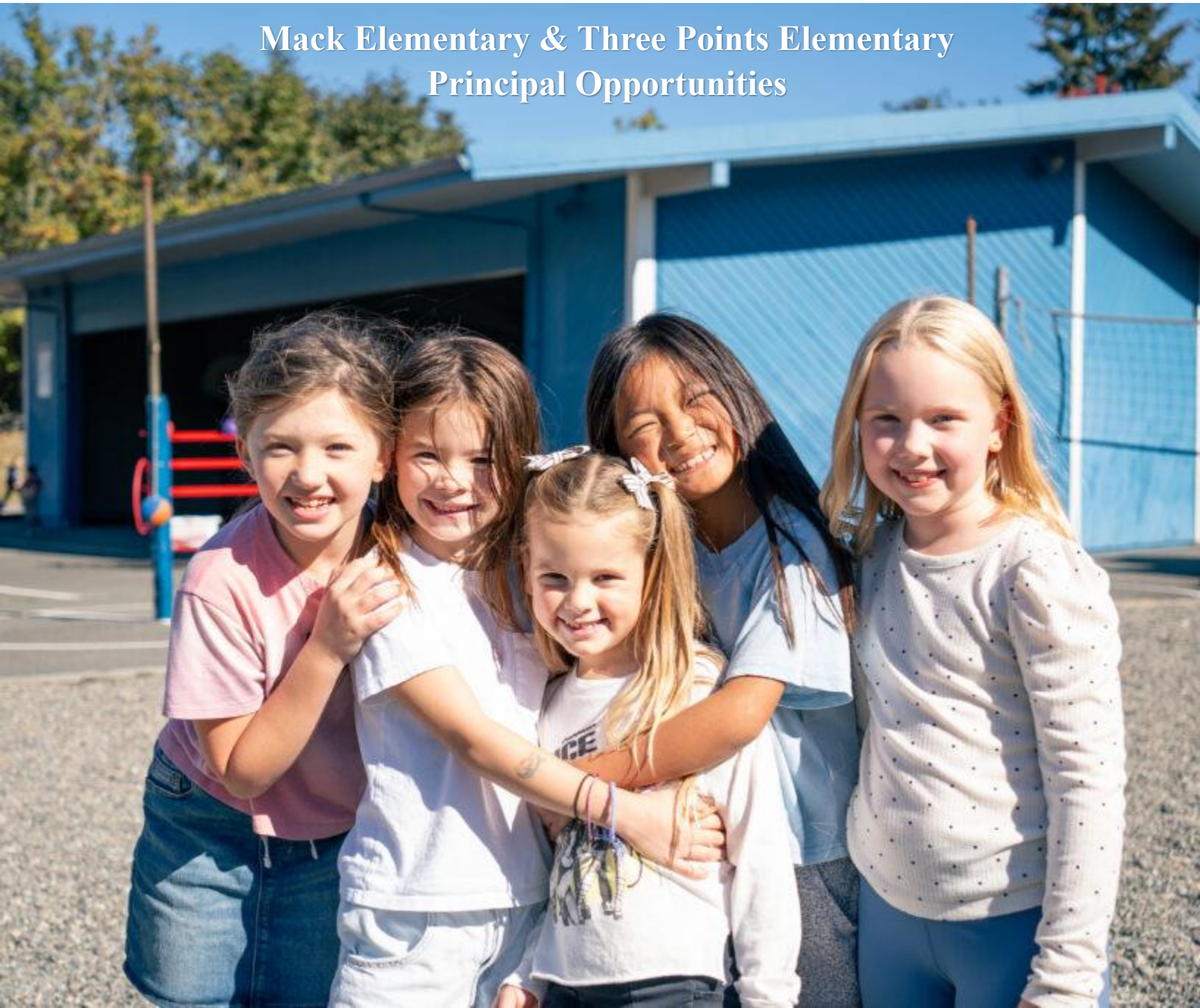




BELLEVUE CHRISTIAN

SCHOOL

*Mack Elementary & Three Points Elementary
Principal Opportunities*



About Bellevue Christian School

Bellevue Christian School (BCS), founded in 1950, is an independent nondenominational Christian school committed to providing a Christ-centered education. Serving over 900 students on three campuses located in Medina, Clyde Hill, and Woodinville, BCS offers a comprehensive curriculum grounded in a biblical worldview from preschool to 12th grade.

MACK ELEMENTARY SCHOOL

Mack Elementary is a school that draws from the close-in region. Most families come from Woodinville, north Kirkland, or Bothell area. There are many families at Mack with one stay-at-home parent. Volunteerism is high, as well as time spent on the playground after school while parents chat. Racial, ethnic, and socioeconomic diversity is lower than at other BCS campuses. Parents desire a collaborative and relational leadership style from the principal.

