



# Trinity Christian School

## Operating Constitution

# Introduction

Trinity Christian School (TCS) was founded in 1977 as a ministry of Trinity Church. Since that time, the school has grown to include grades Pre-K through 12, and it also contains a vibrant preschool program known as the Trinity Early Education Center. Much of the growth and success of TCS was catalyzed by the passion and vision of its founder, Joyce Herron.

In February, 2015, a team of nineteen individuals initiated the process of developing a new strategic plan for TCS. This team consisted of parents, board members, administrators, and teachers, and the primary task before this team was to lay out a roadmap for ensuring that TCS would remain faithful to its original calling. The first step of the process was to provide clarity to the question, "Who is Trinity Christian School?"

This document is the answer, in part, to that question. It consists of four major components. First, our vision, mission, and core values help define the essence of the TCS identity. For each core value, a set of operating principles also are listed that provide guidance to our policies, procedures and practices. Second, a summary of the thirteen principles of Kingdom Education describes our underlying philosophy. This philosophy describes the context in which we interpret the TCS mission. Third, the "TCS Portrait of a Graduate" explicitly defines our notion of a successful graduate. Finally, the "Portrait of a TCS Employee" explicitly outlines the standards we endeavor to apply to all employees.

Together, these four elements comprise what we refer to as the TCS Operating Constitution. Over the years, small changes have been made (e.g., the addition of a vision statement and the addition of three more Kingdom Education principles), but the core of its message remains consistent over time.

# Mission, Core Values, and Operating Principles

## Vision

Our vision is to see every student step into the calling<sup>1</sup> that God has specifically designed for them.

## Mission

Trinity Christian School will assist parents in providing students with a Biblical worldview education, equipping them to become Christ-like leaders in their homes, churches, communities and workplaces.

## Core Values

### 1. Bible

The Bible is God's inspired, inerrant, and infallible Word of truth that serves as the foundation for all instruction and learning.

2 Timothy 3:16; John 1:1,14; Psalm 33:4; 119:9,11

Because we value the bible, TCS will:

- Honor and uphold God's Word in our policies, procedures and relationships.
- Have the Bible serve as the foundation for all instruction and curriculum.
- Promote daily study and meditation and application of God's Word for faculty, staff, students and families.
- Model in words and actions the truth of God's Word.
- Implement God's Word as a filter for life choices.
- Focus on the application of God's Word throughout the educational programs of the school.
- Integrate Biblical truth throughout all of its educational programs.
- Develop a structured Bible curriculum at every grade level that will cause students to study and memorize God's Word.
- Provide staff with training to integrate God's Word into all they teach and do.

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<sup>1</sup> To us, the phrase "step into the calling" reflects the process of students; 1) accepting Christ as a personal Lord and Saviour, 2) recognizing that He has placed within them a unique identity that grounds them in His Kingdom, and 3) discovering the gifts and talents that He has placed within them to allow them to live out their identity in ways that fulfill His plans for them.

## 2. Family

The family is God ordained and defined, and it serves as the foundational unit of society. It is the training ground for preparing future generations to know and serve Jesus Christ. Ephesians 6:1-4; Colossians 3:18-21; Psalm 127:3-5; Deuteronomy 6

Because we value the family, TCS will:

- View parents as the primary educators of their children.
- Uphold and esteem the Biblical definition of marriage and the family.
- Infuse throughout the curriculum the Biblical definition of marriage and the importance of the family in God's kingdom.
- Help students understand and fulfill God's command to obey and honor their parents.
- Hire and develop administrators, faculty and staff who model God's standard for the family.
- Develop policies and procedures that reflect the importance of the Christian family.
- Assist all families within the school community to live out God's priorities for life: God, marriage relationship, children, church, work.
- Assist parents in fulfilling their God-given responsibilities related to educating their children by providing parent training opportunities and resources.

## 3. Education

Christian education is Bible-based, Christ-centered training that imparts knowledge and wisdom, equipping students to be life-long learners and enabling them to achieve their full potential in Christ. Proverbs 22:6; Luke 6:40

Because we value education, TCS will:

- Seek to hire highly qualified faculty and staff who are passionate about educating students from a Biblical worldview framework.
- Consistently develop and evaluate Biblically based curriculum and methods that maintain the highest academic standards.
- Consistently emphasize the redemptive work of Christ in all of its educational efforts.
- Provide staff with ongoing training in Biblical worldview development, a Biblical philosophy of education, and Biblical worldview integration.
- Develop and maintain a comprehensive fine arts program that teaches students to express their talents in a way that glorifies God.
- Develop and maintain an athletic program that teaches students to compete to their fullest potential to bring glory to God.

