

Rejoice Christian School

Head of School

OWASSO, OKLAHOMA

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About Rejoice Christian School

Founded in 1992, Rejoice Christian School (RCS) is a covenant Christian school guided by a Kingdom education philosophy, serving 1,322 students from preschool through Grade 12 in Owasso, Oklahoma. From its beginning with 40 students in preschool and kindergarten, RCS has grown to become the largest Christian school in Oklahoma while remaining committed to its founding purpose of preparing students to know Christ, pursue truth, develop their God-given gifts, and live with purpose.

RCS approaches education through the development of the whole person. As a covenant Christian school, it values a purposeful partnership with Christian families around a shared commitment to biblical truth and Christian formation. Spiritual formation, academic preparation, relationships, athletics, the arts, leadership, and service are all viewed as important parts of a student's growth. Biblical truth is intended to shape not only what students believe, but how they think, learn, make decisions, serve others, and understand the world around them.

The scale and breadth of RCS are also evident in its debt-free campus. The purpose-built campus includes dedicated pre-K/elementary and middle/high school facilities, with the middle/high school building encompassing approximately 150,000 square feet including two F5 rated storm shelters to keep all students, staff and guests safe. Students have access to science labs, art and music spaces, a 500-seat auditorium, multiple gymnasiums, a stadium, Gibbs Field House, a baseball/softball complex, tennis courts, and a track. These facilities support a wide range of academic, athletic, artistic, spiritual, and co-curricular opportunities across the 60+ acre campus.

The impact of RCS extends well beyond its own classrooms. Approximately 75 percent of students participate in extracurricular activities, reflecting a school experience that reaches well beyond the school day. RCS also brings together students, families, and staff from more than 80 churches across the Tulsa Metro area, creating a vibrant school community united in faith and purpose. RCS is accredited by the Association of Christian Schools International (ACSI) and the Oklahoma Private Schools Accreditation Commission (OPSAC) and is recognized by the Oklahoma State Department of Education.





MISSION

To provide a whole-person Christian education that immerses our students in a transformative Biblical worldview.

VISION

To be a Christian school that develops students who are spiritually, intellectually, physically, and socially equipped to impact their community and the world for Christ.



Statement of Faith

The Board of Directors, Staff, Parents, and Students of RCS agree to and adhere to the following statements of faith:

- We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
- We believe that there is one God, eternally existent in three persons (Father, Son and Holy Spirit).
- We believe in the deity of the Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
- We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a Godly life.
- We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
- We believe in the spiritual unity of believers in our Lord Jesus Christ.

Academics

RCS offers a comprehensive Preschool through Grade 12 academic program grounded in the conviction that all truth belongs to God. Biblical worldview is not limited to Bible classes or chapel but is integrated throughout the curriculum. Across every division, the school seeks to develop students who are academically prepared, able to think critically and discern truth, and increasingly equipped to understand their learning through the lens of Scripture.

In Preschool and the early elementary years, learning is developmentally appropriate, hands-on, and focused on building strong foundations in literacy, mathematics, communication, science, and social and spiritual development. As students move through elementary school, the program builds increasingly strong skills in the core academic disciplines while giving students opportunities for exploration, creativity, and deeper learning.

Middle School serves as an intentional bridge between those foundational years and more demanding secondary study. Instruction becomes increasingly departmentalized, allowing teachers to teach within their areas of strength while students deepen their understanding of core subjects, make connections across disciplines, and learn to evaluate information and draw conclusions from a Christian perspective.

High School offers a diverse academic program to prepare graduates for ministry, career and college. College-preparatory options include honors and Advanced Placement (AP) courses, dual-credit, world languages and a broad range of electives. RCS's relationship with Oral Roberts University, Oklahoma Wesleyan, and Tulsa Technology Center provides a variety of educational and career pathways for students.

