



# K-12 PRINCIPAL SEARCH PROFILE

**BRADLEY RESOURCE**  
GROUP



To the future Principal at Granville Christian Academy,

I'm so excited to welcome you into the GCA family. Our school is eager for your arrival and looks forward to your leadership as we continue our mission of pursuing Christ-likeness. Over the past few months, we have been praying for you, trusting that God would bring you to our school to continue to strengthen the work He is doing here.

My prayer for you is to keep God foremost in your life and ministry and passionately pursue Him. While many demands will vie for your attention upon your arrival, please remember the paramount importance of our school's leaders' devotion to their faith in Jesus Christ. He exemplifies the ultimate servant leader, and we believe our successes will grow as we model our lives after Him.

As the academic leader and executive officer, it is imperative that you prioritize your relationship with Christ and allow His guidance in fostering connections with staff, parents, and students. We are eager to see God's wonderful accomplishments in our school and community in the coming years. Licking County is experiencing rapid growth and is expected to double in size within the next five years. GCA is poised for growth and is ready for your leadership.

At GCA, we continue to prioritize continuous improvement and the cultivation of a Growth Mindset among our staff and students. Our success criteria are not based solely on student numbers or expansion efforts; rather, we emphasize the spiritual and mental development of both our staff and students. Our Portrait of a Graduate gives several examples of how we can recognize and celebrate the accomplishments of our staff and students.

As you transition into your role at GCA, I am here to support you as you begin to make a positive impact on the community God has called you to serve. Let your natural leadership, passion for Christ, and pursuit of excellence guide your decision-making and mentoring of our staff. I look forward to witnessing the remarkable ways in which God will work through you at GCA.

Josh Sexton  
Head of School




# ABOUT GRANVILLE CHRISTIAN ACADEMY

In 1997, founder, Cathy Pound, responded to a growing demand for private Christian education in Licking County, Ohio. What started as a small homeschool program for Spring Hills Baptist Church, pastored by Cathy's husband Jeff, became Grace Haven Academy. As a result of growth, in 2014, the school separated from the church and was renamed: Granville Christian Academy (GCA). From the beginning, GCA's purpose has been to partner with parents and local churches to develop life-long spiritual leaders for Christ. From the first homeschoolers to more than 315 students today, each child that passes through the doors of GCA is here for God's purposes. Together, they join a community of staff, teachers, parents, and alumni as part of the bigger story God is authoring through Granville Christian Academy.

## MISSION

The mission of Granville Christian Academy is to partner with Christian families and local churches by creating a Christ-centered, nurturing environment with Biblically based academic excellence and character development, resulting in students who are becoming Christ-like and impacting their culture through servant leadership.

## CORE VALUES

 **Jesus Christ**  
Our Center



**Community Spirit:**  
Our GCA Family



**Exemplary Mentors:**  
Our Faculty & Staff



**Servant Leadership:**  
Our Method



**Truth Taught**  
Our Foundation



**Partnership with Parents & Churches**  
Our Strength



**Academic Excellence:**  
Our Endeavor

# STATEMENT OF FAITH



## ABOUT GOD

We believe that God exists eternally and that He manifests Himself in three persons...God the Father, God the Son, and God the Holy Spirit (Matthew 28:19; I Peter 2:2; 2 Corinthians 13:14; Psalm 90:2; Genesis 1:1, 26, 27, 3:22).

## ABOUT JESUS CHRIST

We believe that **Jesus Christ (Son of God)** was born of a virgin, was crucified, buried, and rose bodily from the grave and will come again to this world to reign in righteousness (Luke 1:30-35; John 14:6; I Thess. 4:16-17).

## ABOUT HOLY SPIRIT

We believe that a person is baptized by the **Holy Spirit** into the Body of Christ at the time of conversion; this baptism results in a believer being filled and supernaturally empowered for service through spiritual gifts (I Corinthians 12:13; Romans 8:9-17; John 16:7-13; Ephesians 5:18; Galatians 5:25; John 14:16-17).

