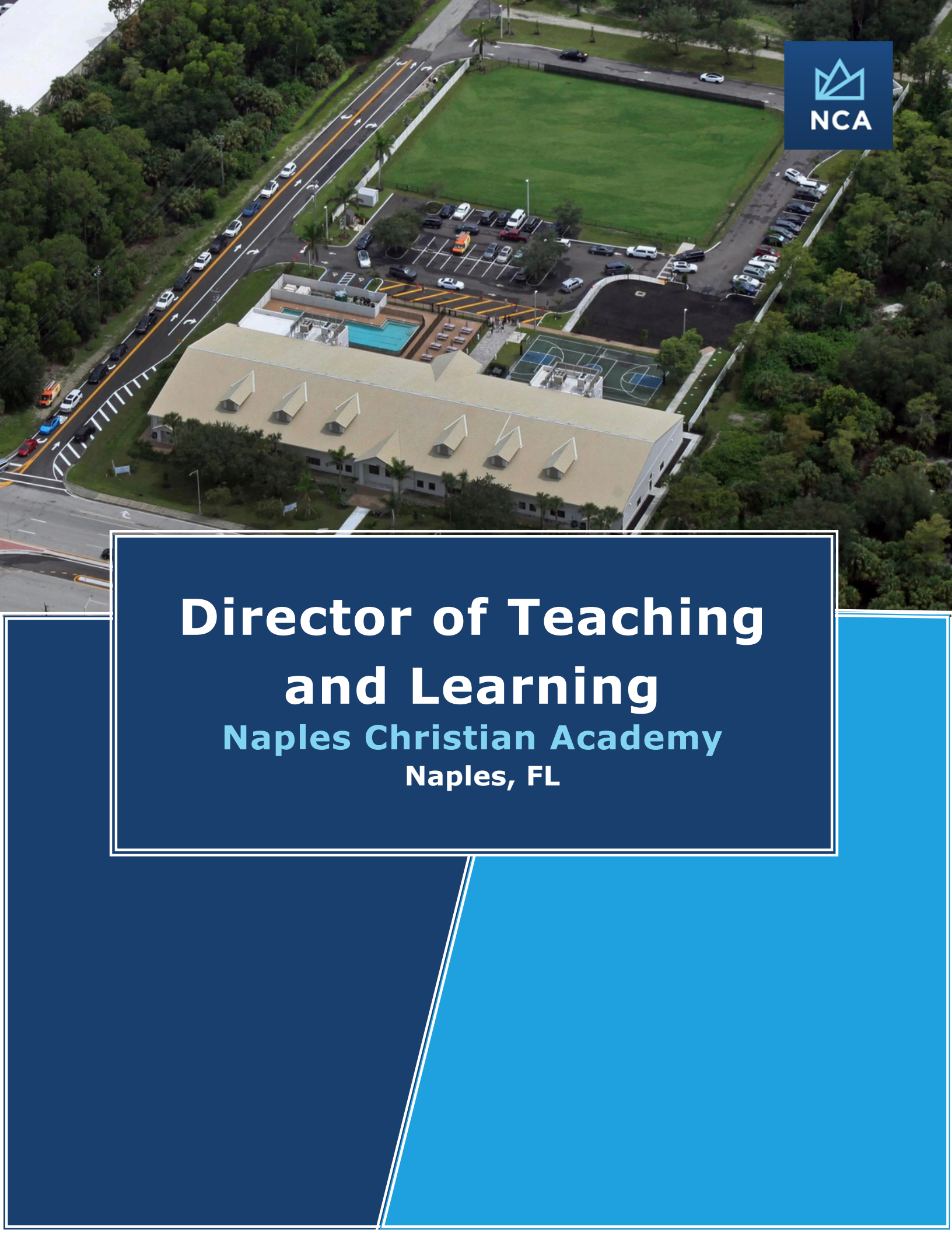


An aerial photograph of the Naples Christian Academy campus. The main building is a long, single-story structure with a light-colored roof and several dormer windows. To the left of the building is a swimming pool with a surrounding deck. To the right is a basketball court. A large green field is visible in the upper right, and a parking lot with many cars is in the center. A road with traffic is on the left side of the image.

Director of Teaching and Learning

Naples Christian Academy
Naples, FL

INTRODUCTION

Naples Christian Academy (NCA) is Southwest Florida's premier Christian school — a biblical community shaped by intentional discipleship and academic rigor. Founded in 1973 by a group of committed Christian parents from Covenant Church in Naples, Florida, NCA has remained faithful to its founders' desire to carry out the biblical command of Proverbs 22:6: "train up a child in the way he should go; even when he is old, he will not depart from it." Today, NCA serves approximately 175 students in PreK through 8th grade, partnering with like-minded Christian families to provide a Christ-centered education that advances academic achievement, spiritual growth, and servant leadership.

