



Opportunity Profile for
PreK-8 Principal
Minnehaha Academy
Minneapolis, MN

Mission: *To provide high quality education integrating Christian faith and learning.*

Overview

Minnehaha Academy is seeking to fill the role of PreK-8 Principal with an experienced educational leader. This person will have a background of leading a large educational organization or division from an operational and developmental perspective. Minnehaha Academy, owned by the Northwest Conference of the Evangelical Covenant Church,* is an academically rigorous private school providing high quality Christian education from preschool through grade 12. Today, Minnehaha Academy serves nearly 1,100 students – on three different campuses in the Twin Cities area.

History

Because of their belief in the importance of excellent education with Christian faith as its center, Swedish immigrants founded Minnehaha Academy to prepare young people both for life and for lives of commitment and service to others. In 1913, the first building was dedicated at the North Campus site, located on the west bank of the Mississippi River in Minneapolis, Minnesota.

Defining Qualities

High Academic Standards

Minnehaha Academy offers a comprehensive college preparatory curriculum, and creates an environment that values and nurtures academic achievement. In the past five years, 94-99% of graduates have attended four-year colleges and universities.

Purposefully and Distinctively Christian

Through Bible study, regular chapel services, and the guidance of faculty and staff who know and love God, students are given a moral compass for their lives. Today the school remains dedicated to the Christian ministry of its founders.

***Evangelical Covenant Church** - The Evangelical Covenant Church (ECC) is a rapidly growing multi-ethnic denomination in the United States and Canada with ministries on 5 continents of the world. Founded in 1885 by Swedish immigrants, the ECC values the Bible as the Word of God, the gift of God's grace and ever-deepening spiritual life that comes through faith in Jesus Christ, the importance of extending God's love and compassion to a hurting world, and the strength that comes from unity within diversity. More can be learned about the Evangelical Covenant Church at <http://www.covchurch.org/>

Diverse Campus Communities

Minnehaha Academy fosters diversity while celebrating tradition, and welcomes students from many different backgrounds and cultures. Approximately 17.5 percent of its student body are students of color and span a variety of religious backgrounds.

Educational Focus on the Whole Person

From preschool through grade 12, Minnehaha Academy educates the whole person – mind, body and spirit. From the earliest age, students are guided by teachers to develop a love of learning. As they grow, our students are encouraged to maximize their potential in the classroom, in the performing arts, and on the playing field.

Dedicated and Professional Faculty

The teacher - student ratio is 1:14, with corresponding small classes. The faculty, numbering over 100, is characterized by engaging teaching skills and genuine Christian commitment. Nearly all faculty are licensed teachers and most teachers hold Master's degrees or higher.

Emphasis on Service to God and Others

A goal of Minnehaha is to graduate young people uniquely equipped to give of themselves in service to God and others. Graduates have made significant impact in their chosen fields such as social services, religion, music, medicine, law, politics, science/technology, academics and business.

ISACS Commendations

In the last couple of years ISACS (Independent Schools Association of the Central States) visited Minnehaha Academy as part of their accreditation process. The team commended the school for its:

1. Students, whom the team found to be polite, friendly, open, natural, unaffected – in short, authentic students purposefully engaged in a full range of school activities, devoted to Minnehaha, and respectful of its ethos and values.
2. Faculty, who are clearly committed to the task of educating young people both in their classrooms and in the many extracurricular opportunities and support roles that allow students to grow and thrive in a faith-based environment
3. Clear sense of mission as a Christian liberal arts school, with the school's philosophy, goals and mission appropriately reflected in department philosophies and in curricular design.
4. School leadership, from the Northwest Conference of the Evangelical Covenant Church and the school's Board of Directors to the school's administration, all of whom seem ready, able and willing to tackle such important and tough issues as major building programs, enrollment management, long-range budgeting and endowment growth.
5. Facility expansions and remodeling, which have created some impressive, attractive and functional additions to older buildings and spaces. In particular, the more public areas on the South and North Campuses offer a sense of warmth and welcome that give visitors a feeling that the school, and by extension its students, are all in good hands.

The Academy

Minneapolis, Minnesota

Minneapolis is the largest city in Minnesota. The city, and its sister city, Saint Paul (the state's capital) are situated on the banks of the Mississippi River. Known as the "Twin Cities", these two form the core of Minneapolis-St. Paul, the sixteenth largest metropolitan area in the United States with 3.5 million residents.

The city is abundantly rich in water with over twenty lakes and wetlands, riverfronts, creeks and waterfalls, many connected by parkways. One of America's most literate cities, Minneapolis has cultural organizations that draw creative people and audiences to the city for theater, visual art, writing, and music. The community's diverse population has a long tradition of charitable support through progressive public social programs and through private and corporate philanthropy.

Campus

Minnehaha Academy has three beautiful campuses that students call "their own." Two of the campuses are centrally located in the heart of the Twin Cities along the beautiful banks of the Mississippi River in the quiet West River Parkway area of south Minneapolis, convenient to the many urban and suburban communities where the students live. A third campus in Bloomington, for preschool through grade five, serves families in the south and west metro areas.

Academics

Minnehaha Academy's curriculum includes the highest number of Advanced Placement (AP) courses of any private school in Minnesota. In 2007, Minnehaha was the only secondary school in Minnesota – and one of 50 in the nation – to win the Advanced Placement Math and Science Award given by the Siemens Foundation and the College Board. In their letter of congratulations, the College Board wrote, "We believe schools like yours represent the best of American education." Minnehaha currently offers students 21 AP courses with 25 subject exams. From 2006-2008, Minnehaha's 615 graduates took 1,434 exams. During that period, students taking AP exams scored three or higher more than 70 percent of the time. In addition, 11 percent of the Class of 2008 was named National Merit Scholars and 30 percent of the Class of 2008 was named to the National Honor Society.

