



HEAD OF SCHOOL





# ABOUT TRINITY CHRISTIAN SCHOOL

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Trinity Christian School (TCS) is an independent, K-12, interdenominational Christian school that is located on a twenty-five-acre campus and sits just southwest of Washington, D.C., in the heart of Fairfax County, Virginia. Trinity Christian School was designated a National Blue Ribbon K-12 Private School in 2019.

TCS is a community of believers in Jesus Christ who desire to raise their children in the historic Christian faith. The school seeks to impart truth, which is the Word of God, written and Incarnate; instill character, which is the courage to live the truth of God's Word uncompromisingly in a compromising age; and inspire service, which is the imitation of Christ.

The goal at TCS is to see God's image manifest in each of the students so they walk humbly with God in their minds, love mercy in their hearts, and act justly in their lives. The school seeks excellence for mind and heart by presenting excellence to its students through academic rigor, spiritual vitality, and living together in community. Each student's calling at this time in his or her life is to be a student and to diligently pursue the knowledge of "wisdom and instruction, to understand words of insight, to receive instruction in wise dealing, in righteousness, justice, and equity; to give prudence to the simple, knowledge and discretion to the youth –" (Proverbs 1:2-4).

TCS is fully accredited by the Virginia Council for Private Education (VCPE) and Cognia. Recent insights from the March 2022 Cognia accreditation review revealed that:

*"TCS has focused intently on and achieved excellence in multiple areas, including lofty expectations, exceptional academic/extracurricular programs, and project-based instruction."*

*"Stakeholders at Trinity Christian School of Fairfax have developed a cohesive, caring sense of community and familial identity that is pervasive in all facets of the institution. The supportive academic and social culture that permeates the institution bolsters stakeholders' attitudes, beliefs, and skills needed for success."*

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## Mission

Trinity Christian School exists to educate students to the glory of God by pursuing excellence for mind and heart.

## Vision

By God's grace, through his Word and Spirit, Trinity seeks to transform students by the renewing of their minds after the image of Him who created them. We desire to bring into conscious subjection to God what has been redeemed in and through Christ.





For God, who said, “Let light shine out of darkness,” made his light shine in our hearts to give us the light of the knowledge of the glory of God in the face of Christ.

— 2 Corinthians 4:6

## SCHOOL HISTORY AND CAMPUS DETAIL

TCS opened in 1987 with 41 students in grades one through three, three full-time teachers, and two full-time staff in space provided by Truro Church. Shortly thereafter, a second campus was added at Providence Presbyterian Church to accommodate 118 students in grades one through five. Over the next ten years, TCS continued to grow, reaching 300 students in grades one through ten on four separate campuses. Generous giving then allowed for the school to purchase the twenty-five-acre site on which the TCS campus now resides. In 2003, TCS opened the doors to the first building at the new campus facility on Braddock Road with 450 students and more than 50 faculty and staff members.

Today, with an annual operating budget of \$12.35M and more than 100 full and part-time employees, TCS serves a robust and diverse student body of 750 students who worship within 34 different denominations. Campus facilities include a Lower School with 17 classrooms, one science classroom and a library, and an Upper School with 23 classrooms, 4 science classrooms, one Harkness Table classroom, a media center, and a computer lab. TCS also has a student support services suite, a 1000-seat gymnasium, one stage, two turf athletic fields, and one playground.

The school has also purchased property one mile west of the current TCS campus and has begun exploring development possibilities. As enrollment has continued to grow, the school has reached maximum capacity at its Braddock Road campus and is looking toward this property as potentially housing an expanded Upper School program, performing arts center, and additional athletics fields.





# ACADEMICS

Biblical integration happens in academics across the Lower and Upper Schools.

## Lower School (K-6)

Core subjects are taught at every grade level: Christian Studies, mathematics, history, language arts, and science. Art, music, and physical education are included in every student's schedule and chapel services are conducted twice each month. Field trips and special projects also supplement the Lower School program.

Students have two years to prepare for the transition to the Upper School through introduction to higher-level thinking skills as well as organizational tools. With "Classroom in a Box," teachers enhance lessons and build research skills as students use tablets and laptops in the classroom.



## Upper School (7-12)

Trinity offers a college-preparatory curriculum where emphasis is not only on teaching content, but also on developing lifelong learners who are adept at reading, writing, and reasoning. Advanced Placement and/or honors courses are offered in many departments and teaching methods in the Upper School incorporate oral presentations, drama, papers, speeches, debates, worldview discussion, critical thinking, and guided research with the goal of synthesizing ideas (leading to the composition and defense of the senior thesis).

### Senior Thesis

At TCS, the Bible isn't just the focus of Christian Studies classes. God's Word permeates the arts, the extracurriculars, even the athletics programs. The school strives to see the world filtered through the lens of Jesus Christ. TCS is a safe place where students learn about God, wrestle with life's questions, and build a solid foundation for their Christian faith.

The capstone of that foundation is a [Senior Thesis](#), a yearlong project that prepares students to confidently defend their faith in the world outside of TCS. Throughout the Senior Thesis project, students dig deeper and articulate their own beliefs about different aspects of Christianity. After putting their findings into a 15-20 page paper, students defend their theses orally before a formal panel of faculty and administrators. The goal is to ensure that TCS graduates not only know what they believe but are able to defend it in the face of critical scrutiny.





## Student Support Services

A long-held vision for TCS was the development of a Learning Center designed to serve students with learning differences. Launched in 2014, the Learning Center, housed within [The Gryphon's LAIR \(Learning Assistance and Institutional Resources\)](#), began supporting students, parents, and faculty. Using CTP test scores and teacher referrals, students were identified with possible learning challenges requiring educational support through scaffolded intervention programs to close the achievement gap.

The LAIR houses a variety of services for students at all grade levels. The large open space provides tables for small group study or instruction, as well as private carrels with windows for tutoring or confidential discussions with students or parents. Services include:

- Executive Functioning (EF) Services
- Robust Accommodations Plans
- English for Speakers of Other Languages (ESOL)
- NILD (National Institution for Learning Development) Therapy

To discover the complete offerings within the TCS Learning Center, click [here](#).

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Imparting  
*Truth*

Instilling  
*Courage*

Inspiring  
*Service*

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## College Advising

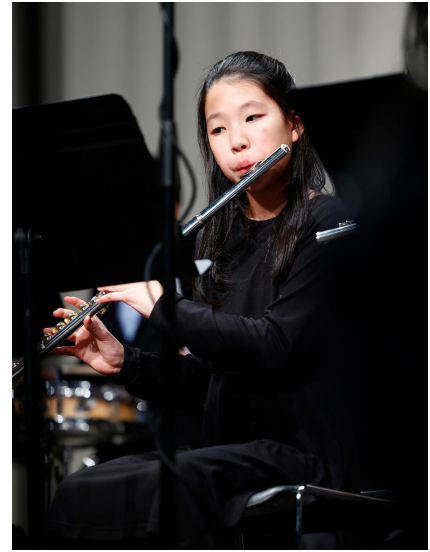
Actively engaged in counseling students and their parents, beginning in the freshman year, the College Advisors offer college planning seminars as well as one-on-one advising for the entire college search and application process. The College Advisors cultivate and maintain relationships with college admissions representatives, who visit Trinity's campus regularly throughout the school year to meet students. Juniors receive thorough individual preparation for applying to college, from compiling resumes to requesting teacher recommendations. The [College Advising](#) page has more detailed information.





# VISUAL AND PERFORMING ARTS

The Fine Arts program at TCS begins in Lower School with weekly music instruction in a dedicated space, culminating in semi-annual performances. Beginning band, strings, and chorus are available after school as well. Twice weekly visual arts classes introduce students to the language of art through art history, critiques, and experiencing several techniques and media. Upper School performing arts offers band, strings, chorus, and theater classes at the intermediate, advanced, and honors levels. Instrumental and choral ensembles perform for the school and community multiple times throughout the year. Musical skills are cultivated through exposure and repertoire performance in varying styles and genres.



The Visual Arts Program offers classes focused on Drawing, 2D Design and 3D Design. Required visual journaling allows students to develop their voice through artmaking. Award-winning students in AP Studio Art classes prepare and submit portfolios to national organizations such as Scholastic Art Awards and the College Board.



## ATHLETICS

*Pursuing excellence for mind and heart, both on and off the field.*

TCS is a member of the Virginia Christian Athletic Conference (VCAC) and has 36 teams competing in 16 sports through three seasons across the Middle School, Junior Varsity, and Varsity levels.

## STUDENT LIFE

Students at TCS have the opportunity to participate in a large variety of [clubs and extracurricular activities](#). The school has 25 clubs and student organizations providing every student the opportunity to make connections with like-minded students. These student organizations foster learning, complement Trinity's balanced curriculum, and offer students access to skills built outside their regular classrooms.





# Trinity at a Glance



**750** Number of students on campus

**2019**

The year Trinity was designated a National Blue Ribbon School. Trinity was one of only three private K-12 schools in the nation and the only K-12 private school in Virginia to receive this five-year award in 2019.



**16** Number of AP courses offered. Trinity delivers an intellectually engaging, college-preparatory curriculum.



**91%**



Percentage of students who scored 3 or higher on AP exams in 2021

**55%**

Percentage of faculty with advanced degrees



**1987**

Year Founded

In 2022, Trinity celebrates 35 years of Pursuing Excellence for Mind & Heart. Scan the QR code to take a look back at Trinity.