The breadth of the upper school program is reflected in distinctive offerings that include STEAMM (Science, Technology, Engineering, Arts, Mathematics, and Ministry), business and entrepreneurship, digital media and communications, journalism, speech and debate, visual and performing arts, and aviation. RCS's aviation program gives students the opportunity to study aeronautics, flight operations, aircraft systems, and aviation careers, providing an unusually substantive pathway for students interested in that field. Together, these programs give students meaningful opportunities to explore their interests and develop their God-given abilities.



Spiritual Life

Spiritual formation is woven throughout the life of RCS. Students receive daily Bible instruction, encounter biblical truth throughout the curriculum, and participate in weekly chapel. Elementary chapel combines worship and age-appropriate teaching, while middle and high school chapel includes student-led worship, messages from students and guest speakers, and opportunities for students to participate directly in chapel and spiritually significant moments. All students participate in serving and loving their neighbors through mission projects suited to their age and stage.

For middle and high school students, monthly Tribes provide a smaller setting for relationships, conversation, spiritual growth, and student leadership, with each group supported by a faculty mentor. Service is another important part of formation. Middle school students participate in a Day of Caring, juniors take part in a three-day mission experience in Northwest Arkansas, and RCS offers additional domestic and international mission opportunities. High school students complete 80 hours of community service prior to graduation.



The aim is not simply that students know Christian teaching, but that their faith increasingly becomes their own. RCS seeks to meet students at different points in their spiritual lives, give them opportunities to know and experience God more deeply, and help them understand who they are, why God has made them, and how they can serve Him faithfully.



Student Life

Student life at RCS extends learning beyond the classroom and gives students meaningful opportunities to belong, lead, serve, compete, create, and develop their interests. Students participate in a broad range of activities including Student Council, National Honor Society, missions, yearbook, speech and debate, Worship Arts, student internships/mentorship, and numerous clubs and co-curricular programs. These opportunities are intended to strengthen community while helping students discover and develop their God-given gifts.

Leadership is also an intentional part of the student experience. Through Student Council, Worship Arts, service opportunities, athletics, fine arts, and other activities, students are given meaningful responsibility and opportunities to grow in confidence, character, service, and leadership.

Arts

The arts are an important part of the RCS student experience, providing opportunities for students to develop creativity and skill while viewing artistic expression as an avenue for worship and service. Students may participate in visual art, band, choir, theatre, Worship Arts, guitar, speech and debate, and other creative disciplines.

The program provides opportunities for students at multiple grade levels to perform, compete, create, and contribute to the life of the school. Theatre includes acting, musical theatre, and technical theatre, while Worship Arts gives high school students direct responsibility for helping lead the worship life of the middle and high school.

