



Position: Middle School Principal (6th–8th Grade)

Reports to: Head of School

Collaborates with: Leadership Team, Faculty and Staff, Families, Students

Position Classification: Full Time, Full Year

Wage: Aligns with Christian School International Principal Wage Recommendations and Prior Experience.

Position Summary

The Middle School Principal (Principal) shapes and fosters Zeeland Christian Middle School's (ZCMS) culture and learning environment, ensuring alignment with ZCS's mission, vision, values, and long-term strategic goals. The Principal builds and oversees a positive and Christ-centered middle school culture where faith, relationships and learning flourish. The Principal fosters a staff culture of trust and collaboration for staff to feel supported, valued, and empowered to do their work. The principal will lead a thriving, developmentally responsive, and spiritually vibrant middle school that equips every student to flourish academically, socially, emotionally, and spiritually— ensuring a capstone middle school experience that allows graduates to transition confidently into high school and beyond.

The Principal leads excellence in learning, overseeing all phases of instructional leadership including educational programming and curriculum, faith formation, extra-curricular offerings, staffing, and discipline. The Principal is a member of the ZCS leadership team and works collaboratively with parents and members of the ZCS community to ensure the school thrives and students reach their fullest potential. This role is ideal for a dynamic leader with a heart for adolescents, a strong grasp of academic excellence, and a passion for relational and faith-driven leadership.

Leadership Responsibilities

Love God

- Partners with the Head of School and Leadership Team to nurture the faith formation of staff and students.
- Develops and sustains a Christ-centered school culture where faith, relationships, and learning flourish.
- Leads school-wide initiatives with spiritual discernment.
- 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

- Invests in relationships with middle school students by being present and available during arrival and dismissal, by attending school functions, and by connecting with students.
- Builds strong relationships and fosters partnership between parents, teachers and school leadership through trust, presence, and clear communication.
- Works closely with teachers to maintain positive student relationships and implement restorative practices; enforces policies and procedures regarding student discipline.
- Partners with Admissions staff to support enrollment growth
- Monitors and tracks student performance, conduct, and discipline; keeps consistent and reliable records and reports.
- Participates in parent meetings and conferences and acts as an intermediary between parents, teachers, and students as needed to deal with a variety of needs or issues.
- Oversees middle school safety protocols, ensuring a secure environment for all students and staff.

Love Learning

- Leads and manages the strategic plan for middle school, ensuring execution of key initiatives, systems, and development.

- Leads a culture of professional growth and collaboration, ensuring teachers and staff receive high-quality feedback, coaching, development of best practices, and opportunities for reflection and learning.
- Ensures high levels of student learning and achievement through effective curriculum and instructional leadership.
- Conducts formal teacher evaluations as required.
- Oversees the overall culture and daily management of the middle school classrooms.
- Leads the middle school team in the continued development of a transformational middle school experience, program offerings, and student life opportunities.
- In collaboration with the Head of School and other leadership team members, recruits, retains, and develops top-tier educators, hiring all middle school faculty and staff.
- Creates an environment where staff feel valued and supported through mentorship, encouragement, and professional growth opportunities, fostering long-term teacher retention.
- Ensures instructional practices effectively support differentiated learning across all middle school programs.
- Ensures the implementation of a Multi-Tiered System of Support (MTSS), including both Positive Behavioral Interventions and Supports (PBIS) and Academic Supports which distinctly integrate and reflect ZCS's mission and faith.
- Engages with families, churches, and community partners to strengthen relationships and foster a Christ-centered educational community.
- Uses school-wide data to monitor progress, identify trends, and ensure all children are growing academically, spiritually, and socially.
- Leverages this data to inform instruction, guide intervention strategies, and shape professional development for staff.
- Collaborates with the Director of Teaching and Learning and learning innovation team leaders in continuous improvement of curriculum, instructional materials, and professional development that align with local, state, and national standards.
- Leads weekly staff meetings.
- Proactively contributes to the evolving needs of the school as a servant leader.

Knowledge/Skills and Abilities

Qualifications, Education and Experience

- A vibrant, growing relationship with Jesus Christ and commitment to the mission of Christian education.
- Master's degree in Educational Leadership or related field preferred.
- Deep understanding of and commitment to Christian Education.
- At least two years of demonstrated leadership experience is preferred.
- Experience coaching and effectively supporting teachers through ongoing feedback is preferred.
- Experience supporting inclusive education for students with diverse learning needs.
- Foundational understanding of language immersion programs is preferred.
- At least 3-5 years of successful classroom teaching experience is preferred, preferably in grades 5-8.
- Experience in culturally diverse settings is preferred.
- Experience utilizing MAP Growth (or similar assessment) data for responsive teaching and program evaluation.
- Familiarity with competency-based (standards-based) report cards, Restorative Practices, Multi-Tiered Systems of Support implementation (including PBIS), essential literacy practices, inquiry and project-based learning, and professional learning communities, preferred.

Mission

To provide a high-quality Christian education based on the Reformed understanding of the Christian faith. We do so as an extension of the Christian family, assisting parents in carrying out their responsibility to instruct their children in the Christian faith.

Vision

To enable students to function to their fullest potential in contemporary society as Christian citizens who respond lovingly to God's will, recognize the significance of serving others, and accept their responsibility toward the world.

Core Values

The Principal demonstrates an understanding of ZCS's Core Values and approaches all aspects of the position with a leadership mindset.

- **Relentless Curiosity** – The Principal fosters a culture of continuous learning, innovation, and professional growth. The Principal encourages staff and children to ask big questions, seek new solutions, and engage deeply in their faith and learning journeys.
- **Deep Joy** – The Principal models and nurtures a joyful learning environment where teachers, staff, and children experience the fullness of life through Christ. Joy is expressed in classroom engagement, relationships, and a school culture that celebrates progress, effort, and the goodness of God in all things.
- **Faithfully All-In** – The Principal leads with full commitment to the mission of ZCS. The Principal brings energy, integrity, and wholehearted dedication to the role, ensuring that every decision reflects a Christ-centered, mission-driven mindset.