- Develop and maintain an academic program that is designed to meet the learning and behavioral needs of all students enrolled at the school.
- Provide the facilities and resources needed to provide all students with quality, Bible-based education.

#### 4. Character

Godly character is the reflection of Jesus Christ working in the life of an individual believer as evidenced by the fruit of the Spirit. Galatians 5:22; 1 John 2:6; 4:17; Colossians 3:23

Because we value character, TCS will:

- Hire and develop staff that model Christ-like character to students, families and each other.
- Teach the nature and character of Christ found in Scripture.
- Provide opportunities for students to develop Christ-like character through academics, the arts, athletics and missions.
- Design activities that encourage Christ-like service to others.
- Promote a culture of excellence defined by Christ's character - not the world's standard.
- Implement a school-wide student discipline system and code of conduct that is designed to develop Christ-like character.
- Train staff to intentionally and consistently implement the TCS student code of conduct and discipline system with the goal of developing Christ-like character in all students.
- Conduct all of its educational and business efforts in a manner that reflects Christ-like character.

#### 5. Church

The church is an institution ordained by God and headed by Jesus Christ. It consists of all believers and is represented by local bodies of believers who meet on a regular basis to worship, fellowship and study the Bible for the purpose of equipping the saints for the work of the ministry. Acts 2:42; 1 Corinthians 12; Ephesians 5:24

Because we value the church, TCS will:

- Emphasize the importance of family participation in a local church throughout the school community.
- Implement policies and procedures that promote family participation in the local church.
- Submit to the spiritual authority of Trinity Church as the school fulfills its responsibility as a ministry of Trinity Church.

- Require all board members, administration, faculty and staff to be active members of a local Christ-centered, Bible-believing church.
- Teach God's purpose for the church throughout the curriculum.
- Develop relationships with local churches in an effort to strengthen the body of Christ in the Lubbock area.

## 6. Leadership

With Christ as supreme example, servant leadership is selflessly utilizing one's influence to impact the lives of others for God's glory. Matthew 20:16, 25-28; John 13:1-7

Because we value leadership, TCS will:

- Hire, develop and maintain administrators, faculty and staff who model servant leadership in all they do.
- Infuse the biblical principles of servant leadership throughout its educational programs.
- Provide students with programs, activities and opportunities to serve others within their sphere of influence.
- Encourage all staff to model servant leadership as they partner with TCS families.
- Continually emphasize the importance of missions as we develop servant leaders.

## 7. Discipleship

Discipleship consists of training students to follow Christ in every area of life. John 8:31; Matthew 28:19-20; Psalm 78:6-7

Because we value discipleship, TCS will:

- Hire and train staff that model discipleship in their own lives.
- Emphasize the importance of a personal relationship with Christ.
- Model and teach the importance of prayer, Bible study, worship and service to God and others in the life of a maturing believer.
- Model and teach the importance of involvement in a local church in the life of a maturing believer.
- Encourage all employees to disciple others through building strong, Christ-like relationships.

## 8. Stewardship

Stewardship is the intentional and responsible management and development of all that God has provided to TCS. It is the use of time, talent and treasure for God's kingdom. Luke 16:10-13; 1 Peter 4:10-11

Because we value stewardship, TCS will:

- View every employee, parent and student as a stewardship responsibility from God.
- Teach and train students, staff and families on a Biblical view of lifestyle stewardship.
- Provide, maintain and develop facilities to meet the educational needs of TCS students and staff.
- Use wisely and responsibly the physical and financial resources available to TCS.
- Educate and equip TCS students to recognize and answer God's call on their lives.
- Assist parents in the ongoing Christian education of their children and the development of family values based on a Biblical worldview.
- Hire, train and equip staff and faculty to fulfill the mission of TCS.
- Be thankful for all that Trinity Church has provided TCS and endeavor to be good stewards of shared facilities.