## ABOUT THE BIBLE

We believe that the **Bible** is our supreme authority, and it is sufficient as our only rule of faith and practice. The Bible is God's Word to us. It was written by human authors under the supernatural guidance of the Holy Spirit, and it is truth without any mixture of error (I Timothy 3:16; Hebrews 4:12; Revelation 22:19; Proverbs 30:5; Psalm 119:105, 160; 2 Peter 1:20-21).

## ABOUT SALVATION

We believe that forgiveness of sin, **salvation**, and new life is made possible by the death of Jesus Christ on the cross. This salvation is by grace, through faith, and by the appropriation of the shed blood of Jesus Christ (Romans 6:23; Ephesians 2:8-9; John 14:6; John 1:12; Titus 3:5; Galatians 3:26; Romans 5:2).

## ABOUT ETERNITY

We believe there shall be a resurrection of the saved to eternal life and a resurrection of the unsaved to eternal punishment in hell. Because God gives us eternal life through Jesus Christ, the true believer is secure in that salvation for eternity (John 3:16; John 5:11-13; John 10:29; Romans 6:23).

# PROFILE OF A GRADUTE



## A DEVOTED FOLLOWER OF JESUS CHRIST

- Engages in authentic worship and fellowship with a body of believers, has committed to a personal relationship with Jesus Christ, and actively participates in a Biblically based church. (Acts 2:42, 47)
- Regularly participates in the spiritual disciplines of prayer, Bible study, scripture memorization, worship, and service. (Ps. 119:11,105, Heb. 4:12, Rom. 12:1, 11-12)
- Experiences transformation by the pursuit of Biblical truth. (Eph. 4:13-15, 2 Cor. 3:18, Rom. 12:2)
- Committed to a life-long process of becoming Christlike, patient in affliction, willing to endure persecution for His sake, comforting others as we have been comforted, interceding for others in prayer, trusting God and His provision, all to the glory of God. (Luke 9:23, 2 Cor. 1:3-5, John 16:33, Matt. 5:11)
- Demonstrates the fruit of the Spirit. (Gal. 5:22-23)
- Knows, loves, and serves God, making Him known to others. (Heb. 9:14, 2 Pet. 3:9)
- Articulates and defends his/her Biblical worldview

## A COMPASSIONATE NEIGHBOR

- Delights in and cares for God's creation. (Gen. 1:28, Gen. 2:15, Ps. 89:11)
- Seeks to understand perspectives that differ from his/her own, respecting all people as individuals created in God's image. (Prov. 18:2, Prov. 3:13-14, James 2:1-8, Gen. 1:26-27)
- Loves and prays for others as a response to God's love for us. (1 John 4:19, Matt. 22:37-40, James 5:16)
- Serves the community with a missionary mindset and heart of compassion. (Matt. 28:19, Col. 3:12, 1 Pet. 4:10-11)
- Gives generously of his/her time, talents, and finances to glorify God. (Matt. 5:16, 2 Cor. 8:1-7, 2 Cor. 9:6)

## A COURAGEOUS LEARNER

- Humbly receives his/her solid foundation from scripture. (Col. 1:10, 2 Tim. 3:16, Col. 2:8)
- Vigorously pursues wisdom, knowledge, and understanding which come from God. (Prov. 2:6, Prov. 24:3-4)
- Perseveres and overcomes obstacles through the learning process. (Col. 2:6-7, Phil. 3:12, James 1:25, Phil. 4:6)
- Discovers joy in learning. (Ps. 16:11, Prov. 1:5,7)
- Develops his/her intellect to the fullest ability in order to think analytically, employ problem-solving skills and evaluate all he or she studies through the lens of God's Word. (Eph. 5:8-16, James 1:5, Prov. 18:13,15)
- Demonstrates evidence of an education equal to or exceeding state and national academic standards. (Luke 2:52)