THREE POINTS ELEMENTARY SCHOOL

Three Points Elementary is a school that draws from a wide geographic area. Families come from as far as 25-30 miles away. Many families are two-parent working families. They desire out-of-school hours for parent meetings and volunteer projects. They value after-school care and enrichment opportunities. There is racial and ethnic diversity at Three Points as well as a small group of international students.

BCS campus tour video [here](#)

MISSION

Preparing young people to live faithfully and fully for God in a rapidly changing world with the ability to understand, evaluate, and transform their world from the foundation of God's unchanging values.



STATEMENT OF FAITH

- We believe the Bible to be the only inspired, infallible, authoritative Word of God.
- We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
- We believe that for the salvation of lost and sinful man regeneration sovereignly applied by the Holy Spirit and evidenced by a living faith in Christ is absolutely essential.
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
- We believe in the resurrection of both the saved and the lost: they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
- We believe in the spiritual unity of believers in our Lord Jesus Christ.

Scholarship, Relationship, Discipleship

CORE VALUES

Scholarship

Loving God with the mind in pursuit of knowledge and wisdom.

- Excellent effort honors God. BCS holds students to high standards for learning and school culture.
- Learning is doing. The school encourages students to be faithful stewards of the gifts God has given them.
- A biblical worldview is built class by class. All academic discipline offers insight into who God is and who we are in Him.



BCS exists to prepare young people to live faithfully and fully for God. As an educational institution, its primary means of preparation is the pursuit of academic excellence. At BCS, scholarship is viewed as an act of using the mind to love God through the pursuit of knowledge and wisdom. Each academic discipline is approached with the goal of developing skills that can be used in God's service and deepening the understanding of both God and oneself. In essence, students are guided to develop a biblical worldview within every subject. Recognizing that learning and doing are inseparable, BCS offers numerous opportunities for students to serve, share, create, and produce using their God-given talents. As a result, students are thoroughly equipped for the next steps in college and vocational life.



Relationship

Reflecting God's love in every interaction and communication.

- Teaching is modeling. Faculty and staff at BCS model the life-giving relationships that reflect the nature of God's kingdom with mentorship playing a vital role.
- Academic instruction is delivered in the context of relationships. Faculty and staff know and care deeply for each student.
- "Iron sharpens iron." Peer to peer encouragement and support foster a healthy environment for growth and resilience.

Academic instruction at BCS is most effective within the context of meaningful relationships. Faculty and staff are committed to knowing and loving their students, modeling the kinds of relationships that reflect the nature of God's kingdom. Mentorship is highly valued, both between teachers and students and among peers. Through intentional guidance and support, faculty and staff help students bridge the gap between who they are now and who God is calling them to become.

Discipleship

Cultivating Christian practices that produce growth, maturity, and virtue.

- Worship is essential to understanding our identity. Students engage in prayer, singing, Bible study, chapel, and fasting. Academic, athletic, and artistic efforts are also viewed as acts of worship.
- Acts of service connect growing skills, Christian character, and life faith into a purposeful calling, following Jesus' example of servant leadership.
- BCS partners wholeheartedly with parents and churches to minister to the whole child.



At its core, BCS believes that the ultimate aim of education is discipleship. This foundational belief drives the school to explore and answer life's essential questions: Who are we? Why are we here? What is our purpose? Discipleship is the process through which biblical worldview, character formation, and academic development converge into a lifelong calling—one that carries both present impact and eternal significance.

School Distinctives

- A low student-to-teacher ratio ensures personalized attention and support.
- Differentiated instruction meets the needs of both advanced and developing learners, with pull-out instruction offered in Advanced Math.
- The arts are celebrated with specialist instruction offered in choir, band, and fine art.
- Skills classes in PE, technology, and library are offered weekly.
- Our Teaching for Transformation framework helps children find their identity in God's story by weaving together our academic knowledge with spiritual growth and character through acts of engagement and service in our communities.
- The Bible is studied as an academic subject, as well as used in class devotional times.
- Chapel meets weekly.
- Our elementary school has a full-time counselor offering guidance and support to both children and parents.



What People Say About BCS and the Next Principal

- *Healthy relationships with families are one of our greatest strengths.*
- *It is not unusual to have three generations of BCS graduates involved.*
- *It is wonderful to have students come back years later and tell us that 'BCS prepared us well'.*
- *We are proud that 97.5% of our students go on to a four-year school.*
- *We need to be clearer and more overt about what sets us apart.*
- *There is a lot of rigor and high standards but not overboard.*
- *The admin/parents have high expectations for the staff and staff have high expectations for the students.*
- *The teachers know the kids—students are people first, students second.*
- *We are all hands-on deck: collaboration, not competition.*
- *Staff and faculty are treated with the same respect.*
- *There is collaboration and healthy laughter in the hallways.*
- *The staff is like a second family.*
- *Perhaps there could be better cohesion between the three campuses.*
- *Sometimes district wide policies may not translate well to specific sites.*
- *Professional development is effective, not a waste of time.*
- *The new leader must listen and seek out our ethos before making decisions or changes.*
- *Candidates must learn to understand what it is like being a Christian in the Pacific Northwest.*
- *The principal must be balanced with grace and truth—good discipline creates good culture.*
- *We are trusted to do our jobs.*
- *We have a culture of fun; we care deeply for each other and have a good time—are supportive.*
- *There is a strong sense of community; day by day interaction is welcomed—it is not cliquish.*
- *We have great community support.*
- *I love that I can incorporate faith into math.*
- *We use 'love and logic' to equip/empower students to make decisions versus making them for them.*
- *We make the invisible God visible through words, actions, and excellence.*
- *Faith is naturally woven in—BSC is intentional about pointing families to Jesus.*
- *Though we are a bible-based school, we integrate faith into secular curriculums.*
- *We are realistic about academics—great faith integration.*
- *By and large, families want to be involved and included.*
- *It is awesome to walk alongside students and their families, often for their entire school career.*



