



**ZEELAND
CHRISTIAN
SCHOOL**



ZCS Middle School Principal Job Opening

Zeeland Christian School is a three-school – 8th grade Christian school in Zeeland, MI. ZCS offers a traditional English program, the only 100% Christian Mandarin Immersion program in the Midwest, and the largest and most established Christian Spanish Immersion program in Michigan. Along with a diversity of program offerings, we are blessed with an ethnically diverse staff with 12 different countries of origin represented amongst our faculty. The culture of Zeeland Christian is significantly influenced by the second oldest Inclusion program in North America. Every child is celebrated for their unique abilities and loved as a child of God. ZCS is a place where we Love God, Love Kids, and Love Learning.

[Read the Top Ten FAQ about Zeeland Christian School.](#)

Job Summary

The Middle School Principal is a key academic and spiritual leader of the school, shaping and nurturing the learning environment of the middle school. This person is responsible for the day-to-day management of the 6th - 8th grade faculty and staff who serve 250 middle school students. The Middle School Principal coordinates administrative oversight and plans all phases of instructional leadership for the school including educational programming, administration, discipline, and counseling services. Additionally, this person is a key member of the ZCS leadership team, working collaboratively with the other members to lead the school.

Supervisory Responsibilities

Love God

- Sets the spiritual climate of the middle school.
- Guides teachers in the integration of faith and learning.
- Leads new teachers in their understanding of the partnership between home, church, and school.
- Cares for the staff, parents, and students with pastoral love and guidance.
- Leads with a restorative mindset in disciplinary situations.

Love Kids

- Monitors and tracks student performance, conduct, and discipline; keeps consistent and reliable records and reports
- Facilitates opportunities to connect with students by being present and available during arrival and dismissal, by appearing at school functions, and by meeting with students.
- Enforces disciplinary policies and procedures with students.
- Works closely with teachers to maintain positive student relationships and implement restorative practices.
- Participates in parent meetings and conferences and acts as an intermediary between parents, teachers, and students to deal with a variety of needs or issues.



Love Learning

- Oversees the daily management of the middle school classrooms.
- Supervises middle school teachers and staff, providing periodic observations and evaluations that are timely and constructive and completed based on the timetables set in collaboration with the Head of School.
- In collaboration with the Head of School and other leadership team members, leads the hiring of all middle school faculty and staff.
- Oversee mentor teachers as they guide new teachers, with relevant support from other directors.
- Ensures a productive learning environment through continual collaboration with the leadership team, teachers, students, and parents.
- Maintains competency and student academic achievement as prescribed by the school board.
- Leads weekly staff meetings.
- Interacts with various stakeholders to foster a positive relationship between the school and the community.
- Collaborates with the Director of Learning Innovation and Learning Innovation Team leaders in continuous improvement of curriculum, instructional materials, and professional development that align with local, state, and national standards.
- Performs other related duties as assigned.



Education and Experience

- Master's degree in school leadership or related field preferred.
- Strong knowledge of and experience in Christian Education.
- Experience with a language immersion program preferred.
- At least two years of successful leadership experience preferred.
- Experience with inclusive education along with proven success in working with children of all abilities.
- At least five years of middle school teaching experience preferred.
- Experience in ethnically diverse educational settings preferred.
- Experience utilizing MAP Growth (or something similar) data for responsive teaching and program evaluation
- Familiarity with competency-based (standards-based) report cards, PBIS, inquiry and project-based learning, Restorative Practices, and outdoor education preferred

Physical Requirements

- Prolonged periods sitting at a desk and working on a computer.
- Must be able to lift up to 15 pounds.
- Must be able to access and navigate all areas of the school and other facilities as needed.



Apply

Send your resume or CV, letter of interest, and Philosophy of Christian Education to jobs@zcs.org. Interested candidates are also welcome to email jobs@zcs.org with any questions prior to applying.