## PREPARED FOR THE FUTURE

- Recognizes, develops, and utilizes God-given abilities to the fullest extent. (James 1:17, Ex. 31:2-5, Dan. 1:17)
- Demonstrates college, career, and life ready competencies while exhibiting the attitudes of gratitude and hope. (Eph. 6:13-18, 1 Thess. 5:18, Rom. 5:3-5)
- Pursues his/her unique passions, seeking to influence the culture for Christ through excellence in all endeavors. (Eph. 4:11-12, Col. 3:17)
- Understands work has dignity as an expression of the nature of God, and any work done as unto the Lord is an act of worship. (Eph. 2:10, Col. 3:23-24, Rom. 15:17)
- Works with self-motivation and diligence to heartily fulfill his/her role in the family, church, community, workplace, and world. (Rom. 12:9-18, 1 Cor. 12:4-7)



# Granville Christian Academy

Preparing servant leaders for Christ



## CAMPUS

**315**  
STUDENTS

**12:1**  
STUDENT-TO-TEACHER RATIO

**20**  
AVERAGE GRADUATING CLASS SIZE

**75%**  
PARTICIPATE IN CO-CURRICULAR

**1:1**  
TECHNOLOGY GRADES 3-12

**2024**

NEW K-2 CAMPUS



## SERVANT LEADERS

**100+**  
SERVICE HOURS BY GRADUATION

**100%**  
Participate in Weekly Chapels

**100%**  
Bible Class K-12

## FAMILY GROUPS



SECONDARY TO ELEMENTARY STUDENT DISCIPLESHIP



## COMMUNITY



**18**  
STUDENT SCHOOL DISTRICTS



**60+**  
CHURCHES REPRESENTED



**500+**  
ALUMNI IMPACT

## ASSOCIATIONS

Assoc of Christian Schools International  
Mid-Ohio Christian Athletic League  
Ohio High School Athletic Association



## ACADEMICS

**33%**  
HS STUDENTS TAKE ADVANCED PLACEMENT

**70%**  
AP STUDENTS SCORE COLLEGE CREDIT

**4**  
INTERVENTION SPECIALISTS

**25%**

EXCEPTIONAL PERFORMANCE ON THE ACT



NATIONAL MERIT SCHOLARS  
2 FINALISTS • 1 SEMI-FINALIST • 2 COMMENDED

**\$200K+** CLASS OF 2023 SCHOLARSHIP AWARDS

# ACADEMICS @ GCA

## KINDERGARTEN & ELEMENTARY

### Kindergarten

**Providing a safe, nurturing community.**

GCA's Kindergarten classes prepare students to enter elementary grades with confidence.

These steps help pave the way for GCA students to become leaders who serve others.

- Phonics-based, developmentally appropriate approach to reading
- Foundational mathematics skills
- Fine arts and physical education
- Development of social skills
- Spiritual growth

### Elementary

**GCA sets the stage for students to step into a bright future.**

Through development in their walk with God and academics, GCA students learn how to become lifelong learners and leaders. In elementary school, they watch and learn from older students and prepare to take the torch as they graduate into middle school.



# ACADEMICS @ GCA

## MIDDLE & HIGH SCHOOL

### Middle School

GCA guides the growth of their students from middle school to high school. GCA students begin to develop a deeper understanding of their unique interests and strengths. They encourage students to get involved in clubs and activities, and participate in community events to practice servant leadership and further discover the person they are called to be. Students are also given more academic support as they take on more challenging and rigorous opportunities and responsibilities.

### High School

**Prepared for college, careers, and all of life.** No matter what path they start down first, GCA students leave Granville Christian Academy ready to change the world. They have sharp, bright minds to create and innovate, the confidence and integrity to always do the right thing, and hearts of compassion to serve others and lead their communities — to bring about God's kingdom.

### SAMPLE OF COLLEGES AND UNIVERSITIES WHERE GCA STUDENTS WERE ACCEPTED

THE UNIVERSITY OF  
**ALABAMA**

 **ASBURY**  
UNIVERSITY

 **BELMONT**  
UNIVERSITY

**BGSU**  
Bowling Green State University

 **CEDARVILLE**  
UNIVERSITY

 **CENTRAL**  
**OHIO**  
TECHNICAL  
COLLEGE

 UNIVERSITY OF THE  
**CUMBERLANDS**

**DENISON**

 University of Findlay.  
Meaningful Lives. Productive Careers.