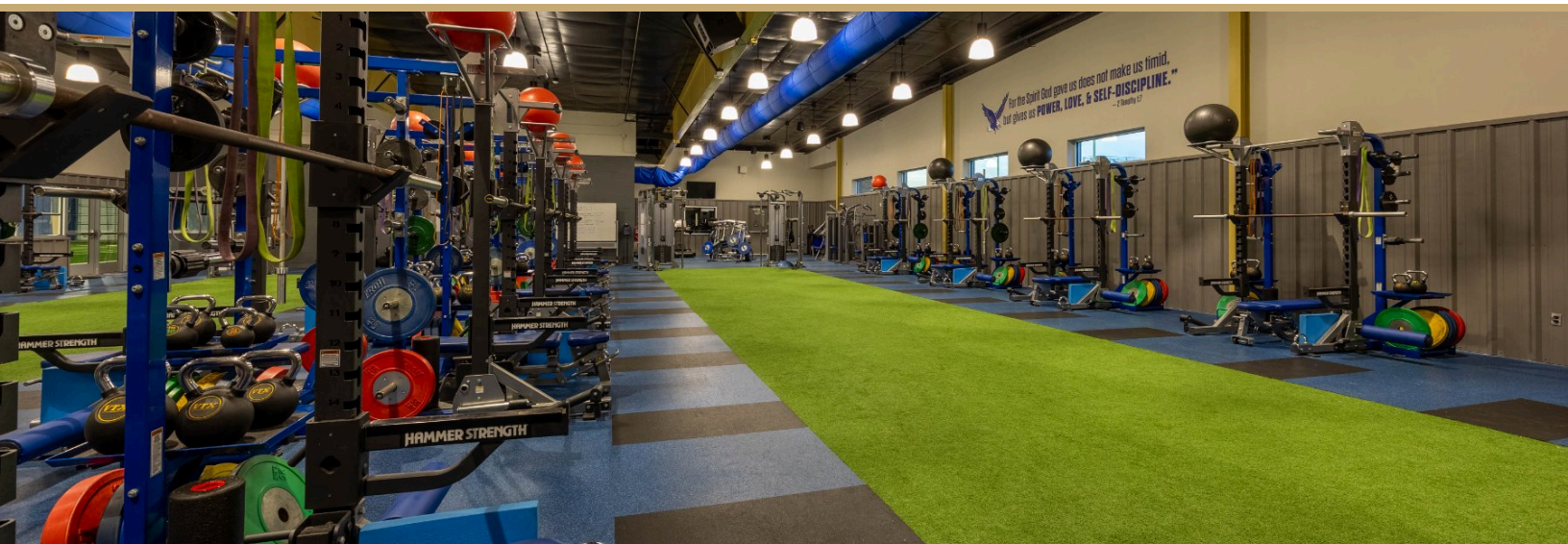




Athletics

Athletics at RCS are viewed as an extension of the school's mission and vision. Student athletes develop Christ-like character, build discipline, strengthen resilience, practice respect for team and opponents, deepen relationships, and grow as leaders while pursuing excellence. RCS fields teams in baseball, basketball, football, soccer, cross country, track and field, golf, tennis, swimming, softball, volleyball, and cheer, with athletic opportunities beginning in elementary school and continuing through varsity competition. Grades 7 through 12 compete as members of the Oklahoma Secondary School Activities Association.

The school's athletic facilities include multiple gymnasiums, a stadium, Gibbs Field House, a baseball/softball complex, tennis courts, and a track. RCS also places a strong emphasis on strength and conditioning and has been recognized by the National High School Strength Coaches Association as a Program of Excellence for 2024-2027.



Portrait of an RCS Graduate

The Portrait of an RCS Graduate brings the school's mission, educational philosophy, and student experience together around a clear picture of the young men and women RCS hopes to send into the world. It begins with the conviction that every student is an image-bearer of Jesus Christ and identifies five outcomes that should increasingly characterize an RCS graduate:

Follow Christ Daily

Graduates understand the biblical story of creation, fall, redemption, and restoration and see their lives as part of God's greater story. Guided by the Holy Spirit, they pursue a growing relationship with Christ through His Word and live surrendered to His Lordship.

Grow in Wisdom

Graduates recognize the Bible as the source of truth and apply a biblical worldview across all areas of learning. Through strong academics, they develop discernment, critical thinking, and a love of learning.

Love Their Neighbors

Graduates reflect Christ's compassion by loving others with humility, empathy, and respect for the image of God in every person. They serve faithfully in their churches and communities and live out the Great Commission.

Lead with Courage

Graduates lead with character, courage, and faithfulness through the power of the Holy Spirit. With humility and conviction, they stand for truth, demonstrate faith in adversity, and influence others as ambassadors of Christ.

Flourish with Excellence

Graduates are prepared to flourish in higher education, careers, and service. They pursue God's calling with diligence, creativity, and perseverance, working wholeheartedly as an act of worship and faithfully serving their families, churches, workplaces, and communities.

The Head of School Opportunity

Rejoice Christian School has grown significantly over the last several years. From 1,101 students and a staff of 110 just three years ago to over 1,300 students and nearly 180 staff today. That growth has changed the scale of the school and opened new possibilities for what RCS can become in the years ahead. The next Head will be asked to steward that momentum thoughtfully, continuing to strengthen the school organization and culture while preserving the Christian mission, relationships, and sense of community that have long shaped RCS.

