



HEAD OF SCHOOL

TACOMA, WA



INTRODUCTION

Life Christian Academy was established in 1973 with six children and one preschool teacher and later extended grades to high school graduating its first senior class in 1997. Life Christian Academy today provides a high quality educational experience from preschool through grade 12 to 760 students from the South Puget Sound area. Enrollment growth has exploded more than 30% over the last three years. It is open for enrollment to all families and students seeking its school's mission and values. From the beginning, Life Christian Academy has never wavered in its commitment to provide academic excellence within a Christ-centered environment.

Life Christian Academy is a ministry of Life Center and one of the largest churches in Tacoma. Life Center has multiple locations and an attendance of approximately 3,000 people on any given Sunday. Life Center began in 1918 and is affiliated with the Assemblies of God. The Assemblies of God was founded in 1914 in Hot Springs, Arkansas with 300 people at the founding convention. Today there are nearly 13,000 churches in the U.S. with over 3 million members and adherents. There are more than 69 million Assemblies of God members worldwide.

Life Center exists to love Jesus and to inspire their community to love and follow Him. Life Center has multiple locations,

multiple languages, multiple ministries, and multiple generations all for one reason – to bring life in Jesus to every life in our communities.



MISSION

To empower students through academic excellence and quality enrichment to be revolutionary world changers who inspire others to love and follow Jesus.

CORE VALUES

**LOVE GOD.
LOVE OTHERS.
SPEAK LIFE.
PRAY POWERFUL PRAYERS.**





ACADEMICS

Life Christian Academy provides a comprehensive college preparatory curriculum integrated with a biblical worldview, in an environment that develops independence, creativity, and integrity. The school program includes the LIFE program (Learning Is For Everyone) for students with learning differences (serving approximately 50-60 capable students from Kindergarten – 12th Grade), an English Language Learning program for international students, and the Math and Science Institute with hands-on, lab-based K-12 STEM learning for all students.



LCA AT A GLANCE

- Founded: **1973**
- Enrollment: **PS-12: 752**
 - High: **193**
 - Middle: **153**
 - Elementary: **311**
 - PS/PK: **95**
- Student Diversity: **38%**
- Students from Life Center: **20%**
- Student/Teacher Ratio: **12:1**
- Average Class Size: **17**
- Alumni: **1,091**
- Employees (FT/PT): **114**
- Tuition: **\$10,541-\$16,059 (K-12)**
- Operating Budget: **\$11M**

LCA ACADEMIC PROFILE

LOWER SCHOOL

Preschool & PreK

Preschool provides young children with developmental childhood experiences in a positive, loving environment. Activities include: indoor and outdoor play, interactive academics, Bible lessons, creative projects, music, and special events. Partial, full, and extended day programs are offered for children three and older.

PreK students continue to build on the core academic skills established in the Preschool classes. Students learn Bible lessons each day while the curriculum builds early literacy, math and language skills. Through imaginative and creative play times, all children continue to grow socially and academically.

Kindergarten – 5th Grade

The elementary grades set the stage for students' entire educational experience. Life Christian Academy is committed

to providing a safe and nurturing environment with a focus on student learning to meet the unique needs of young children. During these years, students are equipped with a solid academic foundation and a passion for learning with a mindset for growth. From that foundation, Life Christian Academy works to develop character skills and a dynamic relationship with Jesus Christ. The Lower School team strives to ensure that all students know they have a place where they belong, that they are valuable and loved, and that they can be successful.





UPPER SCHOOL (6-12)

The Middle School provides a supportive environment with a strong biblical worldview. Students are given more freedom and with that comes an increased need for responsibility. To develop responsibility, Life Christian Academy partners with parents and pastors to walk with students as they develop integrity, honesty, and respect while staying centered around a relationship with Jesus Christ. The Middle School experience is a combination of strong academics and high-energy fun.

The High School seeks to create the very best programming and coursework to prepare graduates to reach the dreams that God has laid on their hearts and be ready to pursue post-graduate learning. There are many opportunities in academics, including Advanced Placement courses, programs in the fine and performing arts, athletics, clubs, leadership groups, community service outreach, retreats, and mission trips. Students have the opportunity to grow spiritually and strengthen their faith and knowledge of Jesus Christ through chapel, mentor groups, worship, and Bible classes.

