



Head of Schools *Search Profile*

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EXPERIENCE THE DESERT DIFFERENCE

Established in 1986, Desert Christian Schools (DCS) is a PS-12 independent, inter-denominational, covenantal Christian school partnering with parents who desire to see their children raised "...in the nurture and admonition of the Lord." (Ephesians 6:4)

Grounded in a deep faith that God would provide a more excellent way to raise children in the knowledge of the Lord, Desert Christian Schools today as then, continues to impact students, families, faculty and staff. Looking back to those inaugural years, the idea that a digital revolution would soon transform the educational, cultural and spiritual landscape wasn't the focus. Much less, the life-altering impact of a global pandemic, the divisive divisions within the current culture, and local Church. Today, the foundation set almost four decades ago, holds strong, because God's Word is eternal and His Holy Spirit invincible.

Emboldened by a greater mandate to provide a thoroughly Christ empowered excellent education – Desert Christian Schools is transforming young lives for this generation and will continue to do so – beyond today, into tomorrow. God has faithfully gone before DCS providing temporary homes first at Christ Community Church, then El Camino Baptist church and ultimately the land now enjoyed on Speedway and the Wrightstown campus.

Recently, incredible and stunning expansion has taken place. The Wrightstown Campus is home to the PS-6 grade levels, and the Speedway Campus is now home to Junior High (7-8) and High School (9-12) students. The impact reverberates throughout both campuses, where you'll find exuberant students walking the halls, playing on the fields, courts, and stages of life. The mandate today as it was in 1986 is clear: to disciple students to make a difference in this world—wherever God calls them.

The DCS community offers boundless opportunities for students to thrive academically, socially, and spiritually, empowering them to make a meaningful impact on the world for Christ. From Preschool through 12th grade, the dedicated staff of DCS lovingly teach, guide, and nurture students in an environment where one of the most cherished aspects is the strong sense of family that sets DCS apart.

DCS is committed to partnering with families to help disciple and equip students for success in every aspect of life. They deliver a covenantal rigorous traditional liberal arts education grounded in biblical worldview, striving for nothing less than excellence in character, academics, and faith.

The **Mission** of Desert Christian Schools is to pursue excellence in Christian education, foster Christ-centered relationships, and endeavor to meet the unique learning needs of every student.



Truth

because God is a God of Truth (John 14:6)

Goodness

because God is Good (Psalm 25:8)

Sacrificial Relationships

because God is Love (Romans 5:8)

Obedience

because God is Lord (Luke 6:26)

Beauty & Excellence

because God is Beautiful and does all things well (Psalm 50:2; Mark 7:37)

People

because God created man in His image (Genesis 1:27)



Core Values



TWO LOCATIONS – ONE SCHOOL

Discipling Students to make a difference in their world!



Wrightstown Campus

The Wrightstown Campus is home to the Preschool through 6th Grade, offering a serene, private setting with breathtaking views of the Tucson mountains. Students enjoy access to a baseball field, a soccer/flag football field, and the beloved DCS Farm, where hands-on learning brings education to life.



Speedway Campus

The Speedway Campus is home to our High School, Junior High, and Central Services office. From Speedway Blvd, you can see the iconic DC cross shine brightly, a beacon of excellence and faith. Step inside to discover a quad at the heart of the campus, offering a 360-degree view of the campus including the new educational high school space, and stunning NEW turf football/track complex. (Two Pickleball Courts!)





Serving Students Preschool to 12th Grade



Desert Christian Elementary at the Wrightstown Campus offers a vibrant and nurturing environment for students from preschool through 6th grade, set on 16 scenic acres with captivating views of the Catalina Mountains. With an enrollment of 269 children, the campus is characterized by a strong sense of community and growth.

The school has benefited from substantial facility improvements, ensuring that students have enriching spaces in which to learn and grow.

Students at DCES enjoy a diverse array of educational experiences, including Specials such as Music, Art, PE, Spanish, Symphonic Orchestra, and Discipleship, as well as after-school opportunities in Robotics and Drama. Sixth graders are able to participate in middle school sports like Flag Football, Volleyball, Basketball, Softball, and Soccer, enhancing their development through athletics and teamwork.

Guided by a dedicated administration and staff, the campus remains committed to fostering a Christ-centered learning environment enriched by opportunities for creativity, personal growth, and community engagement.