RCS has already begun developing a more distributed leadership model, with significant responsibility across academics, finance and operations, advancement, athletics, and other areas of school life. The next Head will have the opportunity to shape and lead that team, develop strong leaders, bring clarity to priorities, and help the various parts of RCS work together as one school. That work must happen without losing the relational character of the community, where students are known and cared for, teachers invest personally in them, and Christian faith is woven into everyday life.

The student experience remains central to what comes next. RCS is committed to whole-person Christian education and to preparing students spiritually, intellectually, physically, and socially for wherever God calls them. Its strategic priorities include continued growth in academics, Biblical immersion, faculty development, student support, co-curricular programming, and maintaining a healthy school culture. There are many possibilities ahead for expanding and strengthening the ways students can discover and develop their gifts. One of the next Head's most important contributions will be helping RCS determine which opportunities matter most, in what order, and at what pace they can be pursued well.

Looking farther ahead, RCS has significant aspirations around advancement, facilities, campus expansion, and long-term financial strength. The next Head will need to be comfortable building relationships beyond the campus, telling the RCS story, and working closely with a Board committed to the school's long-term future. RCS has the scale, resources, momentum, and community support to pursue meaningful priorities, while still leaving its next Head real room to shape the school's next chapter.



Head of School Responsibilities

The Head of School serves as both a school board member and Rejoice Christian School's chief executive and is responsible for advancing the mission, vision, and strategic priorities of the school through both its daily leadership and long-term direction. Key responsibilities include:

Mission and Spiritual Leadership

Keep the mission of RCS at the center of the school's decisions, culture, programs, and relationships. Model a mature and evident Christian faith while ensuring that biblical worldview and whole-person formation remain central to the student experience.

Organizational Leadership

Lead RCS as a growing and increasingly complex school organization. Build, develop, and hold accountable a strong senior leadership team, clarify roles and priorities, and ensure that the different areas of the school work together effectively as one RCS.

Academic and Student Experience

Provide executive oversight of the academic program and broader student experience, working through capable educational leaders to strengthen teaching and learning, faculty development, student support, spiritual formation, athletics, fine arts, and co-curricular opportunities.

Faculty and Staff Leadership

Attract, develop, support, and retain excellent Christian educators and staff. Foster a healthy culture marked by clear expectations, meaningful accountability, professional growth, strong communication, and respect for those carrying out the mission each day.



Strategic Leadership and Execution

Work with the Board and leadership team to establish clear priorities for the future and translate them into disciplined action. Evaluate opportunities carefully, sequence initiatives thoughtfully, and ensure that resources and organizational capacity are aligned with the priorities the school chooses to pursue.

Financial and Operational Stewardship

Maintain strong oversight of the school's financial health, budgeting, facilities, safety, technology, human resources, risk management, regulatory compliance, and accreditation. Ensure that the leaders responsible for these areas steward resources wisely and support both current needs and long-term priorities.

Board Partnership and Governance

Serve as the Board's chief executive partner by keeping the Board appropriately informed, offering sound recommendations and perspective, and leading the implementation of Board-approved strategy and policy. Maintain a healthy distinction between governance and school operations while building a relationship of trust, candor, and shared purpose.

Advancement and Community Leadership

Serve as a visible representative of RCS with parents, donors, alumni, community leaders, and other constituencies. Provide leadership around enrollment, admissions, retention, advancement, and school-wide communications, ensuring that each reflects the mission and direction of RCS. Cultivate important relationships, strengthen philanthropic support, and build confidence in the school across the broader community.



Desired Experience, Qualities and Attributes

RCS seeks a Head of School whose Christian faith is evident and who brings significant leadership experience, executive capability, and relational credibility to a growing school community.

Mature Christian Faith

Demonstrates a deep and authentic commitment to Jesus Christ and wholeheartedly affirms the RCS Statement of Faith, mission, and biblical worldview. Leads with humility, integrity, discernment, and courage, with a clear understanding of Christian education as both academic work and spiritual formation.

Executive Leadership

Has demonstrated the ability to lead a growing and increasingly complex organization through others. Builds strong teams, develops leaders, delegates effectively, and establishes clear accountability. Leads with the judgment and courage to address difficult issues directly, make hard decisions when necessary, and hold leaders to high standards while treating people with fairness and respect.

