

Title: Director of Fine and Performing Arts

Reports To: Head of School; Collaborates closely with Division Principals (Grammar, Logic, Rhetoric), Athletic/Activities Director, and SLS Director

Supervises

- Faculty and adjunct instructors in Visual Arts, Music (choral, instrumental, general), Theatre/Drama, Dance/Movement (as applicable), Worship Arts ensembles
- Production staff (technical theatre, stage management, set/prop/costume design), accompanists, and contracted technicians
- Student leaders (section leaders, concertmasters, stage managers) within ensembles and productions

Mission and Context

- School: Providence Christian School (PCS), a classical Christian school in Dothan, Alabama
- Motto: Equipping Students. Following Christ. Changing the World.
- Purpose: Cultivate beauty, craftsmanship, and joyful excellence in the arts as expressions of truth and goodness under Christ's lordship; integrate arts education within a robust classical curriculum and Christ-centered discipleship.

Role Purpose

Provide strategic vision, instructional leadership, and program management for a cohesive, K–12 Fine and Performing Arts program that:

- Forms students' affections toward the true, the good, and the beautiful
- Builds sequenced skills in visual and performing disciplines
- Showcases student work through high-quality performances and exhibitions
- Serves the broader school community in worship, culture, and community engagement

Primary Responsibilities

A. Program Vision, Curriculum, and Alignment

- Craft and steward a comprehensive, vertically aligned K–12 arts curriculum across visual arts, music, and theatre, consistent with classical Christian pedagogy and PCS graduation outcomes.
- Codify scope and sequence, repertoire standards, juries/portfolio benchmarks, and performance rubrics; integrate art history, music theory, and aesthetics appropriate to each stage (Grammar–Logic–Rhetoric).
- Incorporate formative assessment and capstones (e.g., senior recital, portfolio review, production leadership) that develop craft and character.

B. Instructional Excellence and Faculty Development

- Recruit, supervise, evaluate, and mentor arts faculty; promote a culture of rehearsal discipline, creative risk-taking, and pastoral care.
- Lead professional development in rehearsal pedagogy, repertoire selection, ensemble management, and assessment; encourage classical and faith-formed approaches to aesthetics.
- Observe classes/rehearsals; give actionable feedback; model best practices through occasional clinics, sectionals, and workshops.

C. Performances, Productions, and Exhibitions

- Oversee the annual arts calendar: concerts, theatre productions, chapel and worship ensembles, juries, adjudications, festivals, visual arts exhibitions, and community showcases.
- Chair production meetings; supervise auditions/casting, stage management, tech/crew operations, sets/props/costumes, and publicity.
- Ensure artistic quality, student safety, and alignment with school values in repertoire, staging, and visual presentation.

D. Student Formation, Inclusion, and Pathways

- Promote tiered participation opportunities (introductory through advanced ensembles; portfolio tracks) to welcome beginners while challenging advanced students.
- Coordinate with the SLS Director to ensure reasonable accommodations and clear expectations for students with documented learning needs while maintaining artistic standards.
- Develop leadership pathways for students (section leaders, assistant directors, student choreographers/designers) and provide guidance for collegiate arts applications, auditions, and scholarships.

E. Worship, Community, and Culture

- Collaborate with chapel leadership to support Christ-honoring worship through student ensembles and visual arts contributions.
- Curate a repertoire that is artistically excellent and biblically mindful; prepare students to discern culture and contribute redemptively.
- Build partnerships with local churches, arts organizations, and guest clinicians; represent PCS arts in the community.

F. Operations, Facilities, and Resources

- Oversee arts facilities (classrooms, studios, theatre, storage), instruments, and technical systems (sound, lighting, projection); establish maintenance and inventory cycles.
- Manage music libraries, scripts/rights, art supplies, costumes, and equipment; ensure compliance with licensing and copyright.

- Develop rehearsal and space schedules that minimize academic disruption and coordinate with athletics and other activities.

G. Budgeting, Advancement, and Communications

- Propose and manage the arts budget; steward purchases, repairs, and event costs.
- Partner with Advancement and the Business Office on patron programs, sponsorships, and grants; articulate compelling cases for support.
- Lead clear communications: season calendars, dress codes, volunteer needs, trip logistics, audition information, and ticketing/publicity.

H. Safety, Policies, and Compliance

- Implement student safety policies for rehearsals, backstage, tools, and materials; train students and volunteers in safe practices.
- Oversee travel and event risk management, