MOUNT PARAN CHRISTIAN SCHOOL

HEAD OF SCHOOL Opportunity
ABOUT THE SCHOOL

...a place where faith and intellect grow as one

Mount Paran Christian School (MPCS) is Northwest Atlanta’s exemplary independent, nondenominational, Christian, college-preparatory school. Founded in 1976, MPCS anticipates serving a 2023-24 student body of 1,300 students PK3-12 from 120 churches on its 68-acre campus in Kennesaw, Georgia. As a covenantal Christian school, MPCS is passionate about uniting with the home and the church to prepare servant-leaders — in the classroom, on the field and court, on the stage, and ultimately in the community.

Mount Paran Christian School offers students an enriching Christ-centered experience, enabling them to embark on a transformative path where they can reach their full potential and surpass it within a secure and supportive setting. Students are actively encouraged to take risks, acknowledging that while they may occasionally encounter setbacks, they consistently learn and grow, fostering their unique ideas, exploring diverse perspectives, and embracing their Christianity.

Mission

Providing academic excellence in a Christ-centered environment, Mount Paran Christian School unites with home and church to prepare servant-leaders to honor God, love others, and walk in Truth.

Vision

MPCS aspires to be a national school leader by providing an innovative education to a diverse community of learners within a liberal-arts framework, all for the Glory of God.

Core Values

1. LEARNING FOCUSED
   MPCS enables students to explore deeply, think critically, experience authentically, problem-solve confidently, and retain meaningful learning.

2. CHRIST-CENTERED
   MPCS embodies a nurturing culture where biblical worldview and deep faith are developed in the hearts and minds of students to impact the world for Christ.

3. PURSUERS OF EXCELLENCE
   MPCS rigorously seeks the highest standards for exemplary education with quality opportunities for learning, well-balanced student development, and a complete experience for families.

4. COMMUNITY ORIENTED
   MPCS nurtures community through relationships, service to others, and family connections.
The Campus

The Mount Paran Christian School campus is nestled in the shadow of historic Kennesaw Mountain. Walking paths and a 6-acre lake complement the picturesque 68-acre wooded campus that the school has called home since 2003. The campus includes the Mulkey Building (Administration, Lower School, Middle School, two gyms, media centers, dining hall), Dozier Hall (High School), and the Sewell Cottage (Preschool).

The Murray Innovation Center, opened in January of 2022, is the crowning jewel for innovative academic instruction. The “MIC” is a 23,000+ square foot addition that includes a dedicated robotics field, new science labs, technology-rich collaborative areas, digital lab, makerspace, fabrication lab, Roost café for the entrepreneurship classes, and a lake-facing quad with picturesque spots for outdoor teaching and community events.

Equipped with technology that would rival even the most elaborate performing arts complexes in the world, the Murray Arts Center creates endless possibilities for growth in all areas of the arts. With its 577-seat main theater, a 190-seat black box theater, three dance studios, exquisite grand lobby, state-of-the-art recording studios (the LeFevre SoundLab), band and choral rehearsal spaces, practice rooms, classrooms, and numerous amenities, the “MAC” enhances the arts experience for MPCS students, families, and the community.

The extensive athletic facilities at MPCS feature the 2,500-seat Catherine Steele Sewell Stadium, which is home to the school’s football, soccer, track, cheer, and lacrosse teams, the 950-seat Hughes Gymnasium, four tennis courts, a dedicated middle school baseball field, and the Stephen A. Werner Athletic Complex, which is comprised of baseball, softball, and practice fields, plus a covered, state-of-the-art batting facility. In 2020, the varsity baseball stadium and Jordan Field (a multi-purpose game and practice field for lacrosse, soccer, and football) were outfitted with 214,000 square feet of Legion, Legion Pro, and TruHop Turf systems.
Academics

Mount Paran Christian School has never bought into the notion that a Christian school is somehow less academic than its secular counterparts. In addition to being unapologetically committed to a Christ-centered education, MPCS is Cobb County's exemplary college-preparatory PK3-12 school, as evidenced by its academic statistics, programs, and character training. It is not an "either/or" decision regarding academics and faith; it is faith and intellect growing together as one.