# Kingdom Education Philosophy<sup>2</sup>

Trinity Christian School views its role in the context of its relationship with the home and church, and this role can be characterized using biblical principles. These principles have been described as the principles of Kingdom Education. Kingdom Education is defined as:

The life-long, Bible-based, Christ-centered process of leading a child into a new identity with Christ, developing him/her according to his/her specific abilities given to him/her by Christ, so that a child would be empowered to live a life characterized by love, trust and obedience to Christ.

The ultimate goal of Kingdom education is to develop a mature disciple of Jesus Christ whose life glorifies God. Here are the thirteen principles of Kingdom Education.

## 1. The education of children and youth is the primary responsibility of parents.

Deuteronomy 6:4-9; 11:18-21; Psalm 78:1-7 ; 127:3; Proverbs 22:6; Malachi 2:13-16; Ephesians 6:4

God's word makes it clear that parents are responsible to God for the education or training of their children. Another way of interpreting Psalm 127:3 is children are God's homework assignments to parents. Even if parents delegate some area of their child's education to others, they are still answerable to God for what and how their children are taught.

Malachi 2 makes it clear that God desires parents to develop godly offspring. This is a very awesome task and it takes maximum effort on the part of parents to accomplish. Our society is becoming more and more secular each day. One result of living in a secular society is the belief that the education of young people is a shared responsibility. Parents do have certain responsibilities but so do the local, state, and federal governments. In fact, at each level of government, various branches are constantly trying to assume more and more of this responsibility.

Application - Christian parents must make sure that they are assuming total responsibility for the education of their children. To achieve this goal, parents must constantly ask themselves certain questions.

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<sup>2</sup> The first ten principles of Kingdom Education are taken directly from the book "Kingdom Education" by Dr. Glen Schultz (LifeWay Press, 12th printing, 2013). The last three principles were presented by Dr. Schultz, but the discussion about them is our own text.

1. Who or what is in control of educating my child at home? What training is being done directly by me, the parent? What influence does the media have on my child at home? Do I know what my child is seeing, hearing or doing while at home?
2. Do I know what my child is being taught in my neighborhood? What are other parents or peers teaching my child when they are together?
3. What is my child being taught in church, Sunday school, and other church related activities?
4. What is my child learning at school? From the teachers? From the textbooks? From the curriculum? From other students? From the school's policies and procedures?
5. Parents soon realize that it is a tremendous task to assume direct responsibility in each of the areas mentioned above. Therefore, it is important that parents follow additional biblical principles as they endeavor to take responsibility for their child's education.

## 2. The education of children and youth is a 24- hours a day, 7- days – a week process that continues from birth till maturity.

Deuteronomy 6:7; 11:19; Proverbs 2:6

A high percentage of Christian parents have heard and, even, memorized Proverbs 22:6. We want to claim this as a promise that will assure us that our children will eventually walk with the Lord if we give them some training from a biblical perspective in early life. However, most of us fail to comprehend how intense this training needs to be. The concept communicated by the phrase "train up a child" is that this is a continual process that starts at birth. "When he is old" tells us that this process does not end until the individual reaches maturity.

God gives us instruction as to the intensity that this process must have in Deuteronomy 6 when He states that parents must teach their children "diligently". It is to be a highly concentrated effort. This effort must be consistent and takes place,

- When our children get up each morning.
- When they are at home and around the house.
- When they are away from the house.
- When they lie down to go to sleep.

The only time we should not be diligently teaching our children the things of God is when they are asleep.

Application - Another set of questions must be answered by Christian parents to see if they are following this principle of Kingdom Education:

1. What am I doing to diligently teach my child the things of God when he awakens each day?
2. How am I diligently teaching my child God's ways while he is at home?
3. Is my child being taught God's truth in all of his activities he is involved in away from home? This must be answered as it relates to his schooling, recreational activities, and even any work in which he may be involved.
4. What am I doing to reinforce God's Word in my child when he finishes each day and goes to bed?

### 3. The education of children and youth must have as its primary goals the salvation of and discipleship of the next generation.

Psalm 78:6-7; Matthew 28:19-20

Philip May in his book "Which Way to Educate" compares today's educator to the field general who has become so involved in the details and strategies of the immediate battle that he has lost sight of the overall strategy of the war or has actually forgotten why it is being fought. Christian parents must never forget that the only goal with true meaning for why we educate our children is for them to know Jesus Christ as their personal savior.

If our children become national merit scholars and do not know Christ, what have we achieved of lasting value? Christ told His disciples that He wanted them to make disciples and this happened when a person received a new identity in Christ and was empowered into a lifelong relationship with Christ characterized by love, trust and obedience.