At the High School, an ideal Life Christian Academy graduate, is described this way – *Ideal graduates are passionate learners empowered through skill and knowledge, who love Christ and others, who solve problems with integrity, and who strive to pursue their God-directed purpose.*



THE ARTS

The Fine Arts program offers opportunities in which students can experiment with and enhance the talents that God has given them. A wide variety of both performing and visual arts are offered. With small class sizes and individualized attention, students are able to become the artists that God has called them to be.





ATHLETICS

At the High School, student-athletes compete in these varsity sports:

Baseball
Basketball (Boys/Girls)
Cheer
Cross Country (Boys/Girls)
Football
Golf
Soccer (Boys/Girls)
Tennis (Boys/Girls)
Track and Field (Boys/Girls)
Volleyball (Girls)
Wrestling

LCA EAGLES WEBSITE

Student Clubs & Organizations

Band
Choir
Dance
Drumline
Educational Travel
eSports
Knowledge Bowl
National Honor Society
Rotary INTERACT
Missions Projects and Trips
Student Government (ASB)
Student Leadership Institute (SLI)
Theater Arts – Thespian Club
Worship Teams





STUDENT LEADERSHIP & SERVICE

One of Life Christian Academy's major strengths is the scope of opportunities for student leadership and initiative. A primary goal is for students of all ages to mentor, learn from, and support one another.

Lower School students learn biblical character and how to be leaders by example. They are taught to make good decisions and have opportunities to be a part of leading chapel and join the Lower School Leadership Council.

Middle School students are challenged to a higher standard of behavior through the Honor Level program. They are also given opportunities to lead through Associated Student Body, National Junior Honor Society, athletics, fine arts, and the worship team.

High School students are encouraged to develop their leadership abilities through opportunities such as Associated Student Body, National Honor Society, Rotary Interact, an annual international mission trip, and the Student Leadership Institute (SLI).

Life Christian Academy is deeply committed to serving the greater Tacoma community and believes that serving others is invaluable to the educational experience. Outreach broadens perspective, deepens character, improves the world, and changes lives.



FINANCES & FUNDRAISING

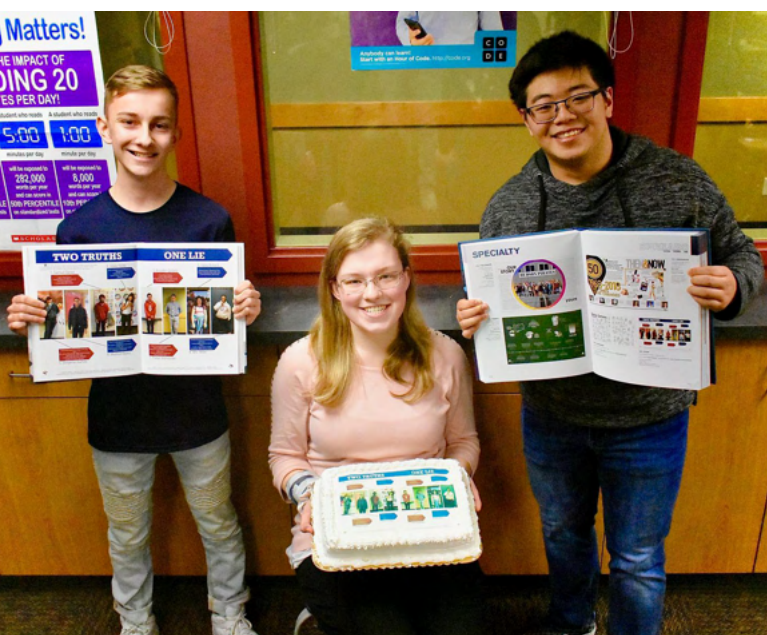
With an \$11M operating budget, Life Christian Academy is in a strong financial position, producing healthy, balanced budgets.

The Eagle Fund (\$680,000) exists to bolster the annual operating budget which generously supports tuition assistance. The Life Christian Foundation provides financial resources for student scholarships and educational development for Life Christian Academy (currently \$4.2M) as well as financial resources for sustaining special ministries and programs for Life Center.

GOVERNANCE & ACCREDITATION

Life Christian Academy is a ministry of Life Center and operates under the church's 501c3 status protecting the school's religious liberties. The church is vital to the school and the school is vital to the church. The Head of School is a member of the Life Center Executive Leadership Team. The Head of School reports to Life Center's Senior Pastor but leads day to day school operations. The Life Christian Academy School Board serves as an advisory board.