Relational Leadership

Is approachable, visible, and genuinely enjoys engaging with students and people. Listens well, seeks to understand before acting, earns trust across different constituencies, and builds strong relationships with faculty, staff, students, parents, and the broader RCS community.

Commitment to Christian Education

Significant and successful executive leadership in a mission-centered organization, preferably within a Christian school. Understands the distinctive calling of Christian education and possesses the organizational judgment, educational credibility, spiritual maturity, and relational leadership necessary to guide a growing and increasingly complex Christian school.

Educational Credibility

Understands teaching, learning, student development, and the academic program well enough to lead excellent educators and make sound educational judgments. Can articulate a clear educational philosophy, evaluate academic leadership, and support continued excellence across the student experience.



Clear and Thoughtful Communication

Communicates clearly, consistently, and with good judgment. Understands the importance of audience, timing, tone, and context, and can explain decisions and direction in ways that build understanding and confidence. Communicates effectively in both personal and public settings.

Strategic Judgment and Execution

Sees the larger picture while remaining grounded in what the school can execute well. Evaluates opportunities carefully, establishes clear priorities, and brings focus and discipline to implementation. Knows when to move decisively and when listening, patience, and further study are warranted.

Board and Governance Partnership

Understands healthy board governance and can build a strong working relationship with the Board. Brings candor, sound counsel, and well-considered recommendations while respecting the distinction between governance and administration.

Advancement and External Leadership

Is comfortable representing RCS beyond the campus and building relationships with donors, alumni, community leaders, churches, and other partners. Understands the Head's personal role in advancement and donor cultivation and can communicate the RCS story and future in a way that invites others to participate.

Personal Qualities

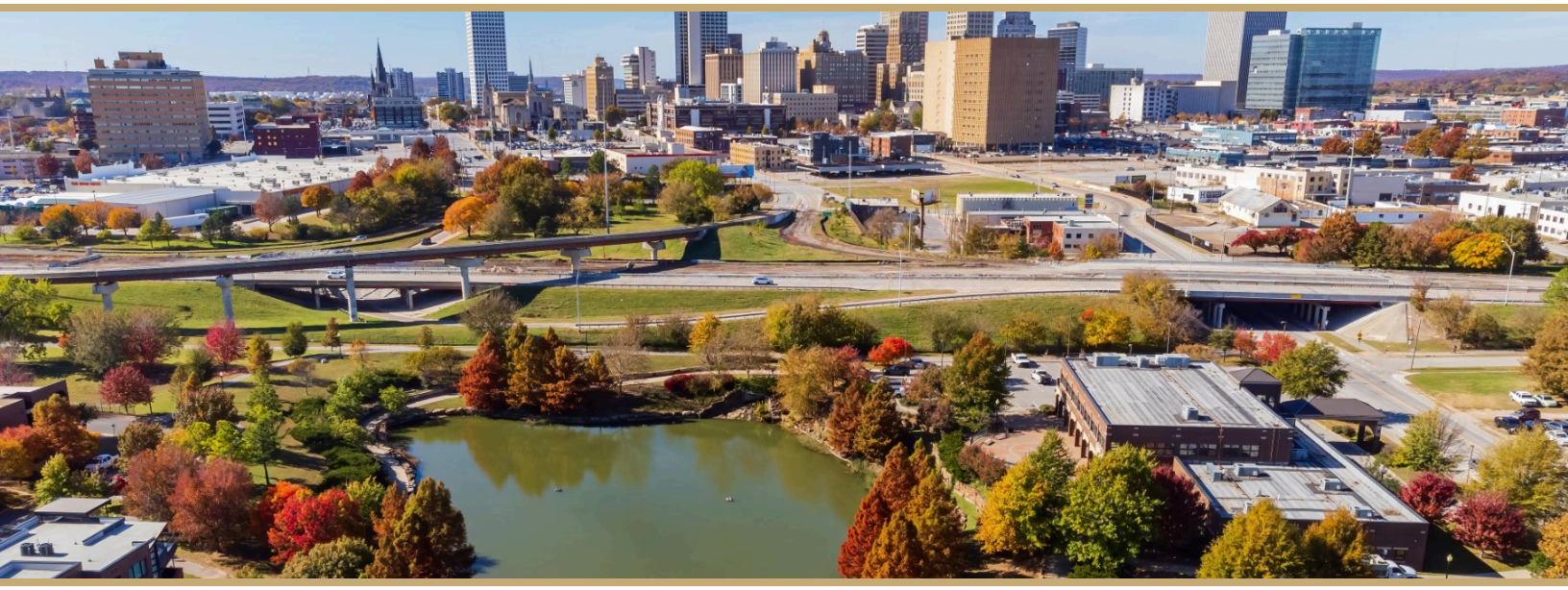
Brings humility, self-awareness, curiosity, resilience, and sound judgment. Is confident and decisive while remaining open to counsel, learns from experience, and values the contributions of strong leaders around him or her. Demonstrates the steadiness and stamina needed to lead RCS well over time.

