



PUSCH+RIDGE

CHRISTIAN ACADEMY

A ministry of Catalina Foothills Church



HEAD OF SCHOOL SEARCH

OPPORTUNITY PROFILE



THE OPPORTUNITY

In several ways this is an incredible opportunity. With 825 students now, this school is one of the largest classical Christian schools in the country and with the opening this summer of a dual-lingual campus in under-resourced south Tucson that will potentially grow adding 600+ Hispanic students. Pusch Ridge is a ministry of Catalina Foothills Church, with which the school has an excellent relationship. The state of Arizona's funding mechanism for private schools coupled with the school's significant major donors and no debt means the school is in a solid financial position.

ABOUT

Pusch Ridge Christian Academy is a DK – 12 Christian, classical, covenantal school serving the metropolitan Tucson, Arizona community.

Founded in 1998 as a ministry of Catalina Foothills Church (PCA), Pusch Ridge serves families from over 80 church communities in the greater Tucson area. Pusch Ridge's founders envisioned a school that would serve the broader Tucson community, reaching a wide and diverse socio-economic and cultural population.



Pusch Ridge is ranked by Niche.com as the no. 2 "Best Christian High School in Arizona" and the no. 4 "Best Private K-12 School in Arizona".



It has 140 full-time and part-time employees. The teachers and staff are hard-working with a high degree of loyalty and commitment to Pusch Ridge. The student-teacher ratio is 12-1. Tuition is \$12,298 for the highest grade offered. Over 91% of students in the school system receive some form of state tuition tax credit funding, scholarship or aid including the Empowerment scholarship.

The annual budget is approximately \$9 million and nearly all funds are received or pledged for additional facilities on the 48-acre Upper School campus (grades 6 - 12) and are being cultivated for the new dual-lingual campus in south Tucson.

90% Over 90% of Pusch Ridge graduates go on to attend a 4-year college.	56 Fifty-six Pusch Ridge students have been honored as National Merit finalists and commended scholars.	\$95M Over \$95 million in college scholarships have been offered to Pusch Ridge students since 2006.	14 Fourteen Pusch Ridge graduates have received military academy appointments.
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Pusch Ridge has rich and diverse extracurricular opportunities including athletics, fine and creative arts programs, multiple mission trips, and community outreach opportunities. Pusch Ridge offers multiple sports teams for middle and upper school students. With 125 coaches (paid and volunteer) and excellent facilities, Pusch Ridge athletics have won over 80 regional championships, and have been either state champions or runners-up over 40 times. The Upper School has a dedicated fine arts building facilitating the various arts offerings such as choir and instrumental performance groups including marching band, drama and the visual arts.



Community service is a hallmark of Pusch Ridge's curriculum as students volunteer both locally and internationally. Pusch Ridge requires high school students to complete a minimum of 20 hours of community service per year.

MISSION

The mission of Pusch Ridge Christian Academy is to teach our students to become like Christ through a classical, Christian education within a covenantal community

Pusch Ridge Christian Academy strives for excellence across the curriculum, *teaching from a Biblical worldview*, so that each student is *prepared to engage the world with the truth of the Gospel*. PRCA's model of classical education provides a strong academic foundation *to equip students for the future*. Classical education is a systematic method of training students to become critical thinkers so they have *the tools for pursuing knowledge, wisdom, and virtue, with the Truth of Christ as the standard*. As a result, a life-long love of learning is cultivated, and students are able to *think logically and to reason persuasively about the world around them*.

PRCA's mission involves partnering with parents in the Christian education of students and, as a result, families agree to support and cooperate with PRCA in the philosophy and standards taught at school. Pusch Ridge aims to work with the community to meet the needs of its students so that each student's fullest potential can be developed. The prayer is that each student will experience an abundant life in Christ and be equipped for every good work.



Pusch Ridge's "portrait of a graduate" defines the five key character traits (or expected student outcomes) that have been woven throughout the curriculum to prepare graduates to do "the good works which God has prepared beforehand." Pusch Ridge desires all students and graduates to be:

Servant Leaders Courageous Christians Truth Seekers

Virtuous Stewards Justice Keepers



What is Christian education?

Christian education seeks to teach students about the world God created and how it can be found in every area of learning. In all subjects, from fine arts to mathematics, God, as creator of all things, is also at the center of all things. Integrating a Biblical worldview into every area of study teaches students that God is not limited to one area, and truly understanding His Word is the only way to become more like Him, ready and equipped to engage the world.

What is a Covenantal school?

For Pusch Ridge, a covenantal relationship means that the school and the home partner together and in tandem, "to raise a child in the way that he should go". It is much more than just a partnership though. As Christians we are joined with one another through Christ. As such, we are not our own and our relationship with one another is eternal.



