

PELLA CHRISTIAN SCHOOLS

OPPORTUNITY PROFILE
EE-4 PRINCIPAL



THE OPPORTUNITY

Dear Prospective Principal,

Thank you for your interest in Pella Christian Schools and the position of Early Education (Preschool) to 4th Grade Principal! Due to continued enrollment and hiring growth, our current Early Education to 8th Grade Principal position is being divided into two positions. It is with great excitement and anticipation that we look forward to seeing how God will continue to build our program through the skills, talents, and heart of an additional leader. We have been praying for you, trusting that God will bring someone who is the right fit for our school and community.

At Pella Christian, we believe that preparing students for the future extends far beyond imparting knowledge and skills. It requires a learning environment and experiences that embrace the whole child—mind, body, and spirit. We live into our mission of empowering God's children to join in His restorative work—helping them see themselves as active participants in God's story of redemption and renewal. This mission shapes every classroom, every interaction, and every lesson, from our youngest preschoolers to our seniors in high school.

Many reasons exist why more than 875 students attend Pella Christian Schools—from a Christ-centered academic experience and outstanding teachers who care deeply for their students, to our vibrant Spanish Immersion program and thriving student services. The most important reason is Jesus Christ. Families invest in Pella Christian because they desire intentional engagement, whole child education, and generational community.

We invite you to read through our Opportunity Profile and explore our website (www.pceagles.org) to learn more about what makes Pella Christian such a special place.

If you are interested in pursuing this opportunity, please reference The Process page to begin the application process. Should you have any questions, please contact me at:
Dan Zylstra – 641.628.4440 or zylstrad@pceagles.org

With gratitude and anticipation,
Dr. Dan Zylstra
Head of Schools
Pella Christian Schools



PELLA CHRISTIAN SCHOOLS

AT A GLANCE

365 STUDENTS IN GRADES
EARLY EDUCATION-4TH GRADE

SERVED BY **25 TEACHERS &**
SUPPORT STAFF

875 TOTAL STUDENTS



39 ZIP CODES
REPRESENTED



68 CHURCHES
REPRESENTED

PC LEADERSHIP TEAM

Head of Schools - **Dan Zylstra**
9-12 Principal - **Kevin Herdegen**
Director of Learning - **Craig Juffer**
Director of Advancement - **Teresa Ulferts**
Director of Activities - **Dan Branderhorst**

OUR MISSION

**EMPOWERING GOD'S
CHILDREN TO JOIN IN HIS
RESTORATIVE WORK**

STATEMENT OF FAITH:

<https://www.pceagles.org/about/>

Core Values	Intentional Engagement	Whole Child	Generational Community
Scripture	Romans 12 Colossians 3:17	Mark 12:29-31 Proverbs 22:6	Psalm 145 Ephesians 3:16-21
Behaviors	Meaningful Participation Serving Others Kingdom Proclaiming	Integrating Faith Building Skills Knowing Students	Providing Belonging Missional Partnering Actively Investing

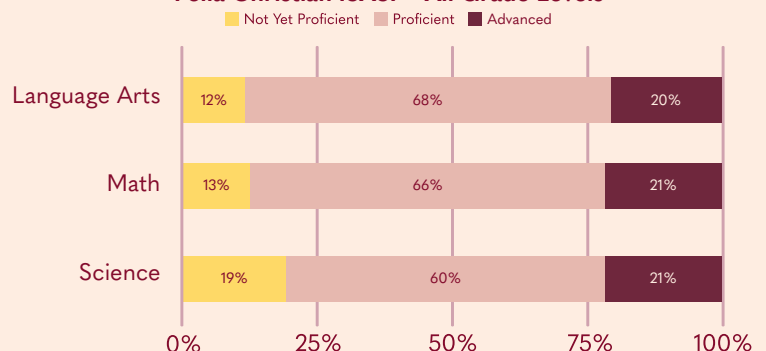
ENGLISH AND SPANISH IMMERSION EDUCATION TRACKS

Our multiple language tracks build language skills and increase global awareness.

TEACHING FOR TRANSFORMATION FRAMEWORK (TfT)

TfT provides a framework for the development of authentic and integral Christian learning experiences that are grounded in a transformational worldview with a focus on seeing and living out God's story.