Desert Christian Junior High on Speedway stands out for its unwavering commitment to quality teaching, a biblically integrated curriculum, and highly relational teachers who foster meaningful connections with their students each day. Education here is not just a matter of academic excellence, but one deeply rooted in a Christ-centered approach.

The recent move to the Speedway campus has allowed students to gain a renewed sense of ownership and pride in their learning environment, energizing the atmosphere and building excitement across grade levels. The school offers diverse electives such as band and orchestra, art, woodworking, and chess club, alongside seasonal athletics like volleyball, flag football, soccer, softball, and basketball—providing avenues for talent and teamwork to thrive. Faculty members view their teaching as a true calling, loving each child and regularly engaging in discipleship, ensuring that every student understands their unique value in God's image and feels inspired to grow both academically and spiritually.





Students Excelling

At Desert Christian High School, faith and excellence go hand in hand. **As a Christ-centered school, they are known for their vibrant, caring community that encourages students to grow academically, artistically, athletically, and spiritually.** From outstanding fine arts and varsity athletics to impactful student ministries and community service, DCS provides a well-rounded experience that prepares students for success. Desert Christian High School is committed to excellence in every aspect of education.

9 National Merit Scholars

2 National Hispanic Recognition Students

8 National Merit Commended Students

Honors Courses

Art III/IV
English I-IV
Math
Algebra I & II
Geometry
Statistics
Science
Biology
Chemistry
Physics
Spanish I-IV
Sport Psychology
Yearbook

Advanced Placement & CLEP

(College Level Exam Program)

Calculus AB
Precalculus
US History (CLEP)
Chemistry
Psychology
Computer Science Principles

Health Sciences

Kinesiology
Anatomy and Physiology
Sports Psychology
Strength and Conditioning

Fine Arts Curriculum

Musical Theatre
Band
Guitar
Photography
Honors Art III/IV
Art Foundations
Yearbook
Intermediate Art
Drama/Stage Craft
Spring Performance Drama



EXCEPTIONAL STUDENT PROGRAM

At Desert Christian Schools, it is considered to be a true blessing to offer support to students with disabilities and their families through the Exceptional Student Services (ESS) program which currently serves approximately 12% of DCS total student population.

DCS firmly believes that every student is a unique creation made in the image of God (Genesis 1:27) and fearfully and wonderfully made (Psalm 139:14), possessing a multitude of strengths. This belief serves as the foundation for staff as they provide unwavering support to students, ensuring they receive a Christ-centered education that nurtures their intellectual growth, spiritual development, and social skills (Luke 2:52).

The ESS program collaborates closely with students, teachers, and families to develop Individualized Accommodation Plans or Exceptional Student Plans, catering to a wide range of disabilities including Specific Learning Disabilities, Attention Deficit/Hyperactivity Disorder, High Functioning Autism, Emotional Disorders, and more. These tailored plans are implemented through an inclusive approach, where students primarily participate in general education classrooms while receiving assistance from an ESS co-teacher within the class or through dedicated services provided in the ESS room.

"Our son is special in many ways. We struggled for many years before we were guided to Desert Christian Schools. Desert Christian's teachers, staff, and especially his peers have made him feel accepted, loved, and protected. He feels comfortable and confident to deal with his issues. We have no doubt that he will finish his years at Desert Christian a kind, responsible, and focused young man. He is on his way to becoming this young man because he knows in his heart that he is loved! Desert Christian Schools teach what schools often don't, acceptance and love, for those children who don't fit into a specific category. We thank Desert Christian Schools for making room in their hearts for him and kids like him."



ARTS

Performing and Visual Arts

Art education at Desert Christian teaches elements and principles of art through a variety of media to explore a child's creativity. Reinforcement of learning is supported by school, and local exhibits. Artwork completed during the year may be seen displayed in classrooms, the school office and public spaces, and through contests such as the regional ASCI showcase and Arizona's Young Illustrators/Artists Competition.

Drama

Expressing oneself effectively is vital to communicating and relating. As part of a traditional liberal arts education, students are prepared to speak articulately and correctly. Drama and public speaking can be powerfully used for sharing God's truths. Classes in drama, musical theatre, and spring plays afford students the opportunity to share their God-given talents to glorify Him and further discover His calling for their lives. Desert High School students also learn to speak well and express their thoughts creatively through various class projects and extra-curricular offerings, such as Mock Trial and the Shakespeare Festival. The annual DCS Speech Meet and Discipleship classes, showcase middle schoolers and their ability display their burgeoning talent for public speaking and drama as well.