Life Christian Academy is accredited by Cognia and is a Member of Council with the Council on Educational Standards and Accountability (CESA).



Recent CESA Institutional Review Commendations

The school board, leadership, and faculty are serious about and laser-focused on academic improvement. This was highly evident during our visit, especially from school leadership and faculty who are highly motivated to “be the best we can possibly be” and to “do whatever it takes” to improve student learning. Dollars follow priorities, and LCA is also commended for prioritizing academic outcomes with its budget.

The Senior Pastor and his team should also be commended for their strong partnership with the school. LCA is a stronger school with a strengthened church-school relationship and improved church-school synergy.

Many schools claim to be “family,” but few match the love and closeness of the LCA family. Their core values – “love God, love others, speak life, and pray powerful prayers” guide LCA’s relationships with students and parents. Students know their teachers and school leaders love them, and parents know, as one parent said, that teachers, if necessary, would even go as far as to “die for my kids.” As many students and parents attested, “LCA is the only school family for our family.”





THE OPPORTUNITY

Since 1994, Life Christian Academy has only had two School Heads – Ross Hjelseth (1994-2018) and Gus Martin (2018-2023). Michelle Cox (COO, Life Center) is serving as Interim Head of School for the 2023-2024 school year.

LIFE CHRISTIAN ACADEMY CONSTITUENT SURVEY RESULTS

To guide the search for its next Head of School, Life Christian Academy administered a survey in September 2023. Board members, teachers and staff, and parents responded with great enthusiasm and a brief summary (top 3-4 results for each) follows:

What do you value most about Life Christian Academy?

- Development of Christian faith
- Academic excellence
- Teaching of moral and ethical values

Which should receive the most attention from the next Head of School?

- Attracting, retaining, and compensating high quality faculty
- Enhancing academic excellence
- Renewed focus on Christian faith development in students

Which professional experiences do you believe are most important for the next Head of School to have had?

- Evidenced journey of growth and vitality in Christian faith with life application
- Managing contemporary social/cultural issues from a biblical perspective
- Managing a faculty and staff

Which characteristics or qualities would be most important for the ideal Head of School to possess?

- Obvious Christ-centered servant leadership
- Proven leadership skills
- Knowledgeable about effective education



EXPECTATIONS

The Head of School reports directly to the Senior Pastor/CEO of Life Center, who is now in his 6th year at the helm and a Life Christian Academy alumnus. The Head of School is a member of the church's Executive Leadership Team. Working with the advisory School Board, he or she will be responsible for leading Life Christian Academy into its next exciting phase of growth. The Head of School will have clarity with God's calling to serve Life Christian Academy and to advance the overall ministry of Life Center.

- Exemplify and uphold Life Christian Academy's mission and values while protecting and enhancing the school's commitment to Jesus.
- Guide the school into the future while upholding its rich traditions.
- Serve as the "public face" of the school, informing current and prospective parents about the benefits of its education, and articulating the school's mission and aspirations.
- Serve as a visible and approachable leader who is deeply engaged in school life.
- Promote the effective operations and ongoing progress of Life Christian Academy by building, leading, and serving strong teams while empowering them
- Attract, hire, and retain highly qualified teachers, staff, and coaches who support and uphold the school's mission and beliefs.
- Steward the resources of the school through sound fiscal management and planning as well as maintaining prudent oversight and development of facilities.
- Continually refine the school's academic extracurricular programs, updating pedagogical methods, and integrating new developments in education and technology to ensure that Life Christian Academy provides an exceptional education for its students.
- Play a key role in all fundraising efforts.



CANDIDATE QUALITIES

Leadership

- Jesus follower and humble spiritual leader with a pastoral heart who courageously affirms Life Christian Academy's mission and values and its relationship with Life Center.
- Teamwork minded leader whose attributes might be described as relational and servant-like and who can also follow. "The name on the front of his or her jersey is more important than the name on the back of the same jersey."
- Visionary, innovative leader whose imagination, ability to anticipate needs and opportunities, and team-based approach to change advances the school consistent with its mission.
- Skillful leader who optimizes a team's potential through high collaboration and the empowerment of others.
- Relational and visible leader who is approachable, listens well, knows people by name, and has a deep desire to build Christian community.
- Story-telling leader who shares the school's rich traditions while inspiring others towards Life Christian Academy's future.