Pella Christian ISASP - All Grade Levels



THE POSITION

EE-4 PRINCIPAL

REPORTS TO: Head of Schools

OVERSEES: EE-4 Staff

POSITION TYPE: Full-time, salaried (220-day contract)

KEY RESPONSIBILITIES

SPIRITUAL LEADERSHIP AND SCHOOL CULTURE

- Model a Christ-like life in attitude, speech, and action, serving as the spiritual leader and role model for students, faculty, staff, and the community.
- Integrate a reformed and biblical worldview into all aspects of the curriculum, school activities, and daily operations.
- Lead and participate in regular prayer, devotions, and chapel programs that promote spiritual development and character growth for students and staff.
- Foster a positive, nurturing, and safe school climate conducive to learning and reflective of Christian values, emphasizing mutual respect and the application of biblical principles in conflict resolution (e.g., Matthew 18).

ADMINISTRATIVE AND COMMUNITY RELATIONS

- Manage the day-to-day operations of the lower school, ensuring efficient and safe use of resources and facilities.
- Oversee student discipline in accordance with school policies, ensuring appropriate and equitable consequences that emphasize restoration and spiritual growth.
- Serve as the primary communicator to lower grade levels, addressing concerns promptly and maintaining a strong partnership between the home and school in the education of the child.
- Serve on the Leadership Team and work collaboratively on budgeting, admissions/enrollment, philanthropy, the development of school-wide policies, strategic goals, and other projects as assigned.

ACADEMIC AND INSTRUCTIONAL LEADERSHIP

- Supervise, develop, and evaluate the curriculum for Early education through 4th grade, ensuring academic excellence and alignment with the school's Christian philosophy of education and relevant standards (e.g., CSI, state).
- Observe, evaluate, and mentor teachers to enhance instructional strategies, classroom management, and professional growth, including the integration of faith and learning.
- Oversee the assessment of student learning (academic, social, and spiritual) and utilize data to inform instructional decisions, program development, and student support services.
- Collaborate with faculty to address the diverse needs of students, including those requiring academic support or enrichment.

PERSONNEL MANAGEMENT AND DEVELOPMENT

- Recruit, interview, recommend for hire, onboard, supervise, and evaluate all lower school faculty and staff.
- Lead professional development activities that focus on best practices in early childhood and elementary education, as well as the unique requirements of Christian schooling.
- Cultivate a collegial and collaborative work environment that encourages high morale and teamwork among the staff.

QUALIFICATIONS

SPIRITUAL QUALIFICATIONS

- A mature and genuine personal faith in Jesus Christ as Savior and Lord.
- Active and faithful membership in a local, reformed church
- Demonstrated commitment to the mission and philosophy of Christian education.
- In agreement with the Pella Christian Statement of Faith.

PROFESSIONAL QUALIFICATIONS

- Master's Degree in Educational Leadership or a related field.
- Licensed as an administrator in the state of Iowa or willingness to obtain licensure.
- Experience as an educational leader, either formally through an administrative position or through demonstrated leadership experiences in a school setting.
- Proven knowledge and understanding of the core instructional practices and content related to the instruction of elementary students.

DESIRED SKILLS AND ATTRIBUTES

- Exceptional written and verbal communication skills.
- A minimum of three years of successful classroom teaching experience in a relevant grade level (PreK-4).
- Strong interpersonal, organizational, and conflict-resolution abilities.
- Proven capacity for strategic planning and problem-solving.
- Able to articulate a vision for faith integration in alignment with Pella Christian's mission.
- A servant leader with a high degree of integrity, humility, and emotional intelligence.

BENEFITS

- Competitive salary
- Health insurance
- Health Reimbursement Account/Health Savings Account
- Life insurance
- Dental insurance
- Accidental Death & Disability/Long Term Disability
- 401(k) Plan and employer match
- Moving allowance
- Paid sick and personal/family leave days
- Educational assistance for continuing education/seminars/conferences
- Iowa ESAs provide nearly \$8,000 per student for tuition
- 20% tuition discount for children attending Pella Christian

THE PROCESS

Applications will be accepted until the time that an Early Education to 4th Grade Principal is appointed.

Confidential inquiries and questions concerning the search may be directed to Pella Christian's Head of Schools, Dr. Dan Zylstra at 641-628-4440 or zylstrad@pceagles.org.