Music

Music is an integral part of Scripture as praise for God's many blessings is expressed throughout the Bible. From the preschool to the high school, Desert Christian Schools integrates biblical truth into its music offerings in order to encourage students to use music as a means to know, love, and serve Jesus Christ. For example, the youngest students are introduced to scripture memorization through weekly Chapel verses set to song and music that it may be ever-impressed upon their hearts. Whether performing with hand bells, ensemble, or Christmas concert, music and singing allows students to more fully know the wonders of God, to realize His love for them, and to worship Him personally.

Visual Arts

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ATHLETICS



High School

Fall

Cheer
Cross Country
Football
Swim
Volleyball

Winter

Boys Basketball
Girls Basketball
Cheer
Boys Soccer
Girls Soccer

Spring

Baseball
Golf
Softball
Tennis
Track

Junior High

Fall

Flag Football
Girls Volleyball

Winter

Girls Softball
Co-Ed Soccer

Spring

Boys Basketball
Girls Basketball



THE OPPORTUNITY

HEAD OF SCHOOLS

Desert Christian Schools is seeking a Head of Schools who will serve as an authentic leader, closely partnering with the Board of Trustees to drive school success across academic and operational domains. The ideal candidate possesses deep instructional expertise, models spiritual maturity and discernment, and is dedicated to fostering a vibrant faith-based learning environment. Daily priorities include advancing the school's mission, guiding and evaluating personnel, nurturing a Christ-centered educational atmosphere, and securing essential resources needed to continue the momentum. Visibility and active engagement within the community are paramount, with the Head of Schools expected to be a consistent presence at events and a reliable steward in all executive functions. This role requires high moral character, professional competence, and a commitment to both academic excellence and the unique covenantal values of Desert Christian Schools.

Strategic foresight and a continuous growth mindset underpin the leadership expectations for this position. The Head of Schools is responsible for forming strong partnerships with local churches and the broader community, building bridges that amplify the school's impact and unite diverse stakeholders in a shared mission. This leader inspires others, empowers staff, and invests proactively in the school's future, ensuring lasting excellence by championing innovation and maintaining high standards. Key responsibilities include evaluating instructional methods, leading professional development, and pursuing academic benchmarks. Through transparent communication, collaborative decision-making, and steadfast ethical leadership, the Head of Schools reinforces Desert Christian Schools' Christ-centered ethos, adeptly managing administrative and policy challenges to keep the school aligned with its biblical foundation and pursuit of educational distinction.





THE ROLE

The Desert Christian Schools, Head of Schools (HOS), is the Chief Executive Officer of the school and, as such, holds full responsibility for all aspects of the school's operation. The office of Head of Schools has as its primary purpose to provide leadership of the school in order to achieve the fullest attainment of the mission of Desert Christian Schools. The HOS is appointed by the School Board and is the sole employee of the School Board.

The Head of Schools of Desert Christian Schools is a person of deep Christian faith. The Head of Schools' primary responsibility is to be the spiritual leader of Desert Christian Schools and to communicate and promote Christian Values throughout the school community, including staff, students and parents. The HOS is directly responsible for the external affairs of the school, for ensuring sufficient resources, sound fiscal management and financial stability of the school through direct oversight of the business operations, development, alumni, community relations and enrollment management activities – collaboratively supports and encourages the Administration Leadership Team of 3 principals and 4 directors. The Head of Schools promotes the good reputation and values of the school in acting as the primary liaison between the school and School Board.



SPIRITUAL DUTIES AND DEVELOPMENT

- Ensure a biblical worldview is incorporated as it pertains to instruction.
- Lead the school as a servant-leader, understanding DCS serves a diverse community with varying needs.
- Partner with local churches and network within the greater Tucson community to broaden the impact and visibility of the school.
- Utilize interpersonal skills to mediate and navigate disagreements, concerns, and challenges brought by members of the DCS community.
- To the extent it is possible, attend student and school-wide events to be a visible presence for families (e.g., chapel, awards nights, open houses, school-wide parent meetings, athletics, fine arts, and others).
- Spend time with the student body and be visible, approachable, and interested in them.

