NORTHLAND CHRISTIAN SCHOOL

4363 Sylvanfield Drive
Houston, TX 77014-1620
Phone (281) 440-1060
Fax (281) 440-7572
northlandchristian.org

Elementary Principal

Position Type: Full-Time | School Leadership (PK-5)

Position Overview

Northland Christian School, a respected independent Christian school serving students from PK3 through 12th grade in the greater Houston area, seeks an exceptional and mission-driven **Elementary Principal** to lead its preschool and elementary divisions for the 2027-28 school year.

Founded in 1974, Northland Christian School has a rich tradition of providing an outstanding educational experience that integrates academic excellence, spiritual formation, fine arts, athletics, and character development. Combining the academic rigor and opportunities of a leading independent school with a distinctly Christian worldview, Northland prepares students to lead with purpose, serve with compassion, and make a meaningful impact in the world.

At the heart of Northland is a close-knit, family-oriented community where students are known, valued, and encouraged to reach their God-given potential. Many families begin their Northland journey in preschool and remain through graduation, reflecting the meaningful relationships and enduring sense of belonging that define our school.

Guided by our commitment to **preparing minds for leadership and hearts for service**, Northland's dedicated faculty cultivate intellectual curiosity, strong character, spiritual growth, and a lifelong love of learning. We seek to equip students with the knowledge, confidence, and courage to act with conviction, live with integrity, demonstrate compassion, and pursue their God-given purpose.

The Elementary Principal serves as a key member of the school's leadership team and plays a vital role in advancing Northland's mission, strengthening its academic program, and fostering a vibrant, Christ-centered learning environment.

The successful candidate will be an accomplished instructional leader, an effective communicator, a collaborative colleague, and a passionate advocate for students and teachers. This individual will demonstrate a deep understanding of early childhood and elementary education, a commitment to academic excellence, and the ability to cultivate a positive school culture rooted in faith, relationships, and continuous improvement.

Mission Alignment

The Elementary Principal must be a committed follower of Jesus Christ who embraces the mission, philosophy, and core values of Northland Christian School.

As both an educational and spiritual leader, the Principal is expected to model Christian character, integrity, humility, compassion, and servant leadership in all professional and personal interactions.

The Principal will actively contribute to a school culture that reflects Northland's foundational values of **Christ, Community, Leadership, and Giving**, ensuring that biblical principles are meaningfully integrated into the educational experience and daily life of the school.

NORTHLAND CHRISTIAN SCHOOL

4363 Sylvanfield Drive
Houston, TX 77014-1620
Phone (281) 440-1060
Fax (281) 440-7572
northlandchristian.org

Key Responsibilities

The Elementary Principal provides visionary instructional and organizational leadership for the preschool and elementary divisions, ensuring that academic programs, instructional practices, student experiences, and school operations align with Northland's mission, strategic priorities, and commitment to excellence.

Working collaboratively with the Head of School and the broader leadership team, the Principal is responsible for advancing student achievement, developing and supporting outstanding faculty, cultivating strong family partnerships, and maintaining a safe, nurturing, and academically engaging learning environment.

Instructional Leadership and Academic Excellence

- Provide strategic leadership and oversight of the preschool and elementary academic programs, ensuring alignment with the school's mission, educational philosophy, curriculum standards, and instructional goals.
- Promote a culture of academic excellence, intellectual curiosity, innovation, and continuous improvement.
- Oversee curriculum development, instructional planning, assessment practices, and the effective use of student achievement data to inform instruction and support student growth.
- Ensure developmentally appropriate, research-informed instructional practices that meet the diverse learning needs of students.
- Maintain high standards for teaching and learning while supporting the school's accreditation requirements and institutional improvement initiatives.
- Collaborate with faculty and school leadership to evaluate and strengthen academic programs, instructional resources, and student learning experiences.

Faculty Leadership and Professional Development

- Recruit, hire, supervise, mentor, and evaluate faculty and instructional support personnel in collaboration with the Head of School.
- Cultivate a positive, collaborative professional culture characterized by mutual respect, accountability, encouragement, and shared commitment to the school's mission.
- Support faculty growth through meaningful classroom observations, constructive feedback, professional development, and instructional coaching.
- Establish clear expectations for professional excellence, effective classroom management, and student-centered instructional practices.
- Foster an environment in which talented educators feel valued, supported, empowered, and inspired to grow professionally.