PK3 and PK4

The preschool program centers around advanced levels of the Wee Learn curriculum. Students are taught through targeted curricula such as The Wright Skills for Literacy and Math Their Way. The program covers mathematics, language arts, science, fine arts, foreign language, and physical education—exceeding all Georgia Early Learning Standards. Daily Bible instruction and weekly chapels integrate God’s Truth across the curriculum. The in-house Enrichment class includes instruction and exploration in Music, Spanish, STEAM (science, technology, engineering, arts, math), Art, and Critical Thinking.

Lower School

Learning in the lower school is about broadening perspectives and developing minds. It’s about...

- **studying** specific skills while also mastering foundational strategies critical to life-long learning.
- **molding** a growth mindset through perseverance and a positive attitude.
- **creating** an atmosphere of empathy that celebrates students as unique creations of God, developing and engaging every student’s capacity for knowledge.

Every teacher, including exploratory teachers, is a degreed, Georgia-certified educator. All kindergarten through second grade teachers are trained in the Orton-Gillingham reading approach. More than 50-percent of the lower school faculty is gifted-certified. To learn more about MPCS’s grades K-5 lower school program, click here.
Middle School
While many parents fear the middle school years, MPCS embraces them! The school is honored to play a major part in molding students during these formative years — shaping their hearts as well as their intellectual minds. With high expectations for academic effort, guidance for adolescent inquiry, and relevant presentation of the gospel, the MPCS middle school is an experience that many kids remember fondly. To learn more about MPCS’s grades 6-8 middle school program, [click here](#).

Middle School House System
The MPCS middle school consists of five distinct “houses.” All 300 middle school students and 30 middle school faculty are divided equally into five different houses based on scripture: Phileo, Chara, Aequitas, Gratia, and Veritas. Each house is led by two house deans (teachers) and two student leaders and contains a chaplain and spirit chairperson. Implementing a “house system” at MPCS is based on years of research by school leadership, including visiting other schools and collecting information about how such a system elevates culture and community.
High School

The High School student culture at MPCS is one that displays grit, determination, and a genuine thirst for knowledge, which ultimately cultivates success at the college level and in life. This is reflected in the 100% acceptance rate of MPCS graduates into one or more of their college and university choices. Graduating classes have earned more than $8 million in scholarships annually, even before adding the HOPE/Zell grants.

The school offers an extensive curriculum that includes 22 AP courses, 34 honors courses, and a magnet program for the fine and performing arts known as the Dozier School of the Arts. AP students are required to take the National AP Exam in the spring. Engineering courses of study and Project Lead the Way (PLTW®) facilitate STEAM curriculum. Furthermore, the school's mission cultivates a lifestyle of service in its students. MPCS provides opportunities to serve each month through missions. In addition, MPCS offers study abroad trips for French, Spanish, British Literature, and Bible, the latter two offering academic credit. Typical destinations include France, Spain, Italy, England, and other European countries. To learn more about MPCS’s high school program, which includes extracurricular clubs and activities, click here.

STEM/STEAM

MPCS is intent on providing relevant educational experiences that leave lasting impressions on students’ minds and hearts, instilling durable knowledge. It is a goal of MPCS to equip students with skills and tools to engage the culture and workforce of the twenty-first century.

From preschool through high school, each division has initiated an aligned action plan that serves to develop students in STEM/STEAM disciplines. With K-12 Project Lead The Way® curriculum, learning experiences are authentic, hands-on, and application-oriented. Students are engaged as investigators, experimenters, designers, and makers. To learn more about Mount Paran Christian School’s commitment to incorporating STEM/STEAM into its educational philosophy, click here.
The Arts

The Murray Arts Center of Mount Paran Christian School exists to enable students to pursue Truth through the exemplary expression of the arts, thus transforming the culture for Christ.

MPCS believes artistic expression is a true demonstration of God’s creative gifts, and the exercise of those gifts are a manifestation of our love for Him. Additionally, arts education serves to instill the broadening of creative thinking that can be leveraged in academics and applied in life.