As a ministry of Covenant Church of Naples, NCA is unapologetically Christ-centered and interdenominational, welcoming families from across the Christian tradition who share its commitment to biblical truth and educational excellence. At NCA, outstanding educators meet students' individual needs and integrate biblical truth in the context of a small-school environment — a place that feels like home and a community that feels like a family.

NCA is seeking its next Director of Teaching and Learning who will help shape a culture of learning where truth is loved, virtue is practiced, and joy in the Lord pervades every subject. Reporting to the Head of School, the Director of Teaching and Learning will join a community devoted to cultivating wisdom and wonder, preparing students to think deeply, love rightly, and serve faithfully, all to the glory of God.

Mission

Naples Christian Academy partners with committed Christian parents to provide a Christ-centered education that advances academic achievement, spiritual growth, and servant leadership.

Vision

To build a world-class educational institution known for its scholarly excellence and deep Christian faith, forming graduates who joyfully honor Christ and commit their lives to advance His Kingdom.



CORE VALUES

Discipleship: Our teachers know and understand their students' hearts, spiritual gifts, and areas of growth; they readily and energetically take opportunities to individually counsel and mentor students for their spiritual development.

Excellence and Growth: Each student progresses at a different rate; teachers meet students where they are and encourage their continual spiritual and academic growth, helping each student recognize his or her unique gifts. Our teachers develop students with minds disciplined to think Biblically as they pursue growth, lifelong learning, and excellence in all things.

Prayer: We value prayer, and we are a community of joy spreaders! We live in continual dependence on God and on one another (1 Thessalonians 5:16). We maintain a countenance and posture of joy.

Biblical Community: We cultivate a community that feels like a family. When you walk into Naples Christian Academy, you experience an environment of Christ-centered love and peace.

Servant Leadership: We are called by God to serve one another in love. Our students identify needs and seek creative means of meeting the needs of others, using their unique, God-given gifts. We train students to be missional – developing hands prepared to serve.

NAPLES CHRISTIAN ACADEMY AT A GLANCE

Founded:

1973

Average Class Size:

14

Operating Budget:

\$3.7M

Faculty with Advanced Degrees

10

Staff (FT/PT)

33

Enrollment:

175

ACADEMICS

As a Christian school, NCA believes it is a biblical imperative to provide the highest level of academics to its community. NCA's academic program is comprehensive, Christ-centered, and committed to continuous school improvement. Teachers support student learning by providing differentiated instruction — meeting students' individual needs, challenging and equipping them to grow. Students engage in hands-on, experiential learning activities, and teachers integrate biblical truth across every subject area, teaching students to think critically about information through the lens of a consistent and defensible biblical worldview.

NCA serves students across four divisions — Pre-Kindergarten, Kindergarten, Elementary, and Middle School — with each level designed to meet students' developmental needs while advancing academic rigor and spiritual formation. In PreK, students develop rhythms and routines in a nurturing classroom community, engaging in play-based, unit-based academics that build early literacy and number sense while teachers disciple and mentor them throughout the day. Kindergarten deepens that foundation through experiential, unit-based instruction — students interact with the world through literature, art, history, science, and math, learning to think biblically about information and to be joy-spreaders who serve God by serving others. Elementary students develop strong foundations in Bible, language arts, mathematics, science, and social studies, learning to love and interact with great literature that has stood the test of time. Middle school teachers mentor students in their subject areas over the course of three years, building the deep relationships that make academic and spiritual growth possible.

NCA's educational philosophy, which undergirds every classroom and every grade level, is expressed in the school's own words:

All truth is God's truth. As we develop students with hearts impassioned to love God, minds disciplined to think Biblically, and hands prepared to serve, we seek to share and awaken them to all of God's truth. Since God is Creator of ALL things, we believe education in every subject should reflect the excellence of our Lord and, at every turn, be integrated with the truth of His Word. As Christ-followers, our school community is marked by joy; we value joy, and we teach children to become joy spreaders. As such, days are filled with praise and celebration, love of learning, and delight in God's Word and the beauty of the created world.

We understand that education is not mere information. In today's culture, facts are always at our fingertips. Thus, we must teach our children so much more than isolated facts -- we need to foster skills, particularly the ability to think critically and think Biblically about information. How they differentiate truth from fiction, how they assimilate ideas, synthesize and analyze them, and use them as catalysts to develop their understanding of God's world -- this is what allows them to take hold of the Gospel of Christ, develop a Biblical worldview, and share Christ's love in an increasingly hostile world.

