Accountability (CESA).



THE OPPORTUNITY

Gilbert Christian Schools is looking for an experienced and visionary leader called by God to advance the school's vision of providing a quality Christian education to families of the East Valley by *"partnering with parents to prepare the next generation to impact the world for Christ."*



THE STRATEGIC PLAN (2020-2025)

The following is the last year of the 5-year strategic plan. All Strategic Goals have been met or exceeded.

01 STUDENT EXPERIENCE

Gilbert Christian Schools will provide students with an experience that leads to students who are equipped to impact the community for His glory.

02 PARENT EXPERIENCE

Gilbert Christian Schools recognizes the importance of developing quality home/school relationships along with the value of creating strong relationships among GCS families. Therefore, GCS will continue to enhance the parent experience in the areas of communication and community gathering opportunities.

03 STAFF EXPERIENCE

The Gilbert Christian staff is the heart and soul of Gilbert Christian Schools, and therefore, it is our desire to help them maximize their impact on GCS students and families.

04 EXPANSION & INNOVATION

Gilbert Christian Schools will continue to develop innovative educational programs and pursue opportunities to add additional campuses to increase the availability of Christian education for families in the East Valley.

05 ENROLLMENT

Gilbert Christian Schools will increase student enrollment to a full enrollment K-12 population of approximately 1500 students.

06 FINANCE

Gilbert Christian Schools will develop adequate financial resources to ensure its long-term financial sustainability.

07 FACILITIES AND INFRASTRUCTURE

Gilbert Christian Schools will build/acquire facilities that support its educational program and is financially sustainable, while enabling the long-range strategic vision.

08 BRANDING, MARKETING & ADVOCACY

Gilbert Christian Schools will establish itself as an educational leader both in Arizona and nationally – widely recognized for its excellence in Christian education, student success, leadership, and community service.



EXPECTATIONS OF THE POSITION

The successful candidate must be a mature Christian with a desire to lead with the heart of a servant and have a proven record of success as a leader in the areas of spiritual development, academics and school business.

The Assistant Superintendent is responsible for assisting the Superintendent in leading the mission and executing the strategic plan of Gilbert Christian Schools. The Assistant Superintendent will strive to cultivate a strong Christian school identity and culture that inspires students to deepen their relationship with Jesus Christ, maintain a robust K-12 college preparatory academic foundation, and provide opportunities for students to develop their God-given gifts through the arts and athletics. The Assistant Superintendent will also assist the Superintendent to ensure the policies established by the Board of Directors are accomplished in every aspect of the school.



CANDIDATE QUALITIES

QUALIFICATIONS

- Dedicated follower of Jesus Christ and person of integrity with active involvement in the local church. Elder qualified.
- A firm commitment to Reformed theology, yet welcoming of a broad range of doctrinal stances held by parents from other evangelical traditions.
- Minimum of a Master's degree in Education, Educational Administration/Leadership, or other educational discipline; Previous Christian school administration experience preferred.
- Minimum of 5 years teaching experience
- Minimum of 5 years in administration as a Principal at an elementary, middle school, K8 or high school. K-12 experience preferred.
- Experience with school accreditation processes and procedures.
- A servant-leader whose conduct exemplifies Biblical principles, personal integrity and professionalism.

- Strong written and verbal communicator as an ambassador of Gilbert Christian Schools.
- Strong desire to build the spiritual, physical, social, emotional and academic foundations of all students in preparation to engage the world.
- A strategic and collaborative thinker who uses their ability to see the big picture to evaluate and make thoughtful decisions for the school both short-term and long-term
- Exemplifies a willingness and passion for working effectively and productively with staff, teachers, students, and their parents in all programs offered by the school.
- A proven record of dealing with issues proactively, which includes excellent interpersonal skills to solve problems and resolve conflicts.
- An openness to receive feedback on issues that will facilitate growth and achievement of the school.
- A commitment to model and promote life-long learning in themselves and in the lives of the faculty, staff, and students.
- An unwavering commitment to the GCS vision and mission.



JOB DESCRIPTION

Servant Leader:

- Characterized by a deep personal commitment to the way of Christ.
- Leads with the conviction that this is God's school.
- Exhibits behavior that can be characterized by the fruit of the Spirit.

Spiritual Leader:

- Provides leadership for the spiritual development of students.
- Provides leadership for the spiritual development of staff.
- Maintains the mission of Gilbert Christian Schools to "Partner with parents to prepare the next generation to impact the world for Christ".
- Has the spiritual maturity and doctrinal understanding to ensure that the school maintains its commitment to provide a truly Christian education.

Instructional Leader:

- Provides leadership regarding the selection of appropriate curriculum materials to be used in the K-12 classroom.
- Provides leadership regarding the staff's development of their instructional skills.
- Provides leadership regarding the use of student data to drive changes to enhance student achievement.
- Provides leadership in the continual improvement of the K-12 academic program.



Executive Leader:

- Develops the leadership skills and effectiveness of all principals and vice-principals.
- Provides leadership to the business side of Gilbert Christian Schools to ensure that GCS is a good steward of the resources God has provided and that the appropriate resources are available to fulfill the mission including staff, finances, facilities, technology, etc.
- Develops relationships with parents and local businesses, along with the Development Director, that are able to provide additional funding for Gilbert Christian Schools.

Visionary Leader:

- Effectively represents the school to parents, local churches, civic organizations, and the educational community.
- Keeps the school leaders, staff and parents focused on the mission of Gilbert Christian Schools.
- Provides a vision for the school as it develops and grows with an eye on the future.
- Develops 5-year strategic plans to guide the school.





SEARCH PROCESS AND TIMELINE

The Gilbert Christian Schools search is underway to appoint a new Assistant Superintendent who will begin on July 1, 2025. The Superintendent will review candidates with his leadership team and board chair. They will identify select candidates to be finalists. Finalists will be invited to visit campus for a deeper dive into mission fit and more clarity on the call of God. 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 will continue the recruitment process until a candidate has been selected by the Search Committee, but given this highly desirous opportunity, we anticipate the following timeline:



COMMUNICATION

Please direct all inquiries and nominations in confidence to:

Gary Arnold, NextEd Partner
Search Consultant
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gary@next-ed.com

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[CLICK HERE TO APPLY](#)