**GRACE**  
COLLEGE

 **HILLSDALE** COLLEGE

 **INDIANA**  
**WESLEYAN**  
UNIVERSITY

 **LIPSCOMB**  
UNIVERSITY

 **LUBBOCK**  
**CHRISTIAN**  
UNIVERSITY

 **MALONE** UNIVERSITY

 **MOUNT VERNON**  
NAZARENE UNIVERSITY

**OHIO**  
UNIVERSITY

 **OHIO STATE**

 **TAYLOR**  
UNIVERSITY

 **TREVECCA**  
NAZARENE UNIVERSITY

 **YOUNGSTOWN**  
STATE  
UNIVERSITY

 **VANDERBILT**  
UNIVERSITY

 Wheaton College

**WRIGHT STATE**  
UNIVERSITY



# ACADEMICS @ GCA

## SASS

### *(STUDENT ACADEMIC AND SUPPORT SERVICES)*

Several years ago, Student Academic and Support services was conceived and implemented at Granville Christian Academy. Since its inception, GCA has intentionally worked to grow and meet the needs of many students with learning differences who previously would not have been accepted for a lack of support services needed to meet their specific needs. Upon the initiation of SASS, 12 students had learning plans, and 20 K-12 students received reading intervention services.

Today, there are 85 students that receive services from SASS. Of the 85 students, 35 have Individualized Education Plans (IEP) with a range of needs from Speech Therapy to Autism Spectrum Disorders. 10 more students have written 504 plans that represent medical needs as well as attention executive functioning deficits. Another 25 students receive Orton Gillingham Reading intervention from GCA's Level 3 trained Intervention Specialist. Students will receive the tools they need and may never make it to the evaluation process because of this intervention. The remaining students receive social emotional support and the SASS Intervention Coordinator works closely with families and counselors to maintain open communication and a solid link between GCA and home.

The SASS department now has four licensed intervention specialists. GCA has two speech pathologists that are contracted through the Jon Peterson Scholarship and IDEA funding. Together they see over twenty students weekly for speech services. Additionally, GCA also has two occupational therapists who see fifteen students weekly funded by the Jon Peterson Scholarship. Three full-time aides that work in a variety of settings to support student success are also available to compliment the student(s) learning experience(s).

GCA is working diligently to balance the benefits of different types of learners in their school culture and what can feasibly be supported with the space and funding that is currently available. GCA is excited about the SASS trajectory and the opportunity to help all students.

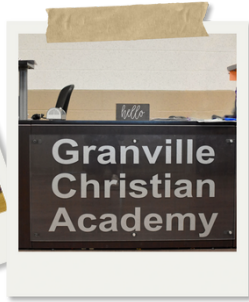


# ARTS @ GCA

GCA students are encouraged to be involved in extracurricular activities, to begin leading younger students and providing them with mentorship and friendship, to help them feel welcomed and accepted, and to help them become who they are called to be. There are all kinds of opportunities - Art, Choir, Theatre and more!



# ATHLETICS @ GCA



## High School Athletics

- Volleyball
- Soccer
- Cross Country
- Golf
- Basketball
- Cheerleading
- Baseball
- Softball
- Track and Field

## Middle School Athletics

- Volleyball
- Soccer
- Cross Country
- Golf
- Basketball
- Cheerleading
- Baseball
- Softball
- Track and Field

## Elementary School Athletics

- Little Lions Cheer
- Little Lions Soccer
- Little Lions Basketball
- Little Lions Softball/Baseball



**17**  
ATHLETIC TEAMS

**74%**  
OF HIGH SCHOOL STUDENTS  
PARTICIPATE IN ATHLETICS

**77%**  
OF MIDDLE SCHOOL  
STUDENTS PARTICIPATE  
IN ATHLETICS

**27**  
MOCAL  
CHAMPIONSHIPS

# THE OPPORTUNITY

## K-12 PRINCIPAL

Granville Christian Academy (GCA), now in its 28th year, stands at the threshold of a new era of growth. As an independent covenant Christian school, GCA has thrived under God's guidance, serving the Granville/Newark, Ohio area and beyond. This presents a unique opportunity for the new K-12 Principal to collaborate and partner with Head of School, Josh Sexton, and the GCA Board, leading a dedicated community of families, students, faculty, staff, and administration.