If, after reading this opportunity profile, you believe that the gifts and experience God has given you are a good match for Pella Christian, we invite you to begin the inquiry process. Candidate information and conversations will be held confidential.



1

A Current Resume

Include your professional experience, educational background, certifications, and any relevant leadership or ministry involvement.

2

Responses to the Following Essay Questions

Describe your spiritual journey of faith in Jesus Christ. Indicate how God is using you in your work, your church, and your community. How has your relationship with Jesus Christ shaped your career and influenced your decision to apply for this position? Please include an articulation of your alignment with the Reformed tradition (e.g., Christian Reformed Church, Reformed Church in America, etc.) and how your faith aligns with Pella Christian's mission of "Empowering God's children to join in His restorative work."

Describe your experience with Christian education, both personally and professionally. How would you define the marks of educational excellence in a Christian school? Share how you would foster a Christ-centered, nurturing, and academically strong environment for students in Early Education through 4th grade.

Describe your leadership style and how you seek to lead in a way that honors Christ. If you have taken any leadership inventories (such as Gallup StrengthsFinder, SDI, VIA 24, etc.), please feel free to share your results and reflect on how they shape your leadership approach.

3

References

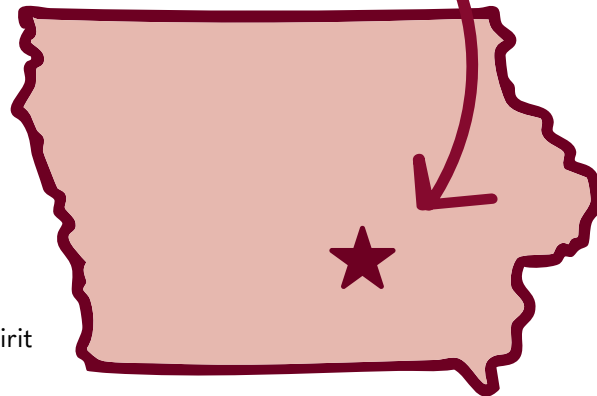
Provide the names and contact information (telephone numbers and email addresses) of four references who know you and your career well enough to comment on your suitability for the Principal position at Pella Christian Schools. References will be held confidential and will only be contacted after we have requested and received your permission to do so.

ABOUT PELLA, IOWA

Welcome to Pella — America's Dutch Treasure!

Nestled just 45 minutes from Des Moines, Iowa's capital city, Pella offers the charm of a close-knit community with the amenities and opportunities of a growing, vibrant town. Recognized by USA Today as one of the Top 3 Best Places to Live in the U.S. (2019), Pella provides a family-friendly, faith-centered, and safe environment that makes it a wonderful place to live, work, and raise a family.

In Pella, you'll find short commutes, beautiful and affordable homes, excellent schools, and abundant recreation — all surrounded by a spirit of hospitality and community pride.



A Celebration of Heritage

Pella is known for its rich Dutch heritage and world-famous Tulip Time Festival, held the first weekend of May. This three-day celebration welcomes more than 200,000 visitors each year for parades, Dutch costumes, delicious food, vibrant tulip displays, and a contagious sense of community joy. It's a highlight for both residents and guests — and a tradition that captures Pella's unique blend of history, beauty, and togetherness.

Outdoor Adventure and Recreation

For those who love the outdoors, Pella offers endless opportunities for adventure. The community sits near Lake Red Rock, Iowa's largest lake, where you can enjoy boating, paddle boarding, fishing, and camping. With 15 city parks, a state-of-the-art aquatic center, and the scenic 14-mile Volksweg Trail, Pella makes it easy to stay active and connected with nature.

A Connected Community

Located in south-central Iowa, Pella is just a short drive from larger cities and cultural attractions — offering the perfect balance between peaceful small-town living and access to exciting weekend outings and events.

Pella truly has it all — a community rooted in faith, enriched by tradition, and energized by a shared vision for the future. It's a place where families thrive, neighbors care for one another, and God's people continue to grow and serve together.

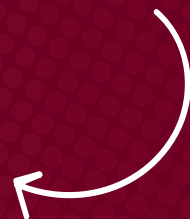




CHECK OUT HOW GOD'S STORY IS UNFOLDING AT PELLA CHRISTIAN

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www.pceagles.org