From lower school through high school, students are exposed to opportunities in the arts that can yield significant results for how a student can be a more powerful thinker in the academic classroom and beyond. There is no doubt or mystery why universities and corporations seek individuals who have arts backgrounds because creative thinking skills are transferred into academic and professional success.

While the high school offers a full-fledged curricular arts education program common to other schools, the Dozier School of the Arts gives students the chance to engage in a curricular arts magnet program.

MPCS offers training in audio engineering in the LeFevre SoundLab, an industry-standard recording studio. High school arts also includes jazz band, marching band, drumline, winterguard, musical and dramatic theatre, and show choir. To learn more about MPCS's exemplary arts program, click here.
Athletics

At Mount Paran Christian School, athletics are a school-wide affair - uniting the preschool, lower, middle, and high school with a common sense of belonging. Even the three-year-olds know they are Eagles from day one. MPCS fields 62 teams across 16 sports with 82% of students PK3-12 participating.

Beyond school unity, sports bring an opportunity for students to excel physically and discover God-given abilities. Every student can find an area to connect athletically. Even the school’s fifth graders have the opportunity to participate in no-cut sports, including cross country, football, swimming, track and field, and wrestling.

High school teams compete in the Georgia High School Association (GHSA) 2A classification. MPCS teams have excelled, earning Region championship titles in almost every sport. Leaders and coaches are strongly committed to competing for State titles every year. More importantly, the athletic teams are coached by men and women who are committed to the mission of the school and serve to disciple young student-athletes for Jesus Christ. Character and faith are never left on the bench.

The Eagles won five state titles across both genders during the 2022-23 academic year, vaulting the school to possession of the Class AA Directors Cup. To learn more about the MPCS athletic program, click here.
Christian Life

Everything MPCS does is within the context of faith. Whether in the classroom, on the stage, or on the playing field, Christ is preeminent, and His Word is lived-out. Students at every grade level are provided weekly opportunities to practice their faith through worship and Bible classes. Biblical immersion happens throughout all academic classes to bolster faith and student discipleship.

MPCS students experience God and grow in their faith through worship, in service, in missions, and in discipleship.

Student Worship - Every week, our students, faculty, and staff gather for a time of worship and a message from God’s Word. Chapels are held for preschool, lower school, middle school, and high school – each with grade-level appropriate speakers, messages, and music.

Service - As part of the MPCS mission, the school realizes that, in honoring God, we are also called to love and serve others as a lifestyle. By strategically partnering with organizations in the surrounding community on an ongoing basis, the MPCS family can show the love of God to its community and help develop students into servant-leaders.

Discipleship – MPCS is committed and honored to be a part of the great commission, where Jesus instructs us to go and make disciples. The school strives to invest in its students through morning devotions, Bible studies, the Peer Mentoring Initiative, and the 11:1 Effect to teach them the truths of God’s Word and equip them to invest in and connect with others.

Missions - Short-term missions experiences are an important part of a student’s time at Mount Paran Christian School. Each year, MPCS sends mission teams all across the globe. The students and leaders become the hands, feet, and voice of Jesus as they minister to the needs of others. These mission teams are trained through the school, and the trips are open to students, parents, and staff.

CommUNITY: Diversity and Belonging - As a Christian institution with a Christ-centered mission, MPCS believes it is their biblical obligation to lead its students in modeling all that Jesus has commanded (Mark 12:30-31) and is committed to becoming an environment diverse and inclusive in a way that reflects God’s Kingdom. Human and financial resources are allocated to assist in establishing leadership, driving professional development, and cultivating a Christ-centered environment, both welcoming and nurturing.
Accreditation and Memberships

Mount Paran Christian School has dual accreditation by the Southern Association of Independent Schools (SAIS) and Cognia. MPCS is also a member of the Council of the Educational Standards and Accountability (CESA), the Georgia Independent School Association (GISA), the National Association of Independent Schools (NAIS), and the Southern Association for College Admission Counseling (SACAC).

