



# LIGHTHOUSE CHRISTIAN SCHOOL

A PRE-K - 12TH DISCIPLESHIP SCHOOL

Twin Falls, Idaho



## Head of School OPPORTUNITY PROFILE

# GREETINGS FROM LCS



Dear Prospective Head of School Candidate,

We are grateful that you are considering this opportunity at Lighthouse Christian School. We hope that you will gain a greater understanding of who we are as you read through this Opportunity Profile and explore our school website. Please be sure to read our statement of 'Who We Are' as well as our Statement of Faith, which concisely describe the essence of what we are about as a Christian school ministry.

Founded in 1995 by Pastor Greg Fadness as a ministry of the Lighthouse Church, Lighthouse Christian School has grown from its original 12 students to an enrollment of over 360 students through God's faithful preservation and the tireless work of men and women committed to the mission of equipping students with the tools for learning through a Christ-centered education. Today, LCS continues to fulfill its purpose as a Christian discipleship school committed to the spiritual, intellectual, physical, social, and emotional development of students.

Located in Twin Falls, Idaho, within the Magic Valley area, LCS provides a biblically integrated instructional program in a disciplined environment that encourages spiritual commitment and academic excellence in order to educate the whole child in full view of eternity.

Our heart's desire, and the focus of our work, is that our students develop a biblically faithful worldview that will help them navigate an ever-changing and challenging world. We value our partnership with parents to whom God has entrusted our students and strive to be the allies they need to raise young men and women who will positively impact their communities with the gospel of Jesus Christ.

We trust God to use our efforts for His glory and that He will continue making Lighthouse Christian School a beacon of light in our community.

Once again, we thank you for taking the time to read through this opportunity profile and consider LCS as your next potential place of leadership and influence. May the Lord Jesus Christ be honored in all that we do!

Sincerely,  
Mike Bosma  
Chairman/Chief Governance Officer  
LCS Board of Directors



# LCS Purpose

The purpose of Lighthouse Christian School is to provide a biblically-integrated instructional program in a disciplined environment that encourages spiritual commitment and academic excellence in order to educate the whole child in full view of eternity.

## LCS Vision

To educate the whole child with a full view of eternity.

## ABOUT LCS

As a ministry of Lighthouse Church, LCS was founded in 1995 by Pastor Greg Fadness as a discipleship school committed to the spiritual, intellectual, physical, social and emotional development of students. Today, Lighthouse Christian School is still faithful to its original purpose, serves hundreds of students and families each year, and continues to be a vital part of the church's overall ministry to the community.

To honor God and in partnership with our school families, LCS is committed to the academic growth of each student. LCS understands that God has uniquely designed a plan for the life of each Lighthouse student. LCS desires to partner with parents to prepare each student for whatever God has created them to do, whether college, career, entrepreneurial experience, or ministry opportunity. The Lighthouse educational experience is student-formulated and teacher-facilitated, in a Christ-centered environment. We want students to engage in their educational experience and collaborate with others to challenge their thinking, identify their strengths,, and measure according to potential.

## KEY FACTS

FOUNDED

**1995 with 12  
students**

**368**

Current PREK-12  
STUDENTS

**100%**

OF TEACHERS WHO  
PRAY AND INVEST  
IN THEIR STUDENTS

**6**

Clubs Offered

**8**

***Competitive  
Sports Offered***

**60**

TEACHERS & STAFF



ANNUAL  
BUDGET  
\$2.3 M

# SCHOOL COMMUNITY



At Lighthouse Christian School, we are dedicated to:

- Encouraging students to develop a personal relationship with Christ, understand the Bible as God's infallible word, and be armed to defend their Christian beliefs.
- Helping students achieve academic excellence within their full potential, positioned to succeed at the next level of education and/or their chosen vocation.
- Guiding students to attain Christ-like character, good citizenship discipline, and perseverance through academic, athletic, and other extra-curricular programs and opportunities. Continuing development of a comprehensive educational program that helps guide each student in reaching their full academic, artistic, and athletic potential, partnering with parents in the education of their child.