The Opportunity

Bellevue Christian School is seeking a faith-filled, experienced, and inspirational leader to serve as the Elementary Principal. This role involves providing spiritual, instructional, and administrative leadership to ensure students receive a comprehensive, Christ-centered education. The principal will lead faculty and staff, inspire innovation, and collaborate with parents to uphold the mission of BCS.

The ideal candidate is a dedicated Christian educator with at least five years of administrative experience, a background in elementary education. They will have a proven ability to lead teams, implement best practices, and foster a culture of faith and academic excellence. Strong relational, organizational, and problem-solving skills are essential, along with a commitment to mentoring faculty, supporting students' spiritual and academic growth.

RESPONSIBILITIES

The elementary principal will be committed to the mission and vision of BCS, overseeing the implementation of the educational program at the Elementary Level. *Key responsibilities include:*

SCHOOL PROGRAM

- Provide students in a well-rounded, Christ-centered education.
- Develop and oversee academic programs that integrate a biblical worldview with academic excellence.
- Address and resolve concerns fairly and respectfully.
- Foster a welcoming and professional school environment through collaboration, communication, and service.
- Manage timely submission of reports and compliance documentation.
- Participate in student recruitment, admissions, and promotional efforts.
- Ensure efficient scheduling of classes, staff, and resources to maximize student learning outcomes.
- Maintain student records and update the student handbook as needed.
- Implement a consistent, mission-aligned discipline system.
- Develop and manage the annual budget.

FACULTY LEADERSHIP

- Recruit, supervise and evaluate faculty, ensuring alignment with the school's education and spiritual mission.
- Lead faculty and staff meetings, ensuring clear communication and goal alignment.
- Collaborate with the leadership team on curriculum development, policy updates, and professional development.
- Conduct regular performance evaluations, providing constructive feedback for growth and retention.

- Use data to drive continuous improvement and support professional development through mentorship and training.

COMMUNITY ENGAGEMENT

- Engage parents and community groups in student activities and school initiatives.
- Maintain strong relationships with parents, students, and the broader community, representing the schools in various settings.
- Encourage parent engagement and volunteer involvement.

IDEAL QUALIFICATION & DESIRED ATTRIBUTES

The ideal candidate will be a mature Christian who models a personal, authentic relationship with Jesus Christ and demonstrates a commitment to the local church. Additionally, the candidate will:

- Hold an earned master's degree, with at 5+ years of teaching and educational leadership experience, preferably including within a Christian education environment.
- Be well-versed in biblical knowledge and integrate Christian worldview into all aspects of learning.
- Demonstrate wisdom, discernment, and the ability to manage confidential information.
- Possess proven leadership skills and a commitment to growing as a servant-leader, building a high-performing team.
- Be an effective communicator who can motivate others, manage change, and clearly convey the school's mission and vision.
- Exhibit strong organizational skills, with the ability to set priorities and manage multiple projects simultaneously.
- Experience reporting to a Board is preferred.
- Demonstrate an ability to plan, set priorities, and implement work in a disciplined manner, keeping multiple projects progressing to completion simultaneously with minimal direction.
- Balance "big picture" thinking with attention to detail.
- Possess excellent written, verbal, and interpersonal communication skills.
- Be skilled in strategic management, program development, and evaluation.
- Experience reporting to a Board is preferred.
- Have an understanding of educational regulations.



The Search and Selection Process

If you—or someone you know—may be interested in this opportunity and meet most of the qualifications outlined in the profile, please consider applying or sharing this information with potential candidates.

To apply, please submit a resume to the contact listed below.

All inquiries will be handled with the utmost discretion and confidentiality.

Bellevue Christian School is an equal opportunity employer and does not discriminate on the basis of race, age, color, gender, national origin, familial status, veteran status, or disability. However, as a faith-based organization, BCS hires individuals whose beliefs, theology, and lifestyle align with the school's Christian mission.

The Ardent Search Company respects the confidentiality of all interested parties. Candidate backgrounds and interests will not be shared with anyone—including the client—without prior consent. References will not be contacted until mutual interest has been established.

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