Recent Accreditation Visit Commendations (2023)

MPCS has developed a beautifully functioning campus and a cohesive and talented faculty. Perhaps even more impressive is the attention given to strategic planning and, even more significantly, the necessary follow-through to execute those plans.

The MPCS leadership team and board remain realistic about their relative strengths and weaknesses and display a balance between self-reflection and forward thinking. Most importantly, the school seems to be fully devoted to its mission in all of its planning and considerations.

The MPCS academic program is exceptionally thoughtful and creative, designed with a focused eye towards innovation in every content area, STEM as well as the humanities. This holistic focus on continuous improvement, all through a biblical lens, can be seen through numerous initiatives, including entrepreneurial programs at the high school level, the Dozier School of the Arts, and the Encore program at the Lower School, to name a few.

The MPCS campus has long been a bold signature of the school’s pursuit of excellence to the glory of God. The incomparable Murray Arts Center and the inspired design and functionality of the newly constructed Murray Innovation Center (and the optimal use of all buildings in between) speak to the stewardship, educational philosophy and innovation of the school board, leadership, and learning community.
THE OPPORTUNITY

A strong foundation has been laid at Mount Paran Christian School, and the incoming Head of School will have the opportunity to build upon it further. With an annual operating budget of $28.4M and a fully committed employee base of 272 full and part-time faculty, staff and administration, the new Head will play a crucial role in providing steadfast and God-honoring servant leadership, embodying the school’s core values, and championing its mission and value proposition. Through inspiration, encouragement, and genuine care for the students, faculty, staff, families, and friends that make up the entire MPCS community of stakeholders, the Head of School will carry out the mission of the school to produce servant leader graduates who are prepared for any arena or challenge God leads them into.

Operating as the chief academic, spiritual, social, and executive officer of the school under the oversight of the MPCS Board of Trustees, the Head of School will assume comprehensive management responsibilities. This includes overseeing enrollment, personnel, compensation, spiritual development, academic pedagogy, athletics, arts, strategic fund development, budgets, and campus facilities. This leader will nurture and preserve MPCS’s intentional culture, steward the school and its resources with excellence, and will know the priorities of the school when faced with difficult decisions.
Additionally, the new MPCS Head of School will be expected to:

Model living out the school’s mission to honor God, love others, and walk in Truth;

Minister to students, faculty, and staff compassionately and sincerely so they may continue to grow in their faith;

Accept the work at MPCS as a personal calling and identify as a minister of the Gospel of Jesus Christ;

View the primary role of Head of School as a shepherd, serving the students, employees, parents, and other stakeholders of the school;

Measure every decision and approach against a biblical worldview in alliance with the school’s mission;

Be a relational and engaged servant-leader who knows and loves those with whom the Head of School works including students, employees, and parents;

Hold all direct reports accountable to upholding the mission of the school, biblical standards, and excellence in the administration of the school’s programs and activities;

Create and foster a culture among faculty, staff, students, and families that perpetuates the values of MPCS being unapologetically Christian, committed to academic excellence, and relationally focused to support all students in realizing their greatest spiritual and academic potential while guiding their development;

Possess a high emotional quotient which includes self-awareness, self-regulation, socialization, motivation, and empathy;

Recruit and hire outstanding, Christ-honoring educational professionals who are passionate about inspiring students to excel with their gifts and talents for God’s glory;

Support exceptional professional leadership development for faculty while encouraging ongoing learning of the art and science of teaching;

Advance the mission of MPCS through a high-performing team that achieves key priorities and goals;

Promote proficiency in technology as a tool for learning and leverage it to train Christ-centered digital citizens for lifelong learning in an ever-changing world;

Cast a vision and set the pace of change. The leader must have the willingness to do it, the skill and the sensitivity to achieve it, and the passion to embrace it;

Support admission and academic efforts to grow enrollment to reach full capacity;