# ACADEMICS

Lighthouse Christian School is accredited through The Association of Christian Schools International (ACSI). We serve a student body of 368 students and growing in grades K3-12th grade. As each child is a unique creation of God, we strive to foster and showcase individual gifts and talents of each child. Engaging lessons, challenging curriculum, highly qualified staff, and learner centered activities are offered at each stage of learning. Instruction is focused on the whole child.

Lighthouse offers a full preschool program for 3-4 year olds using a biblically based curriculum. Preschool students enjoy many of the same opportunities as our K-5 students including chapel, lunch, field trips, music, special programs, and recess. These integrated activities provide young learners with a foundation for their education and development.

Curriculum offered in grades K-5 is rigorous and research based with a focus on differentiated instruction in reading and math.

**Math:** iReady Mathematics offers ongoing assessment with targeted and adaptive online practice. Direct instruction and small groups are also part of this high-quality curriculum. We are currently in year two of implementation.

**Language Arts:** Collaborative Classroom is a literature rich, research-based program that offers individualized instruction in the areas of reading and writing. It also offers specialized, targeted instruction for struggling readers, which is our SIPPS program. Our SIPPS teacher pulls small groups of students with similar needs several times per week to focus on specific areas of reading instruction.

**Science, Social Studies, and Social Emotional Learning:** Students enjoy the hands-on experiences of Mystery Science, thematic studies for social studies, Idaho history in 4th grade, and Second Step for SEL.

**Bible:** Positive Action Bible studies is a developmentally appropriate Bible curriculum used across all grade levels and is a core subject area taught daily.

In grades 6-12, students are challenged and ready to enter the world of career, college, or vocation. English, math, science, social studies, foreign language, Bible, fine arts, agriculture, and athletics, along with various electives are all available to expose students to a well-rounded instructional experience. Opportunities include, worship band, choir, drama, STEM, college and career readiness, as well as upper-level mathematics and sciences.



# LEARNING ENVIRONMENT

## CAMPUS

Lighthouse Christian School is a PreK to 12th grade school that resides on a 10-acre campus in Twin Falls, Idaho.

Our Facilities Feature:

- A PreK- 5th grade elementary building with two classrooms for each grade level, a sanctuary, cafeteria, literacy room, prayer room, art room, finance office, administrative offices, and pastor offices.
- A 6th-12th grade secondary building with classrooms, a gymnasium, auditorium, weight room, concessions, and student services offices.
- A music room for our choir, worship band, and elementary music classes.
- A Grindhouse fully equipped with a coffee shop and lunchroom for secondary students.
- A Football field equipped with one of the few turf football stadiums in the area.







# CO-CURRICULARS

## ATHLETICS

The Lighthouse Lions have claimed 10 team state championships (Volleyball - 2012, 2013, 2014, 2016; Football - 2011, 2014, 2019; Track - 2013; Golf - 2014; Basketball - 2019) and multiple individual state championships. Lighthouse may be small, but the Lions are blessed with quality coaches, competitive student athletes and one of the few turf football stadiums in the area. Lighthouse participates in the Snake River Conference for all sports in District IV: 1A Division 1.

### Athletic Programs

#### Middle School

Football  
Volleyball  
Basketball  
Track and Field

#### High School

Football  
Volleyball  
Cheerleading  
Golf  
Track and Field  
Basketball  
Softball  
Baseball

## FINE ARTS

As image bearers of the one true God, each of us comes hard-wired for creative expression. A Christ-centered education would therefore be hollow without the opportunity to praise Him through the different modes of artistic expression. For this reason, we place a high priority on student participation in vocal and instrumental music, drama, art, yearbook, FFA, student council, broadcast, and more.

