



Opportunity Profile

The Search for our next Superintendent.



VERITAS
CHRISTIAN SCHOOL

256 N Michigan St.
Lawrence KS 66044
785-749-0083
veritaschristianschool.org

← GREETINGS FROM OUR BOARD PRESIDENT →

Dear Prospective Candidate,

Thank you for your interest in the Superintendent's position at Veritas Christian School here in Lawrence, Kansas. Veritas is celebrating 40 years of operation this year. Veritas's foundation was built on a prayerful approach to a Christ centered, biblically based, comprehensive education for students within our community. We are blessed with outstanding staff, parents, grandparents, and business partners who are committed to the same goals of equipping and raising our students to be the next generation of Christ followers.

This is an exciting time at VCS as we have developed and approved a strategic plan that lays out our plans for the next 5-10 years and that will be the foundation for stability and growth for the foreseeable future. In the class room we are focused on providing an exceptional biblical worldview education and insuring that we are touching the hearts of our students. We recognize that we live in a broken world and our students are facing many challenges in our culture that we need to properly equip them to handle. We are also focused on becoming accredited and all the work that goes into achieving that goal. And finally, the board is focused on our growth plan: strengthening our finances, growing our class selection and extracurricular activities, further establishing our relations with our community's churches, developing additional relationships with business partners, and improving our facilities.

Veritas is prayerfully seeking a unique individual to become our next Superintendent. This individual will possess a contagious energy and love for the Lord. He or she will be equipped to unite the VCS community together in a way that insures that VCS will be a Christ-centered educational option in our community for generations to come.

We hope that this Opportunity Profile will provide you a short summary of our school and the important characteristics needed in our next leader. We encourage you to read through this carefully and refer to our website for additional information and understanding of our school.

If you have additional questions, please contact the Superintendent Search Committee listed in the "Candidacy Process" section.

Sincerely,



Brian D Pine
President, Veritas Christian School Board



← MISSION AND FAITH STATEMENT →

To provide a Christ centered, Biblically based education that nurtures the whole child. We are committed to educate the student spiritually, intellectually, emotionally, socially and physically by applying the principles of the Holy Scriptures to every aspect of life.

We believe that the original writings of the Holy Scriptures are the only God-breathed, infallible, written Word of God, the only normative authority for faith and practice, and the supreme standard by which all conduct, creeds, and teachings must be tested.

We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.

We believe that every human, from conception, is wonderfully and immutably created in the image of God, male or female, with a gender that accords with his or her biological sex; that God accordingly designed marriage as a covenantal union of one man and one woman; that every human has sinned against the Creator and deserves His righteous judgment.

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 the lost and sinful man, regeneration applied by the Holy Spirit and evidenced by living faith in Christ is absolutely essential.

We believe that salvation is by grace through faith alone.

We believe that faith without works is dead.

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—those that are saved unto the resurrection of life, and those that are lost unto the resurrection of damnation.

We believe in the spiritual unity of believers in our Lord Jesus Christ.

“And you will know the truth, and the truth will set you free.”—John 8:32

← HISTORY →

WE WERE FOUNDED IN 1978

Veritas Christian School has been providing a Christian alternative to the Lawrence educational community for 40 years. At Veritas Christian School, our goal is to equip children to become successful and contributing members of society while at the same time, shining beacons for God. Originally named Douglas County Christian School opening in 1978, the school grew and in 1998 the pursuit of academic excellence was enhanced by the implementation of a classical method of instruction.

A HIGH SCHOOL WAS ADDED IN 2004

With the start of the 2004-05 school year, Veritas added 10th through 12th grades and began offering education opportunities for students from Kindergarten through 12th grade, thereby offering a complete educational process for children. Students benefit from a highly trained and qualified staff and a wide range of course offerings. On-site library and computer lab facilities provide opportunities for educational support and practical application. Students also enjoy the playground and open areas for recess activities, the multi-purpose room for P.E. and school assemblies, and a hot lunch program.

OUR GROWTH CONTINUES

Veritas Christian School has continued to grow and expand as more and more families seek to provide an education for their children that honors the wisdom of the ages coupled with a fully integrated Biblical worldview. We at Veritas view our role as one of partnership with the families as they endeavor to fulfill the task God has given them of educating their children in the knowledge of the Lord and nurturing their obedience to Him. The school board continues to consider facility expansion options as our



enrollment goals continue to rise each year. In 2018 the board created a new strategic plan (see next page). Later in 2018, Veritas received an amazing gift from a long-time supporter. Due to this generous gift, Veritas is now **debt free!** This along with the strategic plan will deliver us through our next season of growth.