**60+**



Number of zip codes represented



**25**

Number of acres on Braddock Road campus

**150+**

Number of churches represented  
Trinity is an independent, interdenominational Christian school.  
Weekly chapel program  
Grades K-12

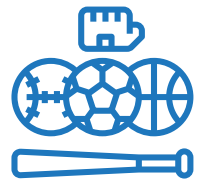


**K - 12**

Grades offered

Having K-12 on one campus means Lower and Upper School students have countless opportunities to connect and collaborate.

**36**



Number of athletic teams in 16 sports and 3 seasons

**12**



Number of performances by 12 performing ensembles each year

**2**

Number of full theater productions each year



**1,300**



Number of pounds of clay fired in ceramic kiln each year by art classes Grades K-12


**\$1,700,000**

Amount granted to families through Variable Tuition



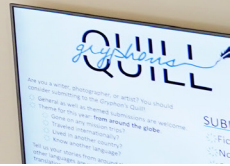
1:1 laptops Grades 7-12  
Laptops and computer lab available Grades K-6





*"Let not the wise man boast of his wisdom  
or the strong man boast of his strength  
or the rich man boast of his riches,  
but let him who boasts boast about this:  
that he understands and knows me,  
that I am the Lord, who exercises kindness,  
justice and righteousness on earth,  
for in these I delight."*

*Jeremiah 9:23-24*



## HEAD OF SCHOOL TRANSITION

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After leading Trinity Christian School for seventeen years, Dr. David Vanderpoel has announced he will be stepping down from the Head of School role. Dr. Vanderpoel, who became Trinity Christian School's fourth Head of School in 2005, will serve in his current capacity through July 31, 2023. Dr. Vanderpoel's tenure is the longest of the school's four leaders and under his watch, total enrollment has grown from 450 to 750 students, student diversity increased significantly, a second academic building opened with 47,000 square feet of Upper School classrooms, and a performing arts wing and 1,000-seat gymnasium were also constructed.

"This year marks Trinity's 35th anniversary, and it is time for the school to transition to new leadership that will commit itself to the development of our Shirley Gate property. At the conclusion of the 2022-23 school year, I will have served for 18 years as Head of School, 20 years on the Board of Trustees, and our family's involvement in Trinity will span 25 years. These have been the most rewarding years of my life, and I cherish all of you and this community more than words can express."

- Dr. David Vanderpoel, TCS Head of School

"For 20+ years, Dr. Vanderpoel has had a deep impact on this school. From the littlest kindergartner to the most distinguished faculty member, it does not take long for one to realize that Dr. Vanderpoel is a great leader. The Lord is his rock and his salvation, his strength and his hope, his guide and his friend.

His words reflect a deep knowledge of and love for God's Word. And out of this, he leads with a great faith, a wise mind, a discerning heart, and a confident yet gracious spirit. He's quick to laugh and quick to pray. Dr. Vanderpoel – we give great thanks to God for you. He has used you in mighty ways in all of our lives that will bear fruit for generations to come."

- Mrs. Shannon Allen, Chair, TCS Board of Trustees





# THE OPPORTUNITY

Trinity Christian School's mission is to educate students to the glory of God by pursuing excellence for mind and heart. Building upon the solid foundation and good work underway at TCS, the new Head of School will have the opportunity to provide strong visionary, spiritual, and strategic leadership, by articulating the school's guiding principles, promoting its vision and value proposition, and by inspiring, encouraging, and caring for the students, faculty, staff, families, and friends that encompass the entire TCS community. This servant leader will have a deep and active commitment to Christ along with a spirit of intellectual curiosity and humility. This proactive, winsome, and discerning leader will exude energy, encourage in faith, and bring a contagious optimism, building trust, innovation, and collaboration.



With oversight from the TCS Board of Trustees, and operating as the chief academic, spiritual, social, and executive officer of the school, the Head of School will hold overall management responsibilities and oversight of enrollment, personnel, compensation, spiritual development, academic pedagogy, athletics, arts, strategic fund development, budgets, and campus facilities. This thoughtful leader will nurture and perpetuate Trinity Christian School's intentional culture, steward the school and its resources with excellence, and will know the priorities of the school when faced with difficult decisions.

