



OPPORTUNITY PROFILE
Middle School Principal

DMCS
DES MOINES CHRISTIAN SCHOOL



A Message from the Superintendent

Thank you for your interest in the Des Moines Christian Middle School Principal position. It is my privilege to share more about our school with you. We partner with families in early education programs through twelfth grade. At Des Moines Christian School, students receive an education committed to academic excellence with access to a variety of co-curricular activities, equaled with a solid Christian faith and Biblical integration. We are a school with a Christian mission.

DMC is experiencing tremendous growth not only on our physical campus but also in enrollment and faculty positions. Our middle school principal will lead the department into new renovated classrooms and build the middle school team with the addition of several faculty positions.

It's an exciting time at DMC.

Cade Lambert,
Superintendent

Mision Statement

Equipping minds and nurturing hearts to impact the world for Christ

History of DMC

Des Moines ChristianSchool has experienced God's provision and protection in our 70+ year history as we've grown from 14 students learning in a church basement in Des Moines, to 1,200 students learning on our 26-acre campus in Urbandale, Iowa.

Recognizing the unique needs of students, our independent Middle School was formed in 2017. DMC is a diverse body of believers, representing more than 100 churches in the Des Moines metro area.

DMC Accreditation

Des Moines Christian School is Independently Accredited for Early Education-12th Grade by the State of Iowa through standards of excellence established by our accrediting agencies, Association of Christian Schools International (ACSI) and Cognia (formerly AdvancEd). DMC is a member of the Council on Educational Standards and Accountability (CESA), a national network of leading Christian schools recognized for academic and spiritual excellence.



STRATEGIC PRIORITIES

Faith for the Future

Des Moines Christian School's 2020 – 2025 Strategic Plan is designed to position the school as a leader in providing an outstanding education for students in early education - 12th grade. Rooted in a foundation of Christian faith, DMC nurtures students in an engaging school community that focuses on students; prioritizes relationships between staff, students and families; and uniquely equips students to recognize their God-given gifts and talents.

The strategic priorities focus on deepening learning to maximize each student's potential; strengthening instructional practices; expanding opportunities to accomplish more together through enrollment and philanthropy; and board and strategic governance.

Impact Tomorrow Today

Our five-year comprehensive giving campaign, Impact Tomorrow Today (ITT), establishes the goals to achieve our strategic priorities through tuition and philanthropy. The five priorities include:

- Faculty (Compensation and Debt Retirement)
- Campus (Capital)
- Student Experience (Lion Fund)
- Families (Tuition Assistance)
- Future Generations (Endowment)



Portrait of a Graduate

The Portrait of a Graduate reflects the four key qualities that Des Moines Christian School desires for each student in kindergarten through 12th grade to develop during their educational experience and throughout their lives.

Accomplished Learner

But the wisdom from above is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere.

James 3:17

Servant-Hearted Leaders

For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many.

Mark 10:45

Critical Thinkers and Effective Communicators

The wise of heart is called discerning, and sweetness of speech increases persuasiveness. The heart of the wise makes his speech judicious and adds persuasiveness to his lips.

Proverbs 16:21,23

Passionate Apprentices of Christ

I have been crucified with Christ. It is no longer I who live, but Christ who lives in me. And the life I now live in the flesh I live by faith in the Son of God, who loved me and gave himself for me.

Galatians 2:20



ABOUT DMC MIDDLE SCHOOL

You belong to God. You belong here.

We belong together.

The main objective of our middle school is to provide a safe, loving environment where children can discover who they are in Christ. A place where, in the challenging time of adolescence students know, they are wanted, they belong, and they are loved.

Our instructional practices strive to meet the daily social and emotional needs of all students.

Academics

We've designed a schedule and classes to meet the unique needs of middle level learners. Our Middle School daily schedule is a block schedule that is a mix of core and elective offerings.

Exploratory Classes

Exploratory classes bring middle school students together for expanded offerings of elective-style classes. Courses from 2021-22 include:

3D Art
Creative Digital Design
Digital Storytelling
Drawing
Family Consumer Science
Koinonia Collective
Interactive Bible Study

Painting and Printmaking
Show Choir
Spanish
Speech/Drama
Student Newspaper

Enrollment

21-22 School Year

266

Middle Schoolers
Enrolled

22-23 School Year

300

Projected Middle
Schoolers Enrolled
with completed addition
grade level capacity

Working at Des Moines Christian is a gift. We are a vibrant, intentional, collaborative middle school where students know each other by name, and understand they belong. Our House System has enabled 6th-8th graders to work together regularly and serve one another in uncommon ways. Our staff is a tight-knit group, with a growth mindset, who seek solutions together and continually push one another to improve in the craft of teaching. We strive for excellence and expect it in one another. Our mission to equip minds and nurture hearts is at the forefront of what we do, with one clear goal--impact the world for Christ.

