



THE IDEAL NVCA TEAM MEMBER CANDIDATE REQUIREMENTS AND PREFERENCES

Please read before submitting your application.

Individuals who would like to be considered to serve at North Valley Christian Academy will be screened according to these defined standards. Interviewing and referencing by the Administrator and Staff Selection Team of finalists will verify if they (1) meet these requirements and (2) are the best candidates for the position. Unfortunately, not all applicants will be interviewed.

These are the standards for excellence required of a candidate to be considered.

- 1) Must be a growing **Christian** who desires a strong relationship with Christ. Must understand and embrace the value of school as a ministry to students and families. The candidate must fully support the mission, vision, values, and statement of faith of NVCA. The candidate is able to build strong relationships with parents, students, staff, and others. They are active (verifiable) in a Lutheran or Christian church.
- 2) Must have a strong **servant leadership** attitude. Humble. Leads by example. Committed to the highest level of service to children, parents, and others. Candidate is willing to step up to the plate when there is a need and help graciously. Flexible to parent and children needs, other staff, and overall NVCA needs.
- 3) **Positive personality traits** are clearly evident. These include self-motivation, flexible, takes initiative, dependable, enthusiastic, optimistic, solution oriented, intelligent (good common sense), high integrity, good judgment, desires to grow, team player. Demonstrates EQ.
- 4) Must be **mature and personally & emotionally stable**. Mature in their philosophy & actions. Carries themselves professionally at all times. Excellent communicator who listens.
- 5) Must be **passionate about serving students and families**. Student-centered, having a big heart for families. Interested in & enjoy serving children. Believe in “partnering with parents” (working closely with and relating to parents) for the child’s benefit.
- 6) Candidates must have a **college degree**. Faculty candidates must have a Bachelors degree in education or in their teaching specialty. Preference is given to those with a minimum of a Master’s or other graduate degree.
- 7) Faculty candidates must be **great teachers**. Skilled, adept, and passionate in their subject matter. Candidate should possess strong classroom management skills. Preference is given to those with Project Based Learning (PBL) teaching experience. Candidates should have a minimum of 3 years teaching experience for the elementary level and 5 years for middle and upper school levels.
- 8) Preference will be given to faculty candidates that are graduates of a **Christian or Lutheran college** or have previous Christian school experience. Upon employment a candidate may be required to complete coursework in “teaching and integrating the faith”.

“Building global-ready Christian Leaders for ALL of Life”