Work closely with the various councils of MPCS and demonstrate initiative, competence, and a comfort in soliciting contributions to support, enhance, and grow the schools’ financial foundation; provide for increases in financial aid and student diversity; lead efforts for the maintenance and further development of facilities; initiate and support effective admission efforts in identifying students who are a best fit for MPCS; support branding, and marketing strategies; and champion essential growth initiatives in academics, Christian life, arts, and athletics;

Be a relational and engaged servant-leader who loves and shepherds children, faculty, and staff, understanding the academic, social, emotional, and spiritual challenges they face;

Provide frequency, predictability, and clarity of communication, both internally and externally, to the MPCS community that fosters continual alignment and clear understanding of mission while building an environment of collaboration, trust, and respect; and

Ensure all school regulatory mandates and accreditation requirements are met with excellence and communicated to the Board of Trustees, administration, faculty, and staff.
Qualifications and Desired Attributes

The new Head of School will be a strong, collaborative servant-leader who is a dedicated disciple of Jesus Christ and God’s Truth with a high level of personal integrity and professionalism. This leader must be willing and able to provide spiritual leadership to the students, their parents, as well as the faculty, staff, coaches, and parent volunteers. The ideal candidate will demonstrate a strong commitment to Mount Paran Christian School and its mission, core values, philosophy, policies, procedures, practices, and programs along with an unwavering dedication to live the mission and to inspire high achievement.

In addition, the new Head of School will be:

- An experienced administrator with successful leadership experience in Christian education;
- A highly skilled collaborative leader;
- A recruiter and developer of quality faculty and leaders;
- Capable of expanding donor bases and the dollars raised though fund development;
- Adept at engaging the Board of Trustees to be an effective, generative, and strategic ally;
- Able to mobilize various stakeholders to achieve challenging goals;
- A strategic leader who can guide the school to think and execute beyond day-to-day and toward key priorities;
- Outstanding, wise, and relentless in communicating effectively with all constituencies of the school, including faculty, staff, students, families, alumni, donors, the Board of Trustees, and community;
- Committed to the school’s brand and a skilled communicator of the school’s value proposition with internal and external constituencies;
- Adept at operational execution including moving people and priorities quickly to institutional priorities, getting the work of the school done without procrastination, and ensuring very high professionalism, excellence, and attention to detail; and
- A well-cultivated critical thinker who comes to well-reasoned conclusions and solutions and can effectively communicate with others in determining solutions to complex problems.

The ideal candidate will be someone who embodies the following core values and character traits:

- Models servant-leadership
- Possesses impeccable integrity
- Is highly relational
- Values exceptional and collaborative teamwork
- Models and demands high standards of excellence
- Inspires enthusiasm
- Seeks to truly know students, faculty, staff, parents, donors, and community influencers
- Models and values intellectual pursuits
- Adaptable and encourages flexibility in others
- Leads proactively rather than reactively
Mount Paran Christian School is currently inviting applications for the Head of School role with an anticipated start date of July 1, 2024. Although applications are welcome until a Head of School is selected, candidates should submit application materials consisting of three items by August 21, 2023, for most favorable consideration.

- Resume or CV
- Written Christian testimony
- Letter of Interest (written to the Head of School Search Committee)

Nominations, expressions of interest, and applications will be treated with complete confidentiality and should be submitted directly to MPHOS@carterbaldwin.com.

Confidential inquiries and questions concerning this search may be directed to:

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Approximately 34,000 residents enjoy the city of Kennesaw as a great place to live, learn, work, and play. The combination of small town charm and big city amenities provides residents access to excellent educational resources, first-rate parks, greenspaces, public buildings, athletic facilities, high quality recreation programs, and safe, well-maintained neighborhoods. Kennesaw boasts of being the home of Kennesaw State University, the third largest university in Georgia.

The city of Marietta is a municipality distinguished by its unique history, sense of community, and modern quality of life. Marietta is located just south of Kennesaw and 15 miles northwest of Atlanta and is the county seat. At 23 square miles, it is one of Georgia’s most populous cities with more than 60,000 residents. Marietta’s enriching history, dating back to 1824, includes a civil war battlefield and an active city square.