As we assume our responsibilities to diligently teach our children God's ways and we do this all day long, we must always strive to see them follow Christ in all they do. In fact, we can know that we have been successful in this task when we see our children and our grandchildren teach their children to know God and keep His commandments.

Application - Christians must develop a single-minded focus for the purpose behind the education of their children. This purpose is to see their children become mature followers of Christ. As we ask ourselves certain questions, we can evaluate how well we are doing in practicing this principle.

1. Am I consistently sharing the gospel with my children?
2. Am I a mature disciple of Christ where my life is characterized by love, trust and obedience to Him?

3. Do all the educational efforts that I provide my child, both at and away from home, point my child to Christ and help him follow Christ? (You must keep in mind that this must be applied to all a child does, i.e., music, movies, recreation, schooling, etc.)

#### 4. The education of children and youth must be based on God's word as absolute truth.

Matthew 24:35; Psalm 119; Isaiah 40:8

Man is constantly searching for truth. Life has no meaning apart from truth. When Pilate was trying to make sense out of the dilemma he was facing concerning Jesus, he asked Jesus, "What is truth?" We are living in a society that declares truth is determined only by experience. It has been redefined as anything that is "legally accurate." God's word is eternal and, therefore, is man's only source of truth. This means that everything that man studies must be scrutinized through the lens of scripture. This is the only way we can find true knowledge that will lead us to wisdom.

When God's Word is removed from any facet of education, that education becomes mere human indoctrination. It will always evolve into empty philosophies that spoil and deceive because it will follow after traditions of man and the rudiments of the world rather than after Christ. Whatever we teach children and youth must be based on the absolute truth found in God's Word.

Application - It is extremely important for Christian parents to evaluate everything that is being taught to their children according to God's Word. Several questions must be answered as we strive to fulfill this principle.

1. Do we, as parents, know God's Word and are growing in this knowledge by daily studying and meditation on it?
2. Is what we are teaching our children at home, both in words and actions, founded on the truth of God's Word?
3. Do we, as parents, know what is being taught to our children through the media, entertainment, recreation, church, Sunday school, and school?
4. Is everything that is being taught to our children outside the home grounded in the Word of God? This applies to church, school, and other activities.

## 5. The education of children and youth must hold Christ as preeminent in all of life.

Colossians 2:3,6-10

Because of the sacrifice on the cross Christ made on behalf of all men and in humble obedience to His Father, His name has been exalted above all other names. In fact, the Bible states that Jesus not only created everything but everything was created for Him.

Christ is to be preeminent in everything - period. Even the education of our children and youth must be centered on Christ. By doing this, it will lead us to the goal of seeing our children living in a personal intimate love relationship with Jesus. Christ must be at the center or heart of all we teach our children.

In the 1600's, John Milton wrote, "The end of all learning is to repair the ruins of our first parents, by regaining to know God aright, and out of that knowledge to love Him, to imitate Him, to be like Him."

Application - Have we lost our first love like the church at Ephesus did according to Revelation 2? Certain questions can help us evaluate whether Christ is preeminent on our lives and in the education of our children and youth.

1. Would our children know that Christ is our first love by our actions concerning:
  - i. How we live at home?
  - ii. Our church attendance and involvement?
  - iii. Our stewardship of our lives including our time, talent and treasure?
  - iv. How and what we tell our children to do?
2. Is Christ the preeminent focus of our church as it relates to training our children?  
This would relate to our churches' worship, Sunday school and other activities.
3. Is Christ the center of our children's schooling?
4. Are our family's activities things in which Christ would be comfortable and welcome?

## 6. The education of children and youth must not hinder the spiritual and moral development of the next generation.

Matthew 18:6; 19:13-14; Mark 10:13-16; Luke 18:15-17

Jesus showed a special love for children throughout His earthly ministry. When the disciples tried to keep children from getting too close to Jesus, He rebuked them very firmly. It was in this context the Jesus made the statements about the seriousness of offending a young person as noted in then passages above.

Sometimes we think of offending children only in means of physical abuse. We forget the anything that hinders their moral and spiritual development is the epitome of child abuse.

Application - The big question we must answer concerning the education of our children and youth is simply, "Are our children being taught anything that will draw them away from Jesus?"