Student Life and School Culture

- Foster a safe, nurturing, inclusive, and Christ-centered school environment where students are known, supported, challenged, and encouraged to thrive.
- Provide leadership and oversight for student conduct, discipline, character development, and social-emotional growth in alignment with biblical principles and school policies.
- Oversee student activities, programs, schedules, and special events that enrich the educational experience and strengthen school community.
- Partner with faculty, counselors, and families to address student needs and promote academic, spiritual, social, and emotional well-being.

NORTHLAND CHRISTIAN SCHOOL

4363 Sylvanfield Drive
Houston, TX 77014-1620
Phone (281) 440-1060
Fax (281) 440-7572
northlandchristian.org

- Implement and consistently uphold policies and procedures related to student placement, promotion, retention, discipline, and dismissal.

Family and Community Engagement

- Serve as a visible, approachable, and trusted leader who builds meaningful relationships with students, families, faculty, and staff.
- Establish and maintain proactive, transparent, and professional communication with parents and guardians.
- Partner with families to support student success, address concerns, and strengthen the home-school relationship.
- Collaborate with the Admissions Office and school leadership to support student recruitment, enrollment growth, and retention initiatives.
- Represent Northland positively within the greater Houston community, cultivating relationships with churches, community organizations, and prospective families.
- Promote a strong sense of school pride, belonging, and shared commitment to Northland's mission.

Strategic and Operational Leadership

- Collaborate with the Head of School and leadership team in advancing institutional goals, strategic planning, and school-wide initiatives.
- Oversee the effective daily operation of the preschool and elementary divisions, including schedules, supervision, procedures, and school activities.
- Develop and manage divisional budgets and allocate resources responsibly in support of educational priorities.
- Ensure compliance with applicable school policies, accreditation standards, and regulatory requirements.
- Contribute to the development, implementation, and evaluation of school policies and procedures.
- Support a culture of organizational excellence, accountability, innovation, and continuous institutional improvement.

Desired Qualifications and Leadership Attributes

Qualifications

- A master's degree in educational leadership, curriculum and instruction, or a related field is preferred.
- Demonstrated experience in elementary education, including successful classroom teaching and instructional leadership.
- Previous experience as an elementary principal, assistant principal, division head, or comparable school administrator is strongly preferred.
- Experience in independent, private, or Christian school education is desirable.
- Strong understanding of early childhood and elementary curriculum, instructional best practices, assessment, and student development.
- Demonstrated success in faculty supervision, instructional coaching, professional development, and school improvement.
- Excellent interpersonal, organizational, communication, and problem-solving skills.
- A personal commitment to Christian education and the ability to articulate and model a biblical worldview.

NORTHLAND CHRISTIAN SCHOOL

4363 Sylvanfield Drive
Houston, TX 77014-1620
Phone (281) 440-1060
Fax (281) 440-7572
northlandchristian.org

Leadership Attributes

- A servant leader who leads with humility, integrity, wisdom, and conviction.
- An instructional leader who inspires excellence and empowers teachers to grow.
- A relationship builder who cultivates trust, collaboration, and a strong sense of community.
- A strategic thinker who balances long-term vision with effective daily operations.
- A compassionate and student-centered educator who recognizes the unique gifts and needs of every child.
- An effective communicator who engages families and colleagues with transparency, professionalism, and care.
- A collaborative leader committed to advancing the mission and continued growth of Northland Christian School.

Join the Northland Community

For more than five decades, Northland Christian School has partnered with families to provide an exceptional Christ-centered education that prepares students for lives of leadership, service, and purpose.

We seek an Elementary Principal who is inspired by this mission and eager to build upon Northland's strong foundation while helping shape the future of our school.

This is an opportunity to lead within a thriving Christian school community, invest in outstanding educators, positively influence the lives of young learners, and make a lasting impact on generations of Northland students.

Northland Christian School — Preparing Minds for Leadership and Hearts for Service.

NOTES:
Additional Salary Information: $85,000 - $90,000 per year