As families in the Granville/Newark area and beyond continue to seek a school that is unapologetically Christian with a small-town family atmosphere, GCA is well-positioned to serve its community for many years to come. With high enrollment demand expected to continue, the new K-12 Principal will have the immense responsibility of ensuring that the integration of faith and learning continues to grow strong while demonstrating a genuine heart to invest in students, families, faculty and staff.

The new K-12 Principal will need to lead with humble confidence, making decisive actions and clearly communicating with grace and accountability a plan that addresses past, present, and future growth. This authentic self-starter, driven by a mindset and heart of cultivating relationships, will nurture and perpetuate GCA's intentional culture, stewarding the school and its resources with excellence.



# THE ROLE



## ESSENTIAL FUNCTIONS FOR THE K-12 PRINCIPAL:

- Create and foster a culture among faculty, staff, students, and families that perpetuates the values of GCA being Christ-centered, academically excellent, and relationally focused to support all students in realizing their greatest spiritual and academic potential.
- Provide frequency, predictability, and clarity of communication, both internally and externally, to the K-12 community that fosters continual alignment and clear understanding of the mission while building an environment of collaboration, trust, and respect.
- Demonstrate executive presence and decision-making ability that is both collaborative and confident.
- Recruit and hire outstanding Christ-honoring educational professionals who are passionate about inspiring students to excel in their gifts and talents for God's glory.
- Build a best-in-class team and staff and be committed to coordinating their professional development through intentional trainings, class-room observations, and performance appraisals.
- Fully embrace the opportunity to shape students for Christ through education.



## FACULTY AND STAFF LEADERSHIP:

- Foster a climate of spiritual growth and mentoring between faculty and students that is aligned with the GCA Mission, Vision, and Statement of Faith.
- Foster the unique K-12 experience and culture amount all school faculty and staff.
- Serve as the preeminent instructional leader and provide academic input at all levels.
- Oversee and direct the activities of each department, the sponsors of student organizations and activities, as well as faculty committees.
- Ensure each department of the school is setting and achieving annual goals appropriately aligned with the broader GCA goals.
- Ensure the school's philosophy of education is evident in all areas of the school.
- Observe, supervise, and evaluate the faculty using GCA's evaluation protocol to provide ongoing and consistent feedback and professional growth.
- In collaboration with GCA leadership, provide internal and external professional development based on needs-based assessments of faculty/staff.
- Make recommendations to the Head of School regarding the hiring, firing, retention, and assignment of faculty.

## BUILDING ADMINISTRATION:

- Oversee and manage the day-to-day operation of the school. This includes schedules, classes, and events that are aligned with the overall operation of the K-12 program.
- Oversee the coordination of the co-curricular/extracurricular activity programs and school assemblies and assist in maintaining a comprehensive calendar of school events.
- Provide the academic guidance of students; ensure complete academic records on all students are maintained; oversee the standards, curriculum, assessments, and methods used by teachers in measuring student achievement.
- Manage monetary items, staff projections, and staff allocations in compliance with the budget.
- Utilize school data to make decisions regarding student academic performance, college counseling, as well as student behavior and teacher development.
- Oversee the annual master schedule for instructional programs, ensuring sequential learning experiences for students consistent with the school's philosophy, mission, values, instructional goals, and priorities.
- Assist in the admission process for the testing, interviewing, and evaluating applicants for enrollment.