This must be applied to anything and everything that we are teaching them or allowing others to teach them at home, church, school or in the community. This becomes a huge issue when we apply it to who their friends are, what they listen to, see or read or what they are being taught in school.

7. The education of children and youth, if and when delegated to others by parents, must be done by teachers chosen with utmost care to ensure that they follow these principles.

Exodus 18:21; 1Samuel 1:27-28; 3:1-10

The task of raising children is awesome. It is becoming increasingly more demanding with each passing day. Every parent will in some way delegate some of the responsibility to others to properly educate his/her children. This happens when we take them to church, allow them to go on the Internet, or send them to school.

When Moses was trying to educate the children of Israel to know and follow God, Jethro told him he better delegate some of the tasks to others if he was going to survive. However, Jethro warned Moses to be extremely careful in the character of the person to whom he would delegate any portion of this responsibility. In essence, each person had to "fear God, love truth and hate covetousness."

Application - Consider who you are allowing to help you in educating your children. Make a list of every person and/or institution, organization, etc., who is teaching your children about any aspect of life. Then ask this question of each one:

1. Does each one fear God, love truth and hate covetousness?

2. What can you do to ensure that these types of people are the only ones that you allow to help you educate your children?

It is true that we cannot control this in every situation. However, this principle can and must be applied in the major areas of life where our children are receiving training.

8. The education of children and youth results in the formation of a belief system or worldview that will be patterned after the belief systems or worldview of the person's teachers.

Luke 6:40; Philippians 4:9

Every person has a worldview or an underlying belief system that drives his/her attitudes and actions in life. There are two possible worldviews one can hold – a God-centered worldview or a man-centered worldview. One's worldview is primarily determined by the worldview of one's teacher(s).

Everyone who teaches others influences them in three ways. They influence them by their content, what they say; by their communication, how they say it; and by their conduct how they live. No one can teach out of a philosophical vacuum. Their beliefs and values will come out and these will help shape the beliefs and values of those whom they teach.

George Barna claims that only 7-8% of today's Christians have a biblical understanding of life. Following this principle would cause us to conclude that today's Christians have been educated by a majority of people (influences) who did not possess a God-centered worldview.

Application - Ask yourself the following questions:

1. Do I have a God-centered worldview? Do I think and act from a biblical perspective of life?
2. What type of worldview is my child receiving and seeing in our home, in our church, and in his school?
3. What type of worldview is being presented in the music my children listen to? In the media he is seeing and reading? In the textbooks he is studying

9. The education of children and youth must lead to true wisdom by connecting all knowledge to a biblical worldview frame of reference.

Proverbs 4:5,7; Proverbs 9:10; Psalm 19:1; Romans 1:20; Colossians 2:3

Nancy Pearcey in her book *Total Truth* states, "We must begin by being utterly convinced that there is a biblical perspective on everything-not just on spiritual matters.... The fear of some "god" is the beginning of every proposed system of knowledge.... God is the sole source of the entire created order. No other gods compete with Him; no natural forces exist on their own; nothing receives its nature or existence from another source. Thus His Word, or laws, or creation ordinances give the world its order and structure.... There is no philosophically or spiritually neutral subject matter" (5).

God created the entire universe - including every fact found in every subject one studies. Scripture makes it clear that God reveals His very character and nature to us through our understanding of His created world. The education that we provide our children must not merely give our children knowledge but must lead to true wisdom and understanding by causing children to see the God-intended meaning found in everything they learn.

If any part of our children's education is presented as if it is spiritually neutral, it results in causing our children to think that God is irrelevant to some aspects of life. This will lead to them dividing their lives into two compartments - the secular and the sacred.

Application - Ask yourself these questions.

1. Do I believe that there is some knowledge that is spiritually neutral?
2. Have I developed a biblical frame of reference (worldview) that causes me to interpret the meaning of all knowledge and every aspect of life with its God-intended meaning?
3. Does the education my children receive at home, church and school require them to submit their minds to God and does it lead them to interpret every aspect of creation in the light of His Word?

10. The education of children and youth must have a view of the future that includes the eternal perspective.

Colossians 3:1-2; Matthew 6:19-20; 2 Timothy 4:6-8; Acts 20:24; Hebrews 11:13;  
Colossians 3:23-24

God places a two-fold calling on every child's life. The first and most important call on a child's life is an eternal call. It is God's desire that each child come to know Jesus Christ as his personal Lord and Savior. The second call is a temporal call. This involves God's call for a person to live a life of service to Christ while here on earth.