ADMINISTRATIVE DUTIES AND DEVELOPMENT

- Strive to maintain positive working relationships with parents, students, staff, faculty churches, businesses, other schools (private, Christian, charter, home and public), donors, and the community at large.
- Provide an updated strategic plan annually (including issues regarding personnel, budget, facilities, curriculum, and co-curricular activities).
- Ensure that all school practices, activities, decisions, and/or organizational circumstances are lawful, prudent, and in compliance with commonly accepted business and professional ethics, as well as all Desert Christian School statements.
- Maintain a safe and secure school environment at all times.
- Consistently and strategically communicate with the entire DCS community (students, families, and employees).
- Inform and support the work of the BOT, which shall include providing monthly reports to the BOT.
- Provide adequate protection and maintenance for all school assets, avoiding unnecessary risks.

EDUCATIONAL DUTIES AND DEVELOPMENT

- Strive to maintain a high level of competence in the field of education, remaining current on issues relating to education.
- Supervise education and instructional practices, including curriculum development.
- Ensure rules, policies, and procedures are in place so that employees, students, and volunteers can function effectively and efficiently.
- Oversee the systematic implementation of the major recommendations submitted by the ACSI accreditation team.
- Ensure that the programs and services of the school meet or exceed school and/or accreditation standards.
- Represent the larger DCS community at all relevant external organizations pertaining to private schools, school-choice events, and Christian schools.





FINANCIAL DUTIES AND DEVELOPMENT

- Formulate an annual budget, in collaboration with the BOT Treasurer, and the school CFO to present it to the BOT for approval.
- Work with the Finance Committee and Business office to make sound fiscal decisions to monitor and stay within the annual budget.
- Provide the BOT Treasurer and direct reports with proper financial statements in the handling of all monies for DCS.
- Anticipate and forecast any budget shortfalls in revenue or overages in expenses and present an immediate corrective action plan to the BOT.
- Cultivate and maintain major donor relationships and seek alternative assets, endowments, and income streams.



PERSONNEL DUTIES AND DEVELOPMENT

- Supervise the evaluation of employees using formal and informal evaluation and meet with them to communicate feedback. Monitor the implementation of performance improvement plans.
- Use a 360 Evaluation tool for feedback that provides areas for self-improvement.
- Hold school administration accountable for instructional excellence as well as policy and procedure follow through.
- Work alongside/coach administrators in the supervision of employees.
- Provide employees with opportunities to take on new challenges and leadership roles.
- Model consistent and expedient communication with parents and ensure school staff does the same.
- Respect professional ethics (confidentiality regarding personal information about students, parents, or employees).





WELCOME TO TUCSON, ARIZONA

- Tucson is a unique desert town, two hours south of Phoenix, that pretends to still be a small cowboy town even though the population is well over one million. The city vibe is one of laid back and relaxed, probably due to the very hot summers (100+ degrees), though not as hot as Phoenix to the north.
- The area is known for a number of unique characteristics: one of the highest number of days of sunshine each year, beautiful vistas and sunsets throughout the year, amazing winter weather (that makes the summer heat bearable), outdoor activities galore (hiking, walking, cycling, swimming, golf, tennis, pickleball) year round, the annual rodeo and rodeo parade, and the tour d' Tucson - an annual 100+ mile bike ride/race around the city's perimeter.
- The presence of the University of Arizona brings a college flavor to the city's core with its huge campus and med school, NCAA basketball, football, baseball, and softball; and a collection of museums unrivaled by many larger metro areas.
- The city has 6-8 Christian schools, though Desert Christian on the east side of town and Pusch Ridge on the northwest side are the two largest of those schools which stimulates a healthy rivalry in sports and a good natured competition, though connection and collaboration is the key word with all the school's leaders in the city.
- Tucson is one of the driest cities in the US with humidity hovering in the single digits for much of the year, making for the well known "dry heat" which can make a 100 plus degree day feel tolerable. It is wonderful for those with breathing issues and allergies, being a destination for many escaping the high humidity areas of the country.
- From Tucson it is only 40 minutes up to Mt Lemmon at 9000 plus feet, an hour and half to Phoenix for their airport and sporting / arts events, 5 hours to the coast at San Diego, and a 4 hour drive north to the high country forests of Flagstaff and the Grand Canyon.



APPLICATIONS AND NOMINATIONS

Applications, recommendations, and nominations will be accepted until the next Head of Schools is appointed. For most favorable consideration, applicants should submit a Resume / CV, a written Christian Testimony and a letter of Interest (addressed to the Head of Schools Search Committee) immediately and before November 21, 2025. Nominations, expressions of interest, and applications should be submitted directly to:

DesertHOS@BradleyResourceGroup.com

Confidential inquiries and questions may be directed to:

BRADLEY RESOURCE
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