### FFA

Lighthouse Christian School is the first Private School in Idaho to establish a chapter of Future Farmers of America.

### Drama

Drama classes begin in Elementary and extend through Secondary. Members of our High School Drama club were invited to the State Competition in 2023!

### Student Council

Lighthouse created our first Student Council in 2023 and have appointed exceptional Christian Leaders.

### Student Led Worship Band

Our Worship Band leads chapel every Thursday for our secondary students and ranges from vocal to instrumental members.

# Lighthouse Church



Pastor Greg and Pam Fadness moved to Twin Falls in October of 1994 to establish what would become Lighthouse Church. Lighthouse Christian School was launched the following year under Pastor Greg's leadership. Greg and Pam's eldest daughter Caitlin was a part of the first graduating class in 2006. All five of the Fadness children attended and graduated from LCS.

Pastor Greg's vision for LCS is that it would go on into the future as a school where young people are given a strong biblical foundation, a rigorous education, and a passion to follow their God-given calling in life.

## Church Board of Elders

Pastor Greg and the Pastors of Lighthouse Church continue to serve LCS by overseeing spiritual focus and biblical content, ensuring that LCS stays faithful to its mission

## School Board of Directors

With the desire to honor the Lord Jesus Christ through the most effective operation of its school ministry, the church's Board of Elders has commissioned and delegated authority to a separate Lighthouse Christian School Board of Directors to provide focused oversight and direction for the school. Under the authority of the Lighthouse Church Board of Elders, and with authority granted to it by the church's Board of Elders, the LCS School Board of Directors is the governing body that provides the policies, direction, financial, spiritual, and operational accountability for the Head of School. The Head of School has authority over all school personnel and programs, is responsible for operating and managing all day-to-day affairs of the school, and reports directly to the LCS Board of Directors.



# HEAD OF SCHOOL ROLE RESPONSIBILITIES

The Head of School reports to the Board of Directors as their sole employee. Consistent with its Policy Governance structure, the Board provides the Head of School with standards and measures for accountability. The Board of Directors currently consists of five members. The Head of School is charged with the overall responsibility for the operation of the school in accordance with the by-laws, policies, and end result objectives approved by the Board.

The Head of School will provide Christ-centered, biblically based, and spiritual leadership to all aspects of the school, and will be responsible for all day-to-day business, spiritual, academic, and co-curricular operations. Additionally, the Head of School will be the chief spokesperson for Lighthouse Christian School with the various constituencies of the LCS community: students, parents, staff and faculty, alumni, donors, community leaders, organizations, Board of Elders, and the Board of Directors.

## SPIRITUAL LEADERSHIP

The Head of School provides spiritual leadership through a powerful Christian testimony and witness, a humble spirit, and a heart guided by prayer. The Head of School is responsible for ensuring students can grow and develop with the foundation of God's truth and for fostering the spiritual vitality of the faculty and staff so they can positively influence students. The Head of School will model a Christ-like attitude and lifestyle and demonstrate compassion, patience, honesty, and wisdom in all interactions with staff, students, parents, board members, and other community members.

## ADVANCEMENT LEADERSHIP & FINANCIAL MANAGEMENT

The Head of School will ensure internal professional business processes and operations to safeguard integrity and sustainability. The Head of School will also ensure external promotion of the school to the broader Magic Valley community, enhancing Lighthouse's reputation to increase enrollment and donor investment. The Head of School monitors enrollment trends and seeks to understand what is driving those trends. He or she also oversees the operation of the business office including IT, accounting/finance, communications, and building maintenance. As the face of the school, the Head of School is strategically engaged with donors to the school and sharing opportunities to partner in the school's exciting mission.

## ACADEMIC LEADERSHIP

The Head of School provides academic leadership by directing his or her team in the improvement of instruction, curriculum alignment, supervision of staff, selection of curriculum, and administration of disciplinary action for students and staff. The Head of School is responsible for developing a program of professional development to maximize staff growth, advancement, and academic excellence.