The education of children and youth must not only prepare them for a life of service here but also to stand before God for eternity. This eternal perspective must be part of the entire educational process. It is very natural to focus only on this temporal life when it comes to education. But if this is the only focus of education, then individual success will be measured in temporal, financial achievement. Financial success is the dominant goal of secular education today.

Application - Ask yourself these questions.

1. Why do I want my child to have a good education?
2. How does my life reflect an eternal perspective as I live it before my children?
3. How is the eternal perspective seen in the teaching of my children that takes place in my home, the church, and the school?
4. Do I want my children to get a good Job and have a comfortable lifestyle more than I want God to use them in any way He sees fit?

## 11. The education of children and youth must have as its primary focus the increase in the knowledge of God.

John 17:3; Romans 1:20; Colossians 1:9,10

The desire to learn, to gain a deeper understanding about the world around us, and to explore unknown frontiers stems from an inherent longing within us to know our creator. All of creation speaks of His goodness and His creativity.

As a result, it is vital for educators to explicitly recognize and emphasize the linkage between intellectual curiosity and spiritual growth. We do not live in a spiritual vacuum, and there is no such thing as a divide between the secular and the sacred. All learning is learning about our God and His amazing ability to create order in the physical world. In addition, our ability to recognize and appreciate beauty in nature and in the arts links us to the deeper spiritual reality behind creation.

Application - Ask yourself these questions.

1. What about education am I emphasizing to my children?
2. What is the real purpose of education?
3. How am I modeling a life dedicated to learning about my creator?

4. How am I training my child to recognize that there is no place for strictly secular activity? All we are, and all we have, is in service to Him.

## 12. The education of children and youth results in performing work in performing work in fulfillment of God's will for their lives.

Genesis 1:26; Matthew 6:10; Proverbs 3:5-6; Proverbs 22:6

Because the primary focus of education is an increase in the knowledge of God, the fruit of education is a desire to fulfill His commandments and view one's life and calling within the context of His eternal kingdom. All of life, and especially one's vocation, is a platform for displaying and extending the gospel message to all.

Part of a Kingdom perspective is the recognition that there is no divide between the secular and the sacred. All of life (church, family, school, work, etc.) is surrendered to His purposes. The dedicated life of a teacher, or a banker, is every bit as important to the Kingdom as the life of a Pastor.

Application - Ask yourself these questions.

1. How am I demonstrating consistency in my approach to work and family?
2. What am I communicating to my children about the purpose of work?
3. How am I encouraging my child to discover God's calling on his or her life?

## 13. The education of children and youth must be characterized by the pursuit of biblical excellence based on godly character resulting in competent performance for God's glory.

2 Corinthians 8:7; 2 Corinthians 10:12; 1 Timothy 6:11; Ecclesiastes 9:10; Colossians 3:23

The standard of excellence for a Christian lies within the example of Christ – not within the ability to outperform or appear better than any other agent of creation (especially our so-called competitors). Competitive endeavors (whether in sports, academics, or the arts) are powerful tools for discipleship. However, a primary emphasis within those arenas must be that students primarily perform for an "audience of one."

Learning to measure one's performance relative to God's calling and expectation frees one from the bondage of comparison and allows one to avoid overconfidence. So much of society is centered on the notion of competition and comparison (especially true since the advent of social media), and the impacts of this fact are starting to be evident in the psychological health of our children. The Kingdom perspective emphasizes the power of grace to cover inadequacies and sin while also reminding us of the holiness of our creator.

Application - Ask yourself these questions.

- Am I emphasizing winning at all costs?
- What am I communicating to my children about the purpose of sports?
- How am I training my child to avoid unhealthy comparisons?

# TCS Portrait of a Graduate

All schools endeavor to impart into students a rigorous academic foundation that will serve them well as they graduate to the next stage in life. However, given the above description of our mission, core values, operating principles, and underlying philosophy, it should be apparent that TCS views its students first from an eternal perspective that values discipleship and absolute truth. Thus, the development of a rigorous academic foundation is a vital component of what we do, but it is not our ultimate goal. Rather, our ultimate goal is to develop mature disciples of Jesus Christ whose lives glorify God. As mature disciples, they will have the foundational wisdom and character necessary to view their rigorous academic (and physical) training as a platform for furthering Kingdom purposes.

