



HOUSTON  
CHRISTIAN  
HIGH SCHOOL

# HEAD OF SCHOOL SEARCH

JULY 1, 2023

Houston Christian High School  
2700 W Sam Houston Parkway N  
Houston, TX 77043  
[houstonchristian.org](http://houstonchristian.org)



The  
Education  
Group



## OVERVIEW



Houston Christian High School engages students in an empowering, dynamic education from a Christian worldview, developing young adults into effective and impactful leaders.

In addition, 70 percent of its faculty are awarded advanced degrees. Houston Christian provides rigorous, collegiate-style academic programs where students are challenged to discover their potential and become difference-makers in their communities.

A Houston Christian education goes beyond a transference of knowledge. It develops a rich culture of learning and inquiry that has produced National Merit Scholars, Fulbright Scholars, perfect SAT and ACT scores, and graduates who attend the most esteemed universities in the country. A Christ-filled community and stellar academics are not mutually exclusive at Houston Christian but integrated fully and without compromise.

A Houston Christian education has relevance because it helps students build a moral compass – good or bad, moral standards are learned by students from the people who surround them. Many schools lack the freedom to define these values or they take a neutral stance. We believe there is no such thing. All educators take a position in how they live and work before young people. Even the absence of faith is a faith-based decision.

At Houston Christian, we build students' knowledge and understanding of God's Word through all academic disciplines and equip them as leaders to serve where their gifts and abilities take them. Houston Christian intentionally fosters our students' talents and provides them with an opportunity to be more.



In addition, the School's graduating classes regularly receive more than \$7 million in collegiate scholarships. Houston Christian's alumni frequent corporate boardrooms, Broadway stages, courtrooms, pulpits, and classrooms worldwide. HCHS takes pride in the success of its students and looks forward to celebrating future graduates as they positively contribute to global communities through their careers and service.



## MISSION

Houston Christian High School is a college preparatory school dedicated to the highest academic standard for the development of moral character, the enrichment of spiritual lives, and the perpetuation of growth in Christian ideals.



## VISION STATEMENT

Inspiring young people to lead: uniting faith, intellect, and gifts to reach their greatest promise and to build student leaders through a dynamic, Christ-centered education.

## PHILOSOPHY

Houston Christian was founded under the providence of God and with the conviction that there was and is a need for a Houston high school which will train the minds, develop moral character, and enrich the spiritual lives of high school students.

## CORE VALUES

Core Values, **HONOR, CHARACTER, HERITAGE, SCHOLARSHIP**, taken from the letters HCHS, are important reminders for students and other members of the Houston Christian community and are often chosen as a theme during the school year. In addition, students hear and learn about these values in various settings and programs. In many ways, families, teachers, and administrators seek out Houston Christian because of the values by which the School lives, leads, and learns.





## STATEMENT OF FAITH & HISTORY



### STATEMENT OF FAITH

It is resolved by the founders of the School that all who become associated with Houston Christian High School as a member, trustee, officer, administrator, faculty, or staff member must believe and publicly acknowledge his belief of the tenets below.

- The Bible is the inspired Word of God
- God created the world out of nothing
- Jesus Christ is the pre-existent Son of God and was born of a virgin
- Jesus Christ died to pay the price for the sins of all people
- Jesus Christ was bodily resurrected from the grave
- By God's grace, repentance, and acceptance of and belief in Him, the individual is saved to abundant and eternal life in the presence and power of the Triune God.

It is further resolved that the teachings of this School shall never deviate from the above principles.



### HISTORY

Houston Christian High school opened its doors in the summer of 1998 to 207 students after a group of evangelical pastors decided to launch a school with the vision of providing rigorous, Christ-centered education for Houston families. Two years later, a forty-five-acre tract of land on the West Sam Houston Parkway was gifted to the School, and construction on our beautiful, collegiate-style campus began. Since then, Houston Christian has grown in student population, campus facilities, and academic and extracurricular programming, fulfilling its mission of providing dynamic, empowering education to the Greater Houston Area.



## THE GEORGE AND BARBARA BUSH CENTER FOR SCHOLARS AND LEADERS



Replicating the university honors college experience, the Distinguished Scholar Program is the George and Barbara Bush Center for Scholars and Leaders signature program. Admittance is for students exhibiting exceptional academic potential. Scholars engage critical texts from Western and non-Western cultures, learn and use interdisciplinary research methods and materials.

Under faculty mentorship, students develop independent research in a discipline of their choosing, resulting in original scholarship for submission to academic conferences and journals.



The George and Barbara Bush Center for Scholars and Leaders hosts a Distinguished Leader Speaker Series each year. On February 1, 2022, Jean Becker and Jim McGrath shared behind-the-scenes stories about President George Bush, a man driven by service, and his wife, Barbara Bush. Houston Christian students discovered much about the 41<sup>st</sup> President George H.W. Bush, who Jean worked side-by-side with for 25 years as his Chief of Staff. Jim, his longtime spokesperson, and friend, shared some of Bush's most exciting and unexpected moments. Most importantly, Jean and Jim's stories affirmed many values the Houston Christian community share with these two outstanding Americans. At the end of the program, Jean Becker and Jim McGrath received the Distinguished Service Medal for Public Service.



## ACADEMICS



The Houston Christian curriculum supports a standard of excellence, leading students to maximize their academic, spiritual, and leadership potential. Sixteen AP courses are offered across the disciplines. Students receive lessons on leadership in every course. An optional diploma endorsement is provided in Leadership Studies, and students are encouraged to complete community service each year. Houston Christian requires a robust code of conduct and holds students accountable for behavior on and off campus.

### PROGRAM FOR COLLEGE READINESS

The Program for College Readiness is a specialized program exclusive to Houston Christian High School designed to vigorously support students with mild to moderate diagnosed learning differences. Our tiered approach to the program allows students the specific support they need as they mature at Houston Christian. In addition, the Program for College Readiness also aims to empower students to take charge of their learning and use self-advocacy and other acquired academic skills to propel them during high school, college, and beyond.

### LIVINGSTON LEARNING COMMONS

The library, also known as The Livingston Learning Commons in honor of the founding Head of School, Dr. Stephen M. Livingston, is the busiest place on campus. Designed to stimulate collaboration and inquiry, Houston Christian's learning commons partners traditional resources with the latest digital technology. As a result, the learning commons continually refreshes its collection with new books and resources, furnished with print volumes, nearly five million eBooks, research journals, encyclopedias, periodicals, and online videos.

### COLLEGE COUNSELING

Houston Christian High School offers a comprehensive counseling program that strives to challenge and encourage students to grow into young men and women with a solid Christian faith, high academic achievement, and moral responsibility. College counseling at Houston Christian is active, intentional, and individualized, beginning in ninth grade and continuing through the end of senior year. The department provides students and parents with the tools to navigate the increasingly competitive and complicated college application process by offering individual and group meetings, visits with college representatives, an annual college tour, workshops for parents and students, and individual advising on all aspects of the college search and the application process.





## ARTS & ATHLETICS



### ATHLETICS

The Athletic Department of Houston Christian High School strives to strengthen students' physical, mental, and spiritual well-being through a healthy combination of competition and community. The athletic department's goal is for every student who wishes to play high school athletics to receive a positive, high-quality experience. Houston Christian provides a place where students of any skill level can connect with their peers through Dynamic Sports Training and coaches.

Houston Christian is a member of the Southwest Preparatory Conference, allowing students to play up to three sports per year during the fall, winter, and spring seasons. Houston Christian offers 13 sports and a strength and development coach who will provide personalized programs in our Harrell Family Strength and Conditioning Center.

14 Tommy Tune Nominations & 6 Awards

### ARTS

Fine Arts at Houston Christian encompasses a broad array of activities that include both performance art, such as theatre, orchestra and choir, and visual art, such as pottery and photography. Students learn real-world application for art and performance through hosting regular guest speakers and collaborating on projects with local art leaders. They also showcase their talents through seasonal concerts and performances, including an outdoor fall concert, holiday concert and art show, and spring musical.





# HOUSTON CHRISTIAN FAST FACTS

## SCHOOL



**Established:** 1998  
**Grades:** 9-12  
**Enrollment:** 476  
**Seniors:** 86   **Sophomores:** 133  
**Juniors:** 136   **Freshmen:** 121  
**Diversity:** 33%  
**Fine Arts Courses:** More than 20  
**AP Courses:** 16  
**AP Scholars with Distinction:** 26  
**AP Scholars with Honors:** 121  
**AP Scholars:** 18

## FINANCE



**Tuition:** \$28,963  
**Endowment:** \$5 Million  
**Operating Budget:** \$12.8 Million  
**Annual Fund:** \$700,000  
**Financial Aid:** 37% of students

## FACULTY



**Teaching Faculty/Staff:** 49  
**Faculty/Staff with Advanced Degrees:** 73%  
**Student-Teacher Ratio:** 14 to 1

## Governance and Finance

The Board of Trustees of Houston Christian High School is set up on a unique model that preserves the mission and heritage of the school and ensures that current and future students receive an excellent education based on a Christian worldview and that its graduates will become impactful leaders in their neighborhoods and the world. The school was founded by a group of four evangelical pastors (Baptist, Methodist, Presbyterian, and Lutheran) who dreamed of providing rigorous, Christ-centered education for young adults in the Greater Houston Area. The board maintains appointments for four permanent “pastor trustees” to preserve the founding vision. The board consists of four pastor members and 17 trustees, with current parents limited to no more than 60% of the total. The board is charged with oversight and governance of the school (working through its by-laws, board policies, and a committee structure.) At the same time, day-to-day operations and management are the responsibility of the Head of School and his/her administrative team. The financial position of Houston Christian High School is excellent. The campus consists of a \$55-million campus of purpose-built educational facilities on a total of 45 acres, with prospects for future growth as needed.



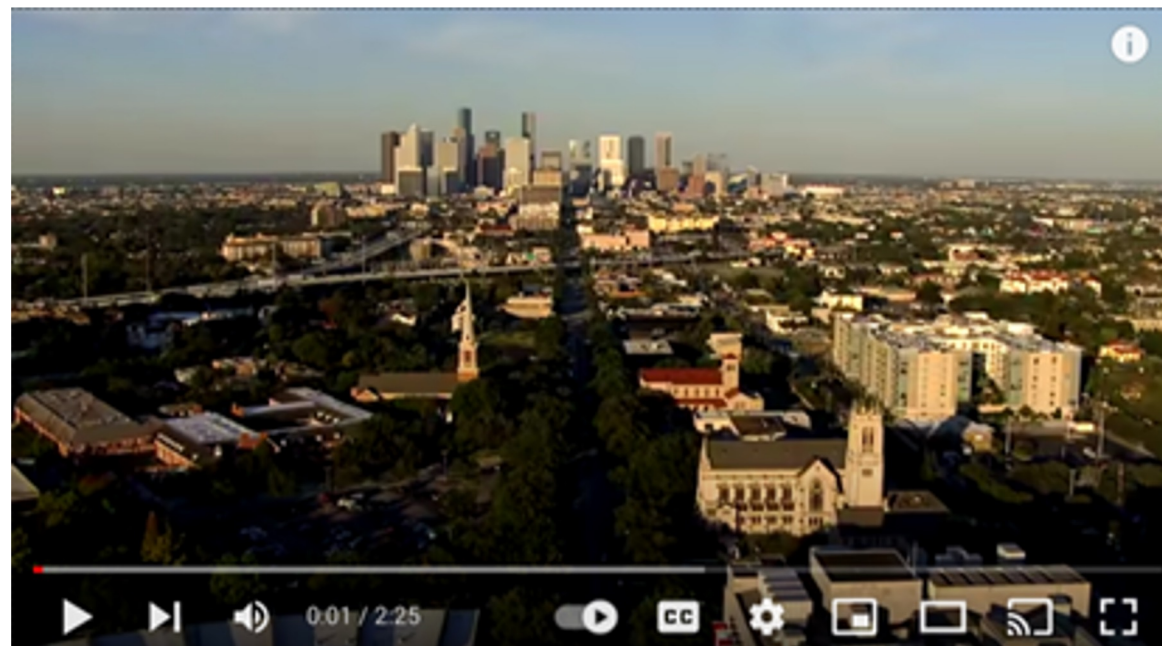


## LIVING IN HOUSTON



Houston has one of the youngest, fastest growing, and most diverse populations anywhere in the world. While Houston's TexMex and BBQ options are every bit as good as their reputations suggest, Houston has so much more to offer. People from across the globe relocate to Houston every year to take advantage of the abundant opportunities the region provides. Currently home to the World Champion Houston Astros, Rockets, and Texans, Houston's cultural, educational, medical, and employment opportunities are unparalleled.

Houston is home to the largest medical center in the world. Graduates from the world's most prestigious universities come to the Med Center for positions at the many hospitals, including the renowned MD Anderson Cancer Center, or to further their education at Baylor College of Medicine. And getting to places is easy, Houston's Bush Intercontinental Airport is the major hub for United Airlines, and one of the largest international airports in the United States.



[Why Houston?](#)

# The Position

Houston Christian High School seeks an experienced and distinguished Christian leader to serve as chief strategist and visionary, setting the tone, securing all necessary resources, and maintaining campus-wide accountability for institutional results and loyalty to the School's mission, core values, and culture. The Head of School must demonstrate clear Christian beliefs and practices. The Head of School will also demonstrate leadership agility to quickly engage and embody the School's values, instill trust, collaborate with school employees, and connect with stakeholders. The next Head of School must exemplify Christian values, have an engaging personality and experience as a dynamic, innovative, and goal-oriented professional. The School strives for an individual to enhance its educational philosophy of academic excellence in a vibrant, challenging, and welcoming environment, overseeing finances, fundraising, marketing, facilities, constituency relations, and admissions.

We seek a servant leader whose example, energy level, enthusiasm, passion, commitment, and respect for colleagues will inspire others. He or she will serve as the head of Houston Christian while connecting to the broader community, locally and globally, and will assume office in July 2023.





## QUALITIES AND QUALIFICATIONS



*The world is our classroom here at Houston Christian High School and we encourage all our students to take advantage of this philosophy by participating in one of the many trips our school embarks on each year.*

### Personal Qualities

This actively engaged God-centered community seeks a leader who:

- demonstrates clear biblical beliefs both professionally and personally,
- is committed and actively involved in a local church,
- is a faith-filled individual of high moral standards who is true to Christian values and lifestyle,
- builds relationships with all constituents, regularly pursues affiliations and goodwill, and eagerly embraces the school leadership's need for social capital,
- demonstrates perseverance and dedication to the relentless pursuit of the highest possible goals and visions for Houston Christian, despite inevitable setbacks and challenges,
- demonstrates integrity and experience in making complicated decisions that benefit the long-term goals of the school,
- is professionally active, a reader of books, personally enthusiastic about fine arts to athletics, and a prayer warrior for the school and its students,
- is an approachable, aspirational leader who will value and preserve our vision, culture, traditions, and Houston Christian's unique mission and Christian worldview,
- will rally the School around a unified long-term vision,
- possesses an innovative mindset and collaborates with others to ensure cutting-edge excellence,
- is bold, able to make decisive decisions, and willing to lead with conviction and confidence,
- leads, engages, and supports academic excellence,
- possesses the ability to inspire and engage the community,
- is an effective communicator with excellent verbal, written, and presentation skills,
- demonstrates respect for school leadership, faculty and staff expertise, and the value of collaboration, delegation, and longevity to a school community.



## QUALITIES AND QUALIFICATIONS



### Professional Qualifications

The successful candidate will demonstrate:

- extensive experience in the fiscal and operational management of an organization, strong management skills, and the ability to skillfully supervise the business and educational needs of an established, top-tier independent school,
- the strategic planning skills needed to set, prioritize, and execute a vision for the future success of Houston Christian High School,
- extensive involvement in cultivating relationships and successful experience in advancement and fundraising,
- flexibility to set and change priorities as circumstances dictate,
- a vision that can cast and lead the next decade of Houston Christian,
- years of proven administrative leadership and fundraising experience that motivates and empowers educational professionals,
- experience embracing and leading cutting-edge programs,
- the consistent pursuit of school-related relationships grounded in an understanding the value of social capital,
- skills to strengthen the School's educational philosophy of academic excellence, fine arts, and athletics in a vibrant and welcoming Christian environment, overseeing finances, fundraising, marketing, facilities, constituency relations, and admissions,
- appropriate degrees in educational leadership and/or related fields,
- experience and dedication to scripturally based instruction,
- a commitment to advanced placement best practices, innovative course offerings, excellence in visual and performing arts, top-notch athletic programs, and professional development of the faculty and staff,
- competence in recruiting, retaining, and empowering faculty and staff,
- public speaking proficiency and the ability to promote Houston Christian within the School, the greater Houston area, and the global community.



*The heart and soul of our campus are the students who walk its halls while exploring what God has for their future. We encourage all Houston Christian students to try different interests and pursuits and enjoy the world God gave to them.*





## CHALLENGES & OPPORTUNITIES



### SCHOOL STRENGTHS -

The new Head of School will benefit from the numerous strengths at Houston Christian. They include:

- o a moral, ethical, and spiritual environment linked to a Christ-centered education,
- o happy and active students who thrive academically, socially, physically, and emotionally, and who exhibit a strong love for Houston Christian and its core values and teachers,
- o thoughtful and faithful faculty and administration who promote mutual respect, active scholarship, and responsibility in and out of school,
- o a low student-teacher ratio that allows individual and small group instruction and highly skilled teachers who know students and families well,
- o committed and dedicated Trustees who know and understand independent school governance and best trusteeship practices and are dedicated to providing a Christian, dynamic, and empowering education to the Greater Houston Area,
- o a dedicated parent community that expects and strongly supports academic, fine arts, and athletic excellence, global stewardship, diversity, and a Christ-centered education,
- o a learning community dedicated to continual school improvement,
- o a successful high school curriculum and program that translates to confident student leaders and alumni who understand the importance of commitment to faith and the value of collaboration, caring, meaningful inquiry, and dialogue.

### OPPORTUNITIES AND CHALLENGES

The New Head will need to:

- o embrace Houston Christian High School's mission and prepare students within a Christian community to discover, expand, and hone their talents to glorify God, and be leaders of, and change agents in, a global society,
- o achieve sustainable financial strength through endowment growth, capital growth, and debt reduction,
- o enact Board strategies and goals to further the master plan for the Houston Christian campus, advance the School's financial position, and increase the endowment,
- o work collaboratively with the Board of Trustees to provide a vision for the future and develop the next long-range plan and the strategic financial plan to assure its success,
- o enhance faculty culture, enrich programs, curriculum, and technology, offer salaries at a competitive level, and ensure a culture of excellence,
- o build upon the twenty-five-year tenure of an exceptionally talented, visionary, and much-loved founding head of school.



# How to Apply

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Prospective candidates should send the following materials in a single PDF document to the search consultants:

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- Statement of faith
- Statement of educational philosophy
- List of five professional references with contact information

*Candidates will be evaluated as materials are received.*

*The School does not discriminate on the basis of race, color, national, or ethnic origin in administration of its educational policies, admissions policies, financial aid programs, or school-administered programs.*



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