## ORGANIZATIONAL LEADERSHIP

The Head of School provides strategic and visionary leadership for the entire organization to reach the end result objectives established by the Board. He or she collaborates with and supervises the leadership team, ensuring they effectively lead all other staff in the accomplishment of strategic goals and initiatives for the purpose of fulfilling the LCS mission and vision.

## COMMUNICATION SKILLS

The Head of School will be a unifying and effective communicator who establishes and maintains strong personal relationships with internal and external constituencies, speaking Lighthouse's values in the school community in words and writings, and living them out through the ministry of presence.

# HEAD OF SCHOOL ROLE

## REQUIREMENTS

**Years of Experience:** 5 years in a senior organizational leadership, academic, administration, or head of school role.

**Educational Requirements:** Master's degree. An advanced professional degree or doctorate will be evaluated, like experience, in the consideration of each candidate.

### EXPERIENCE & ABILITIES

- Ability to provide academic expertise and leadership to advance the school's instructional capabilities, to ensure appropriate courses/curriculum/scope and sequence, and to ensure appropriate standards are maintained.
- Excellence in organizational leadership with the ability to inspire others to do their best work, to hold faculty and staff accountable to standards, and to methodically carry out long-term plans from inception to successful completion.
- Willingness to listen, but with the ability and wisdom to make tough decisions.
- Ability to communicate and clarify the school's mission, purpose, and values at all levels.
- Ability to inspire a common vision of the school at all levels.
- Academic planning and expertise.
- Knowledge of classical Christian school models preferred.
- Willingness to work with the Board in developing and executing a long-range academic plan for the school.
- Commitment to partner with the Board of Directors in professional excellence using the Policy Governance model to achieve institutional end results as directed.

### PERSONAL CHARACTERISTICS

- Someone sufficiently extroverted and highly relational.
- An "out front" inspirational leader who brings positive motivation and clarity to the mission and direction at all levels.
- A person who has high integrity and honesty.
- An individual who is positive, energetic, and collaborative.
- Strong visionary leader
- A person who is a passionate Christian with a deep commitment to following Jesus Christ
- Discipleship skills necessary to point all in the school to Christ and to encourage them to follow Him.
- Personal testimony, values, and biblical worldview are in alignment with the school's doctrinal statement and traditional Christian beliefs.



# OUR COMMUNITY

Twin Falls, Idaho is an incredible place to live! Immerse yourself in nature and outdoor activities! The Magic Valley is an affordable place to live, a wonderful place to raise a family, friendly and welcoming people, and under two hours to major cities including Boise. The city is situated near several national parks and forests and provides residents with easy access to hiking, biking, skiing, golf, fishing, and camping opportunities. The cost of living in Twin Falls is relatively affordable, making it an ideal place to start and raise a family.



# APPLICATIONS

Interested and qualified candidates should submit, via e-mail, the following materials to our Head of School search consultant, Stephen Novotny with Graybeal and Associates, at [stephen.novotny@graybeal.org](mailto:stephen.novotny@graybeal.org) or at 713-304-4799.

To apply, please provide the following for review:

1. Cover Letter
2. Current Resume or Curriculum Vitae.
3. Three references. Please provide names, addresses, phone numbers, and email addresses, and identify the nature of the relationship you have with these individuals.
4. Answers to the following questions:
  - Describe your spiritual journey of faith in Jesus Christ. Indicate how God is using you in your work, in your church, and in your community. How has your relationship with Jesus Christ shaped your career and influenced your decision to apply for this position?
  - Briefly state your philosophy of Christian education.
  - How would you define the marks of educational excellence in a Christian school?
  - What are the main challenges and opportunities within K-12 Christian education today?
  - Briefly describe your understanding of, and experience with Christian education.
  - Describe your style of leadership and how it is effective.
  - Describe your experience with raising funds for a Christian school.

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