Students will graduate from TCS with the following desired outcomes. They will:

- Walk in a healthy, growing relationship with Jesus Christ. All graduates will have personally accepted Christ as both Lord and Savior and will consistently exhibit Godly character, which is the reflection of Jesus Christ working in the life of an individual believer as evidenced by the fruit of the Spirit (Galatians 5: 22). They will commit to personal devotion time, will meet regularly with a local body of believers for worship, fellowship, and Bible study, and will view their lives in the context of establishing God's kingdom on earth.
- Endeavor to become Christ-like leaders. Graduates will seek to utilize their influence as Christian citizens to impact the lives of others for God's glory (Matthew 20:16) and will integrate this pursuit as they serve their homes, churches, communities, and workplaces.
- Understand that wisdom begins with the fear and respect of God. Graduates will recognize God's Word as the basis for absolute truth and as the foundation for all instruction and learning. They will view the totality of life through a biblical worldview and be prepared to base their thoughts and ideas on absolute truth. They will be ready to communicate a defense for the hope they profess (I Peter 3:15).
- Embrace a strong work ethic that is founded on an eternal perspective (Colossians 3:23). Graduates will be diligent and hard-working and will devote themselves to kingdom work through intentional and responsible management and development of their time, talent and treasure. Graduates will view their pursuit of a career as the process of discovering God's calling on their lives and will seek to please Him above all else.
- Become life-long learners who strive to achieve a clear understanding of God's creation (Proverbs 22:6). Graduates will exhibit creative and critical thinking skills and will appreciate intellectual rigor, demonstrating proficiency in a variety of academic disciplines. They will have the necessary academic training to allow them to excel in post-secondary pursuits, including higher education, missions, and ministry.

# TCS Portrait of an Employee

To be successful, any school must have teachers who are highly qualified, who are skilled at a variety of pedagogic methods, and who demonstrate a detailed knowledge of how to manage a classroom setting. In addition, they must have coaches who understand their sport(s) at a deep level and are skilled at calling athletes to accomplish more than they thought possible. Similarly, staff members must exhibit a servant's heart and be proficient at helping run an efficient school office. At TCS, however, we believe our employees are called to a higher standard. Their behavior is characterized by being:

(1) Christlike (2) Humble (3) Diligent (4) Kind (5) Prayerful (6) Intellectually Curious and (7) Faithful.

Furthermore, in order to succeed, TCS must rely on employees that fully embrace its mission, core values, and philosophy of education. Specifically, TCS employees:

- Will walk in a healthy, growing relationship with Jesus Christ. All employees will have personally accepted Christ as both Lord and Savior and will consistently exhibit Godly character, which is the reflection of Jesus Christ working in the life of an individual believer as evidenced by the fruit of the Spirit (Galatians 5: 22). They are committed to personal devotion time, meet regularly with a local body of believers for worship, fellowship, and Bible study, and view their lives in the context of establishing God's kingdom on earth.
- Will endeavor to become Christ-like leaders. The highest aim of a TCS employee is to impart kingdom principles into the hearts of students. As a result, employees seek to utilize their influence as Christian role models to impact the lives of students for God's glory (Matthew 20:16). They recognize and embrace the fact that their Job, their teaching field, and/or their coaching activities are ALL platforms for student discipleship. They mentor students with the goal of seeing those students become more Christ-like.
- Understand the importance of spiritual authority and strive to demonstrate Godly character in their response to authority (Hebrews 13:17). TCS employees honor those in authority, are motivated by an attitude to serve TCS, and focus on solving problems. When conflict arises, TCS employees are committed to following the principles laid out in Matthew 18 to resolve conflict in a God-honoring manner.
- Are lifelong learners. Teachers, coaches, and staff must; a) be able to think critically and conceptually, b) be creative, and c) be devoted to intellectual development. This is true within their specific teaching or coaching field as well as within the broader context of the TCS mission. All TCS employees recognize that they consistently are discovering solutions to problems their supervisors do not know

exist. As such, they bring solutions and are committed to helping TCS more effectively fulfill its mission.

- Are committed to the TCS constitution. They own the TCS culture, embrace its mission, and are committed to seeing the core values driven deep into the organization. They seek to see the TCS operating principles become a reality in all aspects of the school's operation.