## HEAD OF SCHOOL RESPONSIBILITIES

To be effective, the TCS Head of School must also:

- Work broadly with school leadership to curate and craft the vision for Trinity Christian School's future and communicate the vision in a manner that energizes all TCS constituents toward the accomplishment of that vision.
- Be the chief advocate and leader of Trinity Christian School's mission and continue to raise the profile of the school locally, regionally and nationally.
- Communicate regularly and clearly to the entire school so that the TCS community understands and aligns with the heart and soul of the Head of School's vision for TCS, speaking the truth plainly and clearly in a manner that is Christ-like and biblically sound.
- Develop strong leaders and teams and then delegate meaningfully to further build the leadership culture and infrastructure necessary to effectively oversee the large and academically complex elements of TCS.
- Work with academic leaders to model and promote academic excellence in all areas with a missional focus on deeply integrating biblical truth into all learning environments.





- Grow the school's biblical cultural context for welcoming, attracting, and retaining an increasingly diverse student body, and the faculty and administrative leadership reflective of that diversity.
- Maximize the school's campus and its additional real estate assets to align with the vision of Trinity Christian School's future size and impact.
- Collaborate with the Chair of the Board of Trustees to share school updates; gain perspectives and advice from the entire board, and discuss key matters affecting Board Policy and governance.
- Serve as a compelling spokesperson for TCS to develop trust with both internal and external stakeholders.
- Be a student of Christian K-12 education and the societal trends that impact it in order to actively address challenges within the context of the school's mission and commitment to diversity.
- Serve as the school's chief fundraiser, working closely with the Board and Office of Development to build relationships with donors, share the vision for the future of the school, and significantly increase the financial resources of the school.
- Attract top talent to the school and continue to develop a strong and cohesive leadership team.
- Be a consistent presence in school events and activities.
- Be the face of TCS to the external Fairfax community and participate in key community events and organizations.
- Build partnerships with other like-minded schools, churches, parachurch ministries, organizations, corporations, and municipalities to further common goals.
- Encourage accountability and participate in, as appropriate, professional development opportunities.
- Promote and sustain efforts to attract and retain a qualified and diverse faculty, staff, and student body.
- Affirm the value of faculty and staff; collaborate with and invest in them personally and in their professional development.





# TCS HEAD OF SCHOOL ESSENTIALS

## Spiritual and Theological Leadership

- Exhibits passion and commitment to God's Word
- Demonstrates impeccable integrity
- Models Christ to students, parents, faculty, and staff
- Envisions and values role as a TCS spiritual leader
- Engages thoughtfully with unbelievers, young believers, and mature believers
- Encourages biblical literacy
- Constructively challenges unbiblical ideas and cultural trends
- Nurtures a "contagious" Christian faith
- Displays spiritual discipline and a desire to grow in Christ
- Maintains tact and diplomacy within and outside of TCS
- Demonstrates skill of conflict resolution
- Inspires others to service and sacrifice



## Strategic, Collaborative, and Winsome

- Communicates the purpose, mission, and vision of TCS in both a consistent and compelling manner
- Exhibits being a highly relational leader
- Values exceptional and collaborative teamwork
- Models and values intellectual pursuits
- Relates and connects well to a diverse audience
- Embodies a visionary leader in advancing the TCS mission
- Remains well-informed about the culture at large
- Personifies being innovative in the deployment of people and resources
- Attracts and retains strong talent
- Promotes collaboration by delegating well
- Exemplifies being financially astute with a clear understanding of financial statements
- Advances development for the sake of Christ and his glory





## Intentional, Thoughtful, and Discerning

- Cherishes and pursues rich community as a treasured display of the Body of Christ
- Embodies being visible and respected in the immediate and broader communities as a living logo of the school
- Embraces the beauty of God-given diversity in race, generations, ethnicity, economics, ability, and culture
- Instills a culture of teamwork
- Values and enfolds all stakeholders as essential participants in the life and mission of TCS
- With God's Word as truth, navigates diverse viewpoints winsomely and faithfully within the community concerning local, state, and national matters
- Embodies the ability to be decisive and steadfast



## Intellectual and Academic Champion

- Champions a clear and reasoned philosophy of education with a Christ-centered worldview
- Exhibits intellectual curiosity
- Creates an environment of continuous learning
- Assesses and discerns educational trends and articulates pros and cons
- Promotes spiritual and educational development
- Prepares faculty and staff to be biblical educators who equip students to thoughtfully engage the culture



## Qualifications

- Ability to spiritually lead the integration of faith and learning
- Embrace fully Trinity Christian School's [foundational principles](#)
- Master's degree required, PhD or terminal degree preferred
- Academic leadership experience, K-12 preferred





# PROCESS OF CANDIDACY

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Trinity Christian School is currently inviting applications for the Head of School role with an anticipated start date of August 1, 2023. Although applications are welcome until a Head of School is selected, candidates should submit application materials consisting of a resume or CV, personal statement of faith, and a letter of interest (written to the Head of School Search Committee) by July 22, 2022, for most favorable consideration.

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

Confidential inquiries and questions concerning this search may be directed to:



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