A true covenantal relationship means just as Christ has committed Himself to us, we commit ourselves to Him and to one another. In the case of Pusch Ridge, the school commits itself to assist believing parents to bring up their children "in the nurture and the admonition of the Lord.." Parents commit themselves to support and encourage the school and its efforts, and together commit themselves and their children/students to loving and serving Jesus Christ. Requiring grace, mercy, and forgiveness, this often awkward and messy relationship is an expression of the beautiful relationship between God and His people. Further explanation describing PRCA covenantal community can be found [here](#).



What is Classical education?

Classical education is a long tradition that emphasizes the seeking after truth, goodness, and beauty through a study of the liberal arts and the great books, a canon of literature known for its excellence in uncovering the human spirit. By liberal arts, what is meant is the trivium (grammar, logic, and rhetoric) which sets the student free to study other arts/sciences, as well as the quadrivium (arithmetic, geometry, astronomy, and music) whose content knowledge frees the mind to apprehend higher truths about reality. The focus is on teaching students to know truth, beauty, wisdom, goodness, virtue - the highest causes, rather than equipping for purely practical skills to do well at a given job.

It is a common reaction for someone who has no prior knowledge of classical education to quickly see why it is much better than the traditional instruction. And it is both subject matter and a teaching methodology that can be learned. It is common for someone who has no prior knowledge of Classical Education to soon realize why it is a powerful educational philosophy and methodology with a growing resurgence across the country. If a potential candidate has not yet worked in classical education but will be committed to it that can be sufficient. Further explanation describing classical education can be accessed [here](#).



POSITION OVERVIEW

The Head of School will:

- Champion Pusch Ridge's vision and provide overall leadership in accomplishing that vision
- Regularly communicate with all constituencies of Pusch Ridge including the board, staff, Catalina Foothills Church, parents, students and the community at large
- Give leadership to all school personnel and programs of Pusch Ridge
- Help Pusch Ridge flourish and advance the mission through donor development, fundraising, and through proactive relationships with external constituencies
- Oversee Pusch Ridge's financial affairs giving overall fiscal management
- Serve as the spiritual leader for the Pusch Ridge community
- And as the head of a ministry of Catalina Foothill Church will be an engaged member of the church

RESPONSIBILITIES AND DUTIES

- Ensure Pusch is committed to spiritual vibrancy, academic excellence, and healthy community
- Demonstrate a love for others including students, staff, parents, and alumni
- Represent Pusch Ridge in dealings with other schools, professional organizations, accrediting agencies, the press and the public, as necessary
- Be the chief spokesperson for Pusch Ridge to both internal and external constituencies
- Seek to understand the challenges of today's students including their academic, spiritual, social and emotional challenges
- Develop rapport with all members of the Pusch Ridge community including students, teachers, staff, parents and Board members
- Cultivate and proactively develop positive relationships with Pusch Ridge Board, Catalina Foothill Church's pastors and elders
- Ensure Pusch Ridge commitments to academic excellence by encouraging innovation, implementing best practices, and seeking continuous improvement in the curriculum and culture of Pusch Ridge
- Proactively recruit and hire excellent Christian educational professionals who are in wholehearted agreement with Pusch Ridge mission, statement of faith, and school DNA.
- Establish professional development opportunities for Pusch Ridge administrators, faculty, and staff

- Take ultimate responsibility for the financial strength and well-being of Pusch Ridge - providing overall leadership on financial matters and decisions
- Actively and personally engage in fund and "friend" raising on behalf of Pusch Ridge prioritizing the development and cultivation of key donor relationships including overseeing strategic fundraising initiatives
- Consistently demonstrate a servant leadership style modeling Christian virtues such as integrity, collegiality, and transparency before all team members
- Champion and guard the unique characteristics of Pusch Ridge including its statement of faith, mission, values, classical Christian philosophy, and covenantal enrollment commitment
- Lead Pusch Ridge spiritually with an authentic faith making decisions guided by a Biblical worldview
- Be the primary champion and voice of the unique Pusch Ridge culture and DNA
- Learn and listen from the past engaging the present realities in collaboration with the Board in order to strategically lead into the future

REPORTING STRUCTURE

The Head of School has ten direct reports:

- Deputy Head of School
- Dean of Academics
- Upper School Principal
- Middle School Principal
- Grammar School Principal
- South Campus Principal
- Director of Admissions
- Chief Financial Officer
- Director of Facilities
- Director of Advancement (currently open)

The most current organizational chart can be accessed [here](#). As the school has grown, the current administration is currently streamlining the reporting structure to the Headmaster.