SPIRITUAL AND STUDENT LIFE

Spiritual formation is not a program at NCA — it is woven into the fabric of every school day. NCA's mission of partnering with committed Christian parents informs and guides the spiritual formation process, such that students take hold of biblical truth, sound theology, and the gospel of Jesus and walk with the Lord all the days of their lives. Discipleship is personal, systematic, and integrated into every part of the school day. Teachers walk with students over the course of their education, knowing them deeply and speaking into their lives, integrating biblical truth and a biblical worldview into every subject area.

Weekly chapel gatherings draw the whole school community together for corporate worship and expository Bible teaching, while students are also challenged to discover their God-given gifts and abilities and to use those gifts in service to others. NCA's missions program gives students opportunities to engage in meaningful kingdom service — through local outreach partnerships like Laces of Love and Samaritan's Purse, raising funds for the Grace Center Ethiopia, and an 8th grade international missions trip every spring. The Servant Leadership Team equips middle school students to identify needs and coordinate service opportunities for the whole school community.



ACCREDITATION AND GOVERNANCE

Naples Christian Academy is accredited by the Association of Christian Schools International (ACSI), affirming its commitment to rigorous academic standards, biblical integration, and continuous institutional improvement. NCA has also been recognized as a Best Christian Workplace, reflecting a school culture marked by servant leadership, collaborative excellence, and deep commitment to mission. NCA is an interdenominational school, welcoming students and families from across the Christian tradition who share its commitment to the authority of Scripture and the pursuit of excellence.

As a ministry of Covenant Church of Naples, NCA operates with close alignment between the church and school in matters of spiritual vision and community. The school is led by a Head of School and Principal who partner with Covenant Church leadership to ensure the academy remains faithful to its founding mission while continuing to grow and serve students and families well.

FACULTY AND LEADERSHIP

NCA's team of outstanding educators is whole-heartedly committed to the ministry of Naples Christian Academy. Together, they provide for student flourishing and growth — relying on each other and recognizing the importance of servant leadership and continuous school improvement. The faculty is unwaveringly committed to the Christian faith, to biblical truth, and to the supremacy of Christ in the classroom. NCA's teachers are the school's greatest asset, providing rich experiences and personal discipleship to students as they partner with parents in the educational process.

NCA's leadership team — including Head of School Rachel Haughey and Principal Melissa Flom — is first and foremost committed to serving teachers and assistants well, partnering with parents to provide an outstanding discipleship and educational experience. Many of NCA's teachers are also parents, bringing to the school a personal understanding of the importance of philosophical and biblical alignment in education. A career at Naples Christian Academy is more than a job — it is an investment in the lives of others as we build Christ's Kingdom together.



THE ARTS

NCA's visual and performing arts program is grounded in the conviction that creativity is a gift from God and that stewarding that gift is an act of worship. In the arts program at Naples Christian Academy, students gain a love and appreciation for worship, learning to honor God through cultivating their gifts and talents as artists and musicians. Outstanding visual and performing arts educators engage with students, helping them discover their God-given gifts through personally differentiated instruction.

Students engage with the arts across all grade levels. Kindergarten through 5th grade students attend twice-weekly general music classes and visual art classes, worshiping God through singing, instrumentation, and a variety of artistic mediums. Middle school students have opportunities to participate in choral performance and a drumming ensemble, developing skills in vocal performance, music theory, and rhythmic technique. Student artwork is curated into individual portfolios and showcased at an annual Fine Arts Night, where the whole school community gathers to celebrate and worship through the arts.

ATHLETICS

NCA has a rich history of cultivating competitive athletic teams who represent their families, school, and King Jesus well. Students in grades 3 through 8 participate in a variety of sports, including cross country, volleyball, flag football, soccer, basketball, and track and field. Coaches focus on skills development and integrity, challenging players to embody gospel truth by playing with excellence and demonstrating Christ-like attitudes. Student athletes are expected to perform to the best of their ability — both on and off the field, in athletics and in academics — serving their school, their families, and their churches well.

Athletic Offerings

Basketball
Cross Country
Track and Field
Flag Football
Volleyball
Soccer





THE OPPORTUNITY

Naples Christian Academy seeks a passionate and experienced **Director of Teaching and Learning** who is deeply dedicated to NCA's mission of advancing academic achievement, spiritual growth, and servant leadership. The Director will serve as a visionary leader, shaping Christ-centered teaching and learning across the school — forming not only strong minds but steadfast hearts. This role calls for a thoughtful educator who understands that true education is an act of discipleship, cultivating wisdom, virtue, and joy as students learn to love what is good, true, and beautiful.