## SCHOOL CULTURE AND STUDENT LIFE:

- Create an atmosphere where the traits of receptivity, respect, resilience, relationship, resolve, and responsibility can grow and develop the entire K-12 GCA community.
- Be a visible presence in all areas of the school; work toward a resolution of all problems – both routine and unique – as they arise; keep the Head of School informed of the general programs, activities, and problems of GCA.
- Be aware of the educational, physical, social, psychological, and spiritual needs of the members of the GCA community and develop plans for assessing (collecting data) and meeting these needs.
- Supervise fairly and consistently with effective systems (discipline, attendance, etc.) and high standards, consistent with philosophy, values, and mission of the school.
- Know and engage with the student body and keep the student experience one that is positive and fun while engaging the students where they are.

## COMMUNICATION:

- Communicate openly and effectively with parents, faculty, and students, seeking their support and investment, to create a cooperative partnership for an optimal school environment.
- Work with parents to resolve issues quickly and confidentially – a calm but confident leader and listener.
- Use effective presentation skills when addressing students, staff, parents, as well as the community.

# CHARACTER & QUALIFICATIONS

## The Ideal K-12 Principal Candidate at GCA will:

- Be an individual whose life is lived out as a humble Christ-like examples in his or her home and community. The most significant personal qualification is the acceptance of Jesus Christ as personal Savior and a life that reflects spiritual maturity and intimacy with God.
- Demonstrate humility, integrity, transparency, accessibility, a heart for service, and a sense of humor.
- Carry an infectious love and enthusiasm for kids.
- Have strong interpersonal skills needed to build productive, long-term relationships.
- Be able to exercise independent judgment, tact, and diplomacy.
- Inspire others to excellence by personal example.
- Possess a track record of effectively working with and leading teams. Be a mentor to other leaders, build teams, create a supportive work environment, collaborate, and build consensus.
- Demonstrate the ability to think strategically and to accurately analyze complex situations.
- Be a "roll-up-the-sleeves" self-starter/problem-solver who can engage appropriate parties in development and implementation of solutions.
- Possess a highly developed emotional intelligence, which includes a keen self-awareness, empathy, self-regulation, social skills, and personal motivation.
- Have a record of success as a school principal or assistant principal with overall responsibility for academics, co-curricular activities, and staff development.
- Have at least three to five years of administrative leadership experience.
- Have an earned master's degree; a terminal degree will be an added plus.





# GET TO KNOW GRANVILLE, OHIO

Granville, Ohio is a quaint, New England-Style Community located in Licking County (East Central Ohio) along the western edge of the Appalachian Plateau. About 24 miles from Columbus, Granville is a hidden gem that truly takes on the charm of small-town USA.

You sense the feel of The Community the moment you walk through the Square and eat lunch at one of the many spots downtown. Oh, and don't forget to stop by the bookstore and take in the aroma of a time standing still. Enjoy the Farmers Markets on the weekend and take advantage of the 1600 acres of green space and internationally recognized preservations, there's room for everyone.

Home to Denison University, and their 2,400 students, Granville is an All-American town just outside of Columbus, Ohio. Columbus is the 11th fastest growing city in the country and is known for its rich arts scene, and is home to a plethora of museums, galleries, and theatres, including the world-renowned Columbus Museum of Art. Want access to the World? John Glenn International Airport is an easy trip from Granville for friends, family, and you!







# APPLICATIONS AND NOMINATIONS

Granville Christian Academy is currently inviting applications for the K-12 Principal role with an anticipated start date of **June 1, 2025**. Although applications are welcome until a K-12 Principal is selected, candidates should submit application materials consisting of a Resume or CV, a written Christian Testimony, and a letter of interest (addressed to the GCA K-12 Principal Search Committee).

All application materials should be received by **March 29, 2025**, for most favorable consideration.

Nominations, expressions of interest, and applications will be treated with complete confidentiality and should be submitted directly to: **[GCAK12@BradleyResourceGroup.com](mailto:GCAK12@BradleyResourceGroup.com)**



Joe Bradley  
Chief Executive Officer

770-843-8928

[Joe@BradleyResourceGroup.com](mailto:Joe@BradleyResourceGroup.com)