The Head of School reports to the Pusch Ridge Board of Directors, which is composed of seven to twelve members. To facilitate good communication and understanding between the school and the church there is an oversight committee consisting of the Pusch Ridge board chairman, three other members of the board, the Senior Pastor of Catalina Foothills Church, three other Catalina Foothills Church elders and the Head of School.



QUALIFICATIONS AND CHARACTERISTICS

- A spiritual calling for this position
- A mature Christian evidenced by a growing relationship with Jesus Christ
- Willing to become a member and involved at Catalina Foothills Church
- Practices spiritual disciplines
- In full agreement with the Pusch Ridge statement of faith
- A humble and thoughtful Christian leader
- Is relational approachable by all Pusch Ridge constituencies
- Committed to modeling a love of God and students for faculty and staff - to do the same in their lives
- A by-product of this person's spiritual walk is their desire to see students develop a personal walk with the Lord
- A man or woman above reproach with highest levels of integrity and moral purpose
- Values the contributions of all faculty and staff members facilitating a strong sense of teamwork
- Experienced administrator with a proven ability to implement best practices, procedures and principles to advance all aspects of the school
- Is visible and accessible to all within the school
- Has strong business acumen understanding fiscal responsibility and budget management
- Empowers and equips the leadership team to fulfill their areas of supervision and responsibility
- Able to hold others accountable as appropriate and necessary
- Able and willing to work approximately 60 hours a week including some weeknights and weekends while maintaining good family balance
- Is able to prioritize time effectively allowing for an approximately 50-50 split of time in order to focus both internally and externally
- Skilled in change management and communication
- Is an excellent listener and learner
- Able to navigate the changing cultural winds with wisdom and understanding
- Demonstrates the qualities of kindness and respect in all interpersonal interactions
- Ensures that the Pusch Ridge's outcomes are being realized in the lives of its graduates
- Understands the characteristics and traits of this generation of children and teenagers
- Is adept at conflict and crisis management, able to navigate and bring positive resolutions to conflicted situations and relationships



- Has demonstrated high EQ (emotional intelligence)
- Has the strength and courage of character to hold to personal convictions and Pusch Ridge standards and policies
- Is excellent in conflict resolution, done with sensitivity
- Has at least five years' experience as an administrator with a Christian high school with 300+ students, having reported to a board is also important
- Has at least five years and hopefully 10+ years to give to the role if things go well
- Must possess a bachelor's degree, a masters, or doctoral degree is preferred

LIVING IN TUCSON

Tucson's plentiful sunshine, natural beauty, and diverse culture lend to an active lifestyle rich in great food, gorgeous hikes, challenging biking trails, and unforgettable experiences. With more than 300 days of sunshine every year and incredible desert scenery, most of the city's top attractions will lead you into the great outdoors.

The gorgeous mountains immediately in front of you, coupled with the desert landscapes of cacti and mesquite is the beauty of the old west. End each day with stunning breath-taking sunsets that paint the sky with cotton candy pinks, vivid oranges and purples, dappled with whimsical feathered clouds.

Tucson has resort hotels, a major university, thriving arts and music, and a variety of restaurants, relaxing spas and more. Tucson is the first North American city to be designated a UNESCO City of Gastronomy due to its agricultural history, confluence of cultures, with numerous restaurants and food festivals in the community.

Tucson still acts and feels like a small town even though it is the second largest city in Arizona with a metro population of over 1,000,000. While there are many homes in the \$1+ million range, the typical home value in Tucson is \$305,007, which is very similar to Dallas, as a comparison. Check out Tucson homes at [Zillow.com](https://www.zillow.com)

THE SEARCH AND SELECTION PROCESS

Assisting Pusch Ridge are Bruce Dingman and Dr. Hutz Hertzberg of the Dingman Company Inc., an executive search firm that has a successful track record of similar searches. (See: www.dingman.com). This opportunity will be shared with people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested qualified persons, ask for a thorough résumé, a response to a questionnaire, conduct follow-up telephone calls, and do a Zoom interview with the candidate and spouse.

In collaboration with the Pusch Ridge Christian Academy search committee, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the Pusch Ridge search committee. Interviews are scheduled to take place in Tucson, Arizona in November 2022.

Pusch Ridge and the Dingman Company are committed to a process that represents equal opportunity employment and does not discriminate in anyway based on gender, race, age, color, national origin, veteran status, medical condition or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone including Pusch Ridge without their prior consent, nor will reference contacts generally be made until mutual interest has been established. Reference checking may need the candidate's permission to access third parties. The search consultants and the search committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.

For further information on this position, please contact:

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[Discerning the Lord's Will](#)