Grounded in NCA's Philosophy of Education, the Director of Teaching and Learning will oversee the development, implementation, and continual refinement of a Biblically immersed curriculum that honors each child as a person created in the image of God, capable of reason, wonder, and relationship. The Director reports to the Head of School and serves as a member of the senior leadership team.

KEY RESPONSIBILITIES

Teaching, Learning, and Curriculum Design

- Develop and sustain a Christ-centered, Biblically immersed curriculum that unites knowledge with the formation of virtue and character.
- Ensure every subject area flows from and returns to God's truth, nurturing a love for learning that springs from reverence for His Word and His world.
- Select and curate teaching materials—including classics, living books, and primary sources—that nourish the mind and imagination with what is excellent and enduring.
- Promote learning experiences that awaken wonder and invite students to explore the beauty, order, and meaning woven into creation by the Creator Himself.

Instructional Leadership

- Equip and inspire teachers to design engaging, thoughtful, and hands-on lessons that foster curiosity, discernment, and delight in discovery. Support teachers in implementing curriculum through coaching, modeling, and ongoing training.

- Regularly observe teachers in the classroom and provide instructional feedback
- Provide coaching and professional development that strengthen instructional excellence and cultivate classrooms where faith and learning are inseparably intertwined.
- Encourage practices that develop habits of attention, reflection, perseverance, and gratitude—forming students who think deeply and love rightly.
- Collaborate with faculty to design differentiated instruction that honors the dignity and unique design of each learner.

Assessment and Growth

- Guide the development of assessments that measure growth in both knowledge and virtue, seeing learning as formation rather than competition.
- Use data thoughtfully to identify strengths and opportunities, always keeping student flourishing and biblical formation at the center.
- Support teachers in interpreting assessment results through the lens of grace, growth, and faithful stewardship of gifts.

Faculty Collaboration and Development

- Cultivate a culture of shared learning among faculty through reflection, encouragement, and prayerful collaboration.
- Lead professional development that deepens teachers' understanding of biblical immersion, the cultivation of wisdom and virtue, and whole-person education.
- Mentor teachers to grow in their craft, joy, and calling—helping them see their work as both scholarship and ministry.

Student Formation

- Promote classrooms where students are active participants in their learning—thinking deeply, questioning thoughtfully, and engaging joyfully in discovery.
- Ensure instructional practices cultivate attentiveness, humility, creativity, and wonder in response to God's truth and beauty.



- Support teachers in creating learning environments marked by joy, respect, and discipleship, where love for God and neighbor directs all learning.

Partnership with Families

- Strengthen the partnership between home and school, honoring parents as the primary educators in their children's spiritual and moral formation.
- Communicate clearly and graciously with families about curriculum, pedagogy, and student growth.
- Foster a shared vision of Biblically immersed education as a cooperative endeavor of home, church, and school.

Administrative Leadership

- Oversee the academic calendar and instructional budget to support a balanced and comprehensive program.
- Collaborate with school leadership to ensure harmony between academic, spiritual, and operational priorities.
- Maintain thoughtful oversight of instructional materials and initiatives, ensuring fidelity to NCA's mission and philosophy.



QUALIFICATIONS

- A vibrant personal faith in Jesus Christ and full alignment with NCA's mission and Philosophy of Education.
- Master's degree in Education, Curriculum and Instruction, or a related field (doctorate preferred).
- Minimum of 5 years of teaching experience, including at least 3 years in leadership or administration.
- Demonstrated excellence in curriculum design, instructional leadership, and teacher mentoring.
- Deep understanding of Biblical immersion and whole-person education.
- Exceptional communication, collaboration, and leadership skills.
- A genuine passion for nurturing both intellect and character in students and teachers alike.



SEARCH PROCESS

The Naples Christian Academy search is underway to appoint a new Director of Teaching and Learning who will begin as soon as a suitable candidate is identified. The hiring decision will be made by the Head of School. NCA has engaged NextEd to provide support. NCA offers a compensation package competitive with comparable Christian schools in the region. Benefits include 75% of premium paid for basic health insurance for the employee and 50% for dependents/spouse; Long-term disability and life insurance coverage; Up to 4% employer match to 403(b) retirement plan; and 10 days of sick/personal leave.

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 other information deemed important to the search. Semifinalists will also participate in a recorded video interview.



**PLEASE DIRECT ALL INQUIRIES
AND NOMINATIONS IN
CONFIDENCE TO:**

Talin Unruh
Talent Acquisition Manager
720-822-0505
talin@next-ed.com

[CLICK HERE TO APPLY](#)