



**CAPTAIN GILMER  
CHRSTIAN SCHOOL**  
A Ministry of FAI

## Overview of Role

<b><u>Position:</u></b>	Elementary Principal	<b><u>Department:</u></b>	Captain Gilmer Christian School
<b><u>Class:</u></b>	Full-Time	<b><u>Wage:</u></b>	DOE; see FAI Wage Scale
<b><u>Status:</u></b>	Salaried Exempt	<b><u>Reports to:</u></b>	Board of Directors, Fletcher Academy, Inc.
<b><u>Notes:</u></b>	Benefit eligible on date of hire	<b><u>Revised:</u></b>	04/30/2026

### Our Mission:

*We are a community of believers operating schools, ministries, and businesses in harmony to educate youth to have a transforming influence on the world as disciples of Christ.*

### Our Vision:

*To graduate students with the highest standard of intellectual and moral culture and thus be the leading sustainable Adventist educational model and resource for Christian leaders.*

### Captain Gilmer Christian School's Mission:

*To be anchored in Christ using a biblical foundation to promote academic excellence.*

### Captain Gilmer Christian School's Vision:

*Captain Gilmer Christian School strives for students to become their best by reaching both academic and relational goals through discovering servitude locally and abroad, being distinctive in academic achievements, and living out the gospel.*

#### **Why:**

- We desire to create and maintain a community of engaged stakeholders by balancing well-rounded academics, a safe learning environment, and caring faculty/staff who work together to unite biblically-based education that is grounded in Christian values, ethics, and morals with a uniquely Seventh-day Adventist worldview, anchored in the hope of Christ's soon return.
- We seek to fully engage with each individual student, both in and out of the classroom, partnering with the parent(s) and others to encourage the development of each child to their potential.
- Our goal is the formation of foundational Christianity and the creation of a lifelong link between faith and works, along with an enduring love of spreading and sharing the Gospel of Jesus Christ in each student's daily walk with Him.

## **How:**

**Provides strategic, instructional, and spiritual leadership for the school, advancing its mission and vision while fostering a Christ-centered, student-focused learning environment.**

- Communicate effectively with parents, staff, and the broader community to promote engagement and support student success.
- Articulate and advance the school's mission and vision; cultivate community support and alignment with organizational goals.
- Lead strategic planning and collaborate with faculty/staff to implement programs that support academic excellence and mission fulfillment.
- Address challenges in Christian education proactively, guiding organizational growth and improvement.
- Oversee and coordinate campus functions and events that strengthen community and reinforce mission and vision.
- Support instructional excellence by providing resources, evaluating classroom instruction, and offering constructive feedback.
- Lead curriculum development, implementation, and evaluation in collaboration with staff; promote ongoing professional development and continuous improvement.
- Manage financial resources responsibly, ensuring sound budgeting, expense control, and stewardship of assets.
- Build and maintain strong relationships across the school community to support a positive, unified environment.
- Uphold professional and ethical standards grounded in biblical principles.
- Ensure the safety and well-being of students and staff, including compliance with privacy standards (e.g., FERPA).
- Serve as an active member of the FAI Senior Leadership Team; collaborate on organizational initiatives and decision-making.
- Foster a Christ-centered culture that reflects care, service, and outreach to the school community.
- Promote a collaborative, high-performance culture among faculty/staff; encourage shared decision-making and recognize achievement.
- Facilitate timely and effective conflict resolution.
- Perform other duties and special projects as assigned.

## **What (Qualifications):**

- Bachelor's degree required; Master's degree or higher strongly preferred.
- Minimum 5 years of teaching experience and current teaching certification.
- At least 3 years of successful instructional or academic leadership experience.
- Strong knowledge of elementary and early childhood curriculum, instructional strategies, and program evaluation.
- Demonstrated ability to manage budgets, personnel, and school operations effectively.
- Strong communication, interpersonal, and public relations skills; fluency in English required (Bi-Lingual in Spanish language is a *plus*, but not required).

- Proficiency with standard desktop and mobile technologies.
- Commitment to Christian values; practicing Seventh-day Adventist preferred.
- Ability to work collaboratively in a team-oriented, drug-, alcohol-, and tobacco-free environment.

**Who:**

- Reports directly to the Fletcher Academy, Inc. Board of Directors. Will supervise multiple adult employees, volunteers, and students simultaneously.

**Expectations:**

- Commit to our Shared Mission
- Bring Your Best
- Communicate Clearly and Openly
- Assume Positive Intent
- Support One Another