Experience, Skills and Knowledge

- Proven educational leader who may already be a Head of School or who is aspiring to be one and whose dedication to Life Christian Academy's mission and values inspires trust, confidence, and support from the school community.
- Knowledge and experience with integrating a biblical worldview into all aspects of the Preschool-12th grade experience.
- Familiarity with the field of education in general, including current trends and best pedagogical practices.
- Adept at building and nurturing relationships among all school stakeholders, especially with teachers, staff, and students.
- Skilled at protecting and strengthening the relationship between Life Christian Academy and Life Center.
- Exceptional problem-solving skills coupled with strong emotional intelligence and teamwork while still having the ability to make difficult decisions.

Personal Attributes

- Mature Jesus follower whose relationship with Jesus

results in strong biblical ethics and integrity.

- Defender of biblical ethics and values demonstrated through spoken and written communication.
- "Educator at heart" who loves students of all ages and has contagious enthusiasm for shepherding the growth of children and adolescents.
- Adapts to change, stays flexible, and keeps a positive attitude and spirit.
- Self-starter and self-developer who is also teachable and coachable.

THE CHARGE

Growth

- Cast vision beyond the here and now, through refining and advancing the school's strategic plan.
- Build a high performing team of teachers and staff for a growing enrollment including one that better reflects the diversity of the student body and church community and also improve teacher and staff compensation to attract and retain highly talented people.
- Prepare Life Christian Academy's current campus for an enrollment of 850 students and examine future enrollment growth at off campus locations.

Culture

- Maintain and enhance the strong school culture that already exists during a time of rapid enrollment growth, especially in integrating new families into the school community.
- Foster a school teacher and staff culture that more closely aligns with key attributes that create a thriving Life Center staff culture.

Academics, Arts, Athletics

- Strive to become the premier Christian school in greater Tacoma region and a national leader (to facilitate the growth of the Christian school movement) all while holding firm to the Life Christian Academy mission, values, and beliefs.
- Strengthen all academic courses and programs, including creating a Preschool – 12th Grade biblical worldview framework and growing STEM initiatives in the elementary school.

ABOUT TACOMA

Tacoma is home to a vibrant, creative community of writers, artists and musicians, photographers, filmmakers, passionate entrepreneurs and business owners.

Tacoma is experiencing unprecedented growth.

With more than \$1 billion being invested in downtown Tacoma alone, private investment has surpassed public investment by a nearly 4:1 ratio.

Urbanites are drawn to downtown Tacoma for its competitively priced living spaces with sweeping mountain, city and water views, while families gravitate toward Tacoma's charming neighborhoods with big city amenities.

A haven for hikers, runners and cyclists, Tacoma is alive with activity from students attending the University of Washington Tacoma, the University of Puget Sound, The Evergreen State College Tacoma campus, local trade and technical colleges, and nearby Pacific Lutheran University.

Tacoma's gourmands and culinary connoisseurs have cultivated a scene for foodies that's made national press, while its world renowned museums, top-notch meeting and convention spaces, and huge headliner concerts have drawn visitors from across the globe.

Just 20 minutes away from the Seattle-Tacoma International Airport, and easily accessible from downtown Seattle and other neighboring cities, Tacoma is a city on the rise.



THINGS TO DO IN TACOMA



MUSEUM OF GLASS



POINT DEFIANCE ZOO
& AQUARIUM



POINT DEFIANCE PARK



WASHINGTON STATE
HISTORY MUSEUM



SEARCH PROCESS & TIMELINE

The Life Christian Academy search is underway to appoint a new Head of School who will begin on or before July 1, 2024. Life Center has appointed a Search Committee and has engaged NextEd to provide support. Compensation will be competitive with comparable schools in the region.

All candidates will be treated with the utmost confidentiality and discretion. Interested candidates should apply online at **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 semi-finalists will have a second-round of data collection to include at least five references and other information deemed important to the search. Semi-finalists 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:



APPLICATION DEADLINE

OCTOBER 23, 2023

(though candidates will be considered and processed immediately upon discretion of NextEd and the Search Committee)

SEMI-FINALIST INTERVIEWS

OCTOBER/NOVEMBER 2023

FINALIST VISITS

NOVEMBER/DECEMBER 2023

APPOINTMENT

JANUARY 2024

COMMUNICATION

Please direct all inquiries and nominations in confidence to:

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Lead Search Consultant
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[CLICK HERE TO APPLY](#)