Athletics

The feature that distinguishes Minnehaha Academy's athletic program is its Christian emphasis. Its athletes practice hard, play hard, and honor God. They compete strongly at every level, with great success, but winning is never the only thing for Minnehaha athletes. Sports are seen as providing opportunities for personal and spiritual growth.

Fine Arts

Minnehaha Academy celebrates the arts. Its student artists, singers, musicians, actors and other performers have built a strong reputation for excellence. Annually, more than half of the students showcase their talents in concerts, dramas, and visual arts events. Over 20 performing groups involve students at every age and experience level.

The Opportunity

The PreK-8 Principal position at Minnehaha Academy offers an outstanding opportunity to lead and serve an excellent Christian school comprising both elementary and secondary divisions on two different campuses. Minnehaha has a long history and reputation for academic excellence with deep roots in Christian values. Nearing its 100th anniversary and having completed a major capital campaign, Minnehaha has a new President, a dedicated Board of Education, excellent facilities, a strong faculty and staff, and is poised to move to the next level as a faith-based educational institution.

Strengths

In addition to the many other impressive qualities of Minnehaha Academy, the new PreK-8 Principal has the opportunity to be part of an organization that:

- Has a unique and life-changing ministry to families and students who have a strong faith in Jesus Christ and to those who may not have a personal faith in Christ;
- Is an award-winning school of academic excellence;
- Offers more Advanced Placement courses than any other private Christian school in Minnesota;
- Provides a premier private school education at a better value than many comparable schools in Minnesota;
- Has made significant renovations to both the North and South campuses;
- Employs a faculty with high academic standards, over 60% hold advanced degrees;
- Offers multi-campus options for students resulting in greater influence, reach and scope;
- Is governed by an independent board comprised of alumni, parents, pastors, educators and business and other professionals; and
- Has a strong commitment to the use of technology to support learning.

Challenges/Opportunities

The challenges and opportunities awaiting the PreK-8 Principal include:

- Provide an integrated learning continuum for the lower and middle schools while maintaining their distinct identity and characteristics.
- To bring a higher level of organizational leadership to the PreK-8 levels while fostering an increased sense of community and cohesiveness across the integrated spectrum of faculty, staff, students, and campuses.
- Continuing to advance academic rigor while balancing the important and historical Christian roots.

Where is this person today? Who is the ideal candidate?

The ideal candidate will bring experience and a skill set necessary to be part of a team leading a multi-campus, private Christian school. This person may come from a current or past position including, but not limited to the following: private or Christian school leadership; public school leadership; or leadership in higher education. The candidate must bring a strong Christian faith, collaborative leadership skills, experience with lower and middle level students, be a gifted communicator, and have the ability to lead change by uniting people around a common purpose.

Qualifications

- A deep, personal faith in Jesus Christ and a high view and respect for Scripture;
- Masters degree and administrative credential, preferably in education or a related field - Ph.D. desired;
- Experience leading and managing both the business and academic sides of a school or similar organization as a professional administrator or executive; and
- Successful track record in hiring and developing other effective leaders within an organization.

Inquiry Process

We encourage anyone who has the qualifications and who senses a potential calling for such an opportunity of service to contact us to discuss this position. Alternatively, you may know someone you wish to recommend for this position.

For details regarding the application process please refer to the following pages.

Application Process for
PreK-8 Principal
Minnehaha Academy
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We look forward to speaking with qualified individuals who are interested in exploring this opportunity. Throughout the process we fully respect the need for confidentiality of information supplied by potential candidates. We assure you that your interest will not be discussed with anyone without prior consent, nor will any references be contacted until mutual interest has been established and approval given by the candidate.

CV/ Resume

In order for us to get to know you better, please provide a comprehensive resume. When formulating your resume for this position, please include the following information (in Word or PDF format) for each position you've held for the past 15 years:

- Employer (name of organization);
- Title (*e.g.* President, Director);
- Position within the organization (indicate to whom you reported and who reported to you);
- Dates of employment (*i.e.* September 1990-August 2003); and
- Primary responsibilities and goals of the position, what you felt were your key contributions, and the specific reason you left for the next job.

Questions

In order for us to have a more complete understanding beyond the information on your resume, please provide thoughtful responses to the following questions. Please keep your answers on each question to 2 page maximum.

1. Describe your faith in Christ, when it became real to you and how it has defined you as a person. Tell us about your involvement in your church and how that has integrated into your personal faith. In addition, please relate your personal faith in Christ to your desire to help lead Minnehaha Academy in the role of PreK-8 Principal.
2. Please comment on Minnehaha Academy's mission statement and what it means to your leadership of the PreK-8 levels at Minnehaha Academy.
3. Describe your philosophy of education as it relates to learning and teaching.
4. Describe your view of 21st Century technology as it relates to learning and teaching and administering the PreK-8 school.
5. Using the Opportunity Profile as well as your own research, tell us why you believe your career experiences and personal attributes qualify you for this leadership role at Minnehaha.
6. What is it about the opportunities and challenges of this role that attracts you to it?
7. Describe your leadership style. Also state why you believe yourself to be an effective leader who could successfully take on the challenges and goals of Minnehaha Academy and help lead the school into the future.
8. Describe your role as the PreK-8 instructional leader.
9. Describe your knowledge and experience in using data to inform decisions.

References

Please provide at least five references (including two previous supervisors and two subordinates). Include the phone and email information for each person. We will not contact your references until later in the process and only after your approval. For those who are finalists, we will be checking additional references.

Please submit these responses (in Word or PDF format) along with your resume and references to:

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