Education and Experience

Master's degree or commensurate leadership experience in a Christian-based organization/school required.



The Greater Tulsa, Oklahoma Area



Set along the banks of the Arkansas River where the Great Plains meet the rolling foothills of the Ozarks, Tulsa has quietly become one of the most compelling places to live in the American heartland. Once known as the "Oil Capital of the World," the city poured its early energy wealth into one of the finest collections of Art Deco architecture in the country. Today Tulsa pairs that history with a forward-looking spirit, drawing professionals and families with its low cost of living and a genuine blend of Midwestern warmth and Southern hospitality.

With a population over one million, few cities of its size can match the greater Tulsa area's many cultural offerings. The Gathering Place, a 66-acre riverfront park, has been recognized as one of the best new attractions in the nation, while the Philbrook Museum of Art and the Gilcrease Museum, home to one of the world's largest collections of art of the American West, give the city an arts scene that rivals much larger metros. Music runs deep as well, from the historic Cain's Ballroom to the Woody Guthrie Center and Bob Dylan Center.

Tulsa's economy has grown beyond its energy roots into an emerging technology and innovation hub, layered onto established strengths in aerospace, advanced manufacturing, finance, healthcare, cybersecurity, and digital infrastructure. Anchored by global corporations like American Airlines, Google, Costco, and Amazon, several of which operate some of their largest facilities in the world here, Tulsa's economy is innovative, diverse, and resilient. The area is also home to a strong roster of higher education institutions, including the University of Tulsa, Oral Roberts University, Rogers State University, Oklahoma State University-Tulsa, University of Oklahoma-Tulsa, and Langston University. Sports fans can catch the Tulsa Drillers, Tulsa Oilers, and FC Tulsa, while barbecue joints and chef-driven restaurants line historic Route 66, and championship golf courses, the trails of Turkey Mountain, and the many lakes of Oklahoma's Green Country are never far away.

Rejoice Christian School is located in Owasso, the largest of Tulsa's northern suburbs. Just minutes from Tulsa International Airport and about 20 minutes from downtown, Owasso offers a quieter, close-knit community with easy access to the city. One of the fastest-growing communities in the region, Owasso has expanded by more than 30 percent since 2010 and is now home to over 40,000 residents, who are drawn by its sense of safety, quality healthcare (including two hospitals in town), new neighborhoods, and the community events of its revitalized Redbud District.

Contact

Process of Candidacy

Applications, recommendations, and nominations will be accepted until a Head of School is appointed. This Head of School will be expected to begin on July 1, 2027. For most favorable consideration, applicants should submit a Resume/CV, a written Christian Testimony, and a Letter of Interest (addressed to the Rejoice Search Committee) immediately and before Nov 30th, 2026. Nominations, expressions of interest, and applications should be submitted directly to RCSHOS@carterbaldwin.com.

Confidential inquiries and questions may be directed to:

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