Julie Pickard,
Middle School Art and Bible



Athletics and Activities

Girls Sports

Basketball, cheerleading, cross country, softball, swimming, track and field, volleyball

Boys Sports

Basketball, cross country, football, swimming, track and field

Choirs

6th Grade Choir
7/8 Grade Choir
Destination Excellence Show Choir

Bands

Concert Band
Jazz Band

School encompasses my academic, athletic, social and spiritual life. DMC is the place where I feel comfortable in these four environments, in every way possible. I can be open about my faith with all of my teachers. We study God's word and it's amazing that together we can have deep spiritual discussions in class.

Tyler Drefke ('26)





MIDDLE SCHOOL House System

Through Middle School Houses, students are sorted into five different groups that meet several times throughout the week. These groups provide student leadership opportunities and unite the middle school student culture. Houses help students gain a sense of belonging not only with their group, but also with the entire middle school--five houses, one family. The houses engage in competition throughout the year using a point system that focuses on the following six areas:

- Engage positively with the DMC community
- Empower others with respect
- Enrich conversation with thoughtful questions
- Encourage others with acts of servanthood
- Embrace leadership
- Embody Christ in all things



House Excelsior
Ever Upward



House Amarantos
Unfading Apprentices



House Servitor
Servant-Hearted Leaders



House Verdad
Defenders of Truth



House Bratus
Strong and Steadfast



The best way to describe middle school at DMC is energetic. Our faculty and staff are willing to be flexible and fun to create meaningful experiences for our students.

*Bethany Heath,
Middle School English*



MIDDLE SCHOOL PRINCIPAL

Position Overview

Reporting to the Superintendent, the Middle School Principal is responsible for the continued success and development of the DMC Middle School. Leading a dynamic team of 20 faculty and staff, the Middle School Principal promotes the success of all students by supporting and empowering faculty with a shared vision of learning that fosters a school culture of academic excellence and spiritual growth where middle school learners flourish.

DMC's mission is to equip minds and nurture hearts to impact the world for Christ. The Middle School Principal's dedication to this mission is evident through every aspect of leadership internally and externally. This includes faculty and staff, parents, students and other community partners.

Middle School Principal Leadership Attributes:

- Compelling leader, who affirms and embodies the school's mission and culture
- A teacher and learner at heart who loves students of all ages and exudes enthusiasm for shepherding the growth of children
- Understands and appreciates the struggles and joys of working with adolescents and embraces this critical time of development in a child's life
- Servant leader who blends humility and care for others, has the confidence necessary to make difficult decisions, and the ability to manage conflict and secure resolution
- Skillful leader who optimizes a team's potential through collaboration, high expectations, delegation, accountability, and the empowerment of others
- Spiritual leader whose character reflects pastoral leadership and care
- Desires to actively partner with parents in the education of their child
- Visible and highly relational leader whose active involvement in daily life at DMC generates a strong sense of community

Qualifications

- In agreement with the [Des Moines Christian School \(DMCS\) Statement of Faith](#)
- Active member/regular attendee of Bible believing church
- M.A. or M.S. required or in pursuit of receiving
- Holds Iowa administrative licensure or in pursuit of obtaining
- Holds ACSI administrative licensure or willing to pursue

[View Full Job Description](#)

Application Instructions

To apply for this position, [complete our electronic application](#) which includes uploading your cover letter and resume.

Please contact [Becky Miedema, HR Manager](#), with any questions.



A true spirit of collaboration exists among the leaders at DMC. We are one school, meeting the needs of students as they progress through our grade levels. The best part is that we know these students! Together as leaders, we see students grow in their faith and knowledge, and we are able to collaborate to support them throughout their journey at DMC.

*Karla Lowe,
Elementary Principal*

About Greater Des Moines

Nestled in the heart of the Midwest, Greater Des Moines is a vibrant and growing community. Anchored by the Capital City of Des Moines, the metro offers a vast array of arts and culture, sporting events, dining, and activities for all ages. Our church communities are active, with diverse options for families.

Greater Des Moines is a community that invests in itself, is powered by multinational corporations and also supports small, locally owned businesses.

The region has many outdoor options including 800 miles of connected recreational trails, community parks, lakes with boating and fishing, greenbelts and nature preserves.

#1 Best Place to Live in the Midwest for High Salaries and Low Cost of Living

The Ascent, 2021

#2 Safest Place to Live

U.S. News & World Report, 2021

#4 Best Place to Raise Kids

SmartAsset, 2020

#5 Best Place to Live in the U.S.

U.S. News & World Report, 2020

#11 Most Affordable City to Buy a Home

Forbes Advisor, 2021

Becky Miedema
HR Manager

bmiedema@dmcs.org
(515) 334-2241

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