VERITAS STRATEGIC PLAN

GOVERNANCE

Update policy manual, constitution, and parent handbook to:

- Address organizational size and complexity
- Foster continued growth
- Make school operations more efficient
- Enable the board to focus on
 - financial stability
 - growth
 - community partnerships
- Provide society with understanding of
 - responsibilities
 - how to get involved

FINANCE

Realize a financial goal of covering all expenses through tuition payments and other forms of income.

Utilize moneys from fundraisers and donations to fund

- Future growth
- Financial aid
- Additional services and activities

Work will be done in the areas of:

- Manageable financial aid
- Expense evaluation
- Tuition adjustments
- Cash flow management & analysis
- Foundational fundraising through alumni & business partners

ACCREDITATION

Process to affirm VCS meets ACSI standards established by school community

- Promote accountability to the school community
- Improve instruction through self-assessment
- Target increased student achievement
- Encourage the evaluation of biblical & spiritual integration

VCS will implement a continuous school improvement plan (CSIP) focused on:

- Philosophy and Foundations
- Governance and Executive Leadership
- Home and Community Relations
- Student Services
- Personnel
- Instructional Program and Resources
- Student Care
- Character & Values
- Spiritual Formation of Students

FACILITIES

Current facility size, condition and age are an obstacle to the educational experience desired by Veritas stakeholders

Develop a new facility that

- Provides adequate room for future expansion
- curriculum choice
- student body
- extracurricular activities

Serves students & families

- To recruit
- To educate
- To retain

Makes a positive community impact

GROWTH

To achieve the goal to raise Christian men and women to impact the world in a competitive environment we must:

- Retain students
- Attract new students

Adopt a strategic growth plan in line with the VCS goals for

- Financial stability
- Facility improvement
- Future desired curriculum offering
- Future desired extra-curricular offerings

BELIEVE. GROW. BECOME.

← ACADEMICS →

CLASSICAL CHRISTIAN EDUCATION

We believe Classical Christian Education gives students the best opportunity to succeed academically, therefore Veritas uses this time-tested, proven method to instruct, train, and educate students to thrive in the 21st century.

The goal of this classical form is not only to teach students specific subject matter, but also to train them in how to think and how to learn, enabling them to become lifetime learners long after their academic careers have ended.

The Association of Classical and Christian Schools (ACCS)—with which Veritas Christian School is affiliated—is an organization committed to advancing the theories of Classical Christian education. With member schools across the U.S. and around the world, ACCS is at the forefront of this exciting development in educating the next generation of Christian leaders.

RESULTS

Each year Veritas students take the Stanford Achievement Test (SAT). Veritas student test results reflect that they are 3 grade levels above the national average! Our 10th – 12th graders score at post high school levels (PHS).

Our average ACT scores are 25.8 for the past 5 years. In 2015-2017, Veritas was ranked in the top 10 among all private and public high schools in the greater KC area by Ingram's Magazine, based on ACT scores, student-teacher ratios, and academic excellence, outperforming all Lawrence public and private high schools.

As an institution, we would point out that we enroll typical students from typical Christian families. Rather than attributing our outstanding test scores to students that would be high-achievers under any circumstances, we credit our classical curriculum, our outstanding faculty, and the active partnership of Veritas parents in the Christ-centered education of their children.



← LEADERSHIP AND SERVICE →

LEADERSHIP

Veritas offers a Leadership course which allows high school students to go off campus to volunteer at area businesses such as the hospital, food banks, Insight Women's Center, humane shelter, and more. Our students gain credit that can be helpful in their college application process and learn leadership skills that they can use later in life. Some of our younger high school students stay on campus and serve as aides for our middle school and elementary faculties.

The Worldview Wednesday Program offers an opportunity for high school students to learn how to live out their Christian world view in the market place. This is an off campus activity in which Christian professionals from



the community speak on how they are living out their Christian world view emphasizing personal testimonies of God's grace, ways in which God calls/prepares us for vocational service, and specific challenges/opportunities for Kingdom-building in many fields.



COMMUNITY SERVICE

Veritas Christian School students play an active role in volunteering to improve the lives of area citizens. Homecoming week is also Service Project Week. All grades participate from making sandwiches for the homeless shelter, cleaning and maintaining local non-profit businesses, and beautifying our own playground. During Christmas elementary classes carol at senior homes and local businesses. The secondary band puts on an outreach concert at senior centers, and the high school choir travels for community service.

← FINE ARTS →

- We offer music classes for elementary students where they learn to read music, perform in Christmas and spring concerts using vocals and Boomwhackers.
- Art classes are provided for all students (K-12) including opportunities to submit artwork for state and regional competitions.
- We have Concert Band for 5th-12th. The Pep Band--7th-12th--has opportunities to play at many athletic events.
- Our Eagle Song Worship Team leads chapel through vocals and a band consisting of: bass guitar, lead guitar, acoustic guitar, drum set/percussion, and keyboard.



- The High School Choir has been a highly adjudicated group for the last ten years in KC area contests. They participate in a prestigious annual Choral Festival hosted by Cair Paravel Latin School in Topeka;
- The Junior High Choir performs at music events, concerts, and KC/Topeka area contests. Junior high and high school students have annual musical/theater performances as well as opportunities to enter competitive speech and drama events.



← ACTIVITIES AND ATHLETICS →

ACTIVITIES

Veritas provides many opportunities for all ages to further their education in fun and creative ways. Veritas offers activities such as Student Council, yearbook, and "The Eagle Eye" newspaper. Students in K-6 go on educational and fun field trips. The junior high does a bi-annual, overnight field trip to Hannibal Missouri.



ATHLETICS

Veritas is committed to building a successful, Christ-centered athletic program for supporting and developing athletes as they prepare for life and play at the next level. Our program is comprised of not only Veritas athletes, but also athletes from homeschool families. We currently offer:

-Cheer
-Volleyball

-Football
-Track

-Basketball
-Baseball



← POSITION DESCRIPTION & CANDIDACY PROCESS →

OVERVIEW

The Superintendent of Veritas Christian School is charged with the operating and ongoing development of the school (preschool-12th grade) and all its facets with academic, spiritual, physical, social, and fiscal soundness. This person must be a committed follower of Christ reflected by a lifestyle that is consistent with a Biblically integrated perspective as a Christian role model and be in agreement with our statement of faith. The Superintendent is also responsible for the management of the educational, business, and development aspects of the school, carrying out the policies and objectives established by the Veritas Christian School Board. A degree in school administration, a Kansas Teaching License and/or ACSI Certification is preferred. Salary range is \$40,000-\$60,000.

RESPONSIBILITIES

Organization and Administration

- Provide for the health, safety and welfare of students at all times.
- Establish a wholesome spiritual and educational atmosphere.
- Serve as the primary spokesperson for Veritas along with the Veritas Board President for certain matters.
- Be available and visible to students, parents, faculty, and the Christian evangelical community at large while taking an active interest in all extracurricular activities.
- Recommend, initiate, and execute policies and decisions of the board concerning the internal operation of the school.
- Plan and lead elementary staff meetings.
- Provide and maintain adequate student records to assure all local, state, and federal requirements are met.
- Provide advice to the board on opportunities and problems.
- Provide leadership and direction for long-range planning, methods, and policies.

Educational Coordinator

- In conjunction with others, recommend policies necessary to ensure an excellent educational program as stated in Veritas Christian School's philosophy and purpose.
- Supervise the organization of the PreK-12 curriculum to assure that our educational efforts complement one another.
- Be responsible for the direction and supervision of the K-12 staff and handle discipline problems referred by K-12 teachers.
- Assist in the administration of student testing, evaluation, and communication.

← POSITION DESCRIPTION & CANDIDACY PROCESS →

RESPONSIBILITIES (CONT.)

Personnel

- Coordinate matters pertaining to employee relations such as re-employment, termination, resignation, and employee benefits.
- Be responsible for the development of and the implementation of an evaluation process for all personnel and programs.
- Hire staff and recommend to the board the best qualified faculty candidates.
- Create in-service programs and promote the professional development of the faculty and staff and interpret their needs to the board.
- Provide effective leadership for faculty and staff by inviting participation in the decision-making process, motivating, developing, and correcting as appropriate.

PROCESS

The process for applicants includes an initial phone conversation with a member of the search committee followed by a Skype interview. Qualified applicants will be invited for an in-person interview, during which candidates will meet with the Search Committee, board of directors, faculty, and students. We expect to make a final hiring decision by February 2019. Please contact one of the following committee members for questions:

Lori Alvarado, Committee Chair & Board Member: 785-760-3117 or lalvarado@veritaschristianschool.org

Brian Pine, Board President: 785-423-1220 or brianp@pinelandscapecenter.com

Wendy Droge-Malm, Board Member: 785-221-9183 or wdroge@outlook.com