JOB TITLE: Principal
REPORTS TO: Board of Directors
Start date: July 1, 2027

Position Summary:

The Principal serves as the onsite leader responsible for the school's day-to-day operations and direct support for the teaching staff. The Principal contributes to setting the vision and long-term strategy alongside the school's Board of Directors. This role focuses on maintaining a smooth, well-functioning learning environment by assisting teachers, addressing daily needs, and ensuring that school activities run efficiently. The Principal works closely with faculty to support classroom success, student engagement, and effective communication, while also overseeing operational tasks such as scheduling, coordination, and compliance with state standards.

Canton Christian School is unique because of its integration of Christian faith with principles from the Reggio Emilia approach. This distinctive philosophy views each child as created in the image of God—capable, curious, and full of potential—and encourages a learning environment that values inquiry, collaboration, creativity, and hands-on exploration. In partnership with the school board and teaching staff, the Principal plays a key role in supporting the daily implementation of this Christ-centered, inquiry-based model. See Appendix A for our educational philosophy.

Qualifications:

- A committed follower of Jesus Christ who demonstrates spiritual maturity, integrity, and a lifestyle consistent with biblical values. See Appendix B for our statement of faith and code of conduct.
- Agreement with and active support of the school's statement of faith, mission, and philosophy of Christian education.
- A servant-leader mindset, modeling Christ-like humility, wisdom, and compassion in all relationships.
- Excellent communication and interpersonal skills for working with parents, students, staff, and board members.
- Bachelor's degree in teaching or a non-tax certificate or a similar degree, plus at least 3 years of classroom teaching experience or other experience in a school setting.

Responsibilities & Expectations:

- Maintain compliance with Ohio Department of Education chartering requirements
- Maintain compliance with preschool licensing requirements, and maintain preparedness for inspections

- Run and document fire drills, lockdowns, and other required safety procedures
- Prepare for, schedule, and attend yearly Canton Fire inspection and health department inspection
- Prepare and maintain records needed for auxiliary and administrative funds ●

Monitor lunch and recess as needed

- Assist with car line for drop off and pick up
- Communicate with parents on day-to-day issues
- Collaborate with the board to give administrative updates, assist with strategic planning, and other items as needed
- Give tours of the school
- Host open houses
- Assist with fundraising efforts
- Assist with student discipline and medical issues ●

Hold staff meetings as needed

- Assist with hiring staff, onboarding, and maintaining documentation

All qualified applicants will receive consideration for employment without regard to race, color, sex, age, national origin, disability, or protected veteran status.

Working Conditions:

- Work a full-time schedule during the school year.
- Ability to work occasional evenings or weekends for school events, meetings, or special programs.

Physical Requirements:

- Ability to sit or stand for extended periods while performing administrative and supervisory duties.
- Regular use of hands and fingers for typing, writing, and handling office equipment.
- Occasional lifting, carrying, or moving items up to 25 pounds (such as boxes of materials, classroom supplies, or event equipment).
- Visual and auditory acuity sufficient to supervise students, observe classroom instruction, and communicate effectively with staff and families.
- Mobility to move about the school campus, including classrooms, offices, play area, and meeting spaces.

Appendix A

Our Educational Philosophy

At Canton Christian School, we believe each child is uniquely created in the image of God and is an essential part of the body of Christ. By integrating principles from the Reggio Emilia approach with our Christian faith, we view children as capable, curious learners who express themselves in many "languages" — through art, play, exploration, and discovery.

Our classrooms are Christ-centered communities where teachers guide rather than dictate, the environment reflects God's beauty and order, and learning grows through collaboration with peers, families, and teachers.

Just as Scripture teaches that the body has many parts but one purpose, we honor each child's God-given gifts and ways of expression. In our classrooms, all members—students, families, and staff—belong, contribute, and are valued.

Core Beliefs

1. **Created in God's Image, Unique in Every Way**
   We believe that God has made each child with innate dignity, worth, and potential. Just as the Bible teaches that "we are fearfully and wonderfully made" (Psalm 139:14), we trust that each child's strengths, interests, learning styles, and ways of expression are gifts to be honored and embraced, not forced into mold.
2. **Interdependence and the Body of Christ**
   Spiritual truth teaches that Christians are many parts, one Body (1 Corinthians 12:12-27). In our school, that means every child's voice matters, every child contributes, and every child belongs. We believe learning is relational—not just child to teacher, but child to child, child to parent, teacher to parent, and child to creation. We form a community where mutual respect, service, encouragement, and love are central.
3. **Learning as Stewardship**
   We see education as more than knowledge acquisition—it is stewardship of the gifts God has given: intellect, creativity, curiosity, wonder. We are shepherds of those gifts. We strive to cultivate wisdom, virtue, responsibility, and the desire to glorify God through how one thinks, works, serves, and treats others.

How we integrate principles from the Reggio Emilia Philosophy into Our Christ-centered environment

Reggio Emilia Principle	What It Looks Like at Canton Christian School
The Image of the Child / The Competent, Curious Learner **The Hundred Languages of Children** **Environment as the Third Teacher** **Teachers as Guides, Mentors, Observers**	We begin by recognizing that each student is made by God with capabilities. Teachers observe and listen carefully, discovering each child's interests and strengths, so as to guide rather than impose. This respects God's work in each child.
Collaboration: Community, Parents, Peers **Documentation of Learning**	Children express themselves in many ways—through art, movement, speech, music, play, narrative, nature. We believe God has given children many "languages" to explore truth, beauty, and goodness. We provide multiple modes of expression so each child can shine. We design learning spaces that reflect beauty, order, care, and inspiration. Spaces that invite wonder, with natural elements, light, and room for exploration. Just as God delights in creation, we believe that an environment shaped with care honors Him and enhances learning. Teachers walk alongside the students. They listen, observe, ask questions, and join in discovering alongside children. This is congruent with Christian discipleship—guiding, nurturing, and

helping children grow, not controlling or imposing.

We believe God fashions us in community. We partner with families, encourage peer relationships, and foster teamwork. On Fridays, we invite members from the greater community to come share a skill, lesson, or activity with our students. Learning is enriched through shared inquiry, service, discussion, and love.

Documenting children's thinking, progress, questions, and discoveries—through art, writing, displays, reflection—makes learning visible. In turn, children demonstrate mastery of a subject rather than rote memorizing.

Distinctives in Our School Practice

- **Christ-centered Integration**: Biblical truths, Christian character, scripture, prayer, and worship are woven into all areas of the day. Inquiry projects, expression, discovery are anchored in a worldview that sees Christ as Lord over all of learning.
- **Grace, Forgiveness, Moral Formation**: Alongside academic and creative growth, we aim for the formation of Christlike character—love, kindness, humility, justice. When mistakes happen (as they will), we guide toward restoration and understanding, mirroring Christ's own grace.
- **Moral and Ethical Inquiry as Part of Learning**: As children explore their world, ask questions, reflect, we encourage them to ask deeper questions about who God is, what is good, what does it mean to live rightly in the world. This shapes not only their intellect but their conscience.
- **Service and Stewardship**: Learning is not only for self, but for others. Projects are opportunities for students to serve their neighbors, to care for creation, and to see themselves part of God's unfolding story of redemption in the world.

Vision for Students

We pray that through this approach:

- Students grow in confidence, curiosity, creativity, and compassion.
- They develop wisdom, faith, knowledge, and virtue.
- Each child learns to recognize their unique gifts and use them for God's glory.
- The school becomes a living body, where diversity of gifts strengthens the whole, where every child contributes and belongs.
- Graduates carry forward into their lives not only what they know, but how they think, how they serve, how they love.

Appendix B

Statement of Beliefs

One Eternal God, Three Persons: God the Father, Son, & Holy Spirit (Ephesians 4:4-6; Colossians 1:9-14, 17; 1 John 5:7).

- **The Father:** The all-wise, unchanging, perfect, and holy Creator of all things (Revelation 4:11).
- **The Son:** The world was made through Him & for Him (Colossians 1:16); our Great High Priest pleads before the Throne on our behalf (Romans 8:34; Hebrews 7:22-25).
- **The Holy Spirit:** Regenerates believers and empowers us to become more like Christ (Romans 8:1-2); intercedes for us in prayer (Romans 8:26-27).

The Bible: God's primary source of revelation to us consists of sixty-six books of the Old and New Testaments. His Word is infallible and inerrant (Psalm 18:30; 2 Timothy 3:16-17; Hebrews 4:12-13, 6:18).

The Gospel: The good news that Jesus Christ died in the place of sinners and has redeemed by His blood those who believe on His name and repent of their sins (Mark 1:15; Romans 5:8). The truth that Jesus Christ is the only means of salvation (John 14:6).

Mankind: All are made in the image of God and, therefore, have incredible worth (Genesis 1:27). Creating two beings, male and female, God has a distinct purpose in revealing His attributes to the world through two unique sexes (Genesis 1:27). All humanity are sinners in need of the salvation God offers freely to those who accept Him as Savior (Romans 3:23).

The World: Created & sustained by the power of God's word (Genesis 1; Hebrews 1:3). Like mankind, the world was created "good" but now suffers the effects of the Fall (Genesis 3). Under the influence of Satan, the prince of the power of this world, individuals are deceived and blinded to the light of the Gospel (2 Corinthians 4:4). Believers are called to live a life characterized by love for the lost (Matthew 5:43-45).

Code of Conduct

1. Testimony of Salvation - I agree that as part of the qualifications for this position, I possess a personal relationship with Jesus Christ as my Lord and Savior (John 3:3; 1 Peter 1:23). I accept without reservation the CCS Statement of Beliefs (attached below) and am committed to upholding it both in the classroom and in my own life.

2. Living Example – I will set a daily example of Christian virtue and moral integrity as a role model (1 Tim. 4:12; Luke 6:40) to all — both in and out of school — through word, deed, and example. I will conduct myself in a manner that upholds my Christian testimony and bears fruit of the Spirit (Gal. 5:18–26), demonstrating a teachable spirit, love for others, and a willingness to live under authority.

3. Gender Identity and Human Sexuality - We believe God purposefully and immutably creates each person as male or female (Gen. 1:27), and that human sexuality is designed to be expressed within the covenant of marriage between one man and one woman (Matt. 19:3–6). We believe the Bible commands sexual faithfulness for married couples and chastity for singles, and that sexual activity outside these boundaries is immoral (Heb. 13:4; 1 Cor. 6:9–11). Sexual purity is a high calling, following Christ's model — compassion and mercy for those who struggle, paired with a call to repentance (John 8:1–11).

4. One Body – I agree that God's Word strongly encourages all believers to be part of a local body of Christian believers (Hebrews 10:25). I will strive to encourage fellow staff members in their Christian faith and strive to keep unity of the faith (Ephesians 4:3-6).

5. Discernment and Confidentiality - I agree to attempt to understand, appreciate, love and serve the pupils, families and staff of CCS. I agree to observe appropriate confidentiality in regard to pupil, parent, and school matters.

6. Prayer - I pledge to support the ministry of CCS in prayer and in all manner of conduct, and will demonstrate competence, honesty and loyalty.

7. Conflict Resolution - I agree to attempt to resolve differences or conflicts by following the Biblical pattern of Matthew 5:23-24, Matthew 18:15-17, and 1 Corinthians 6:1-8.
I acknowledge that I have read, understand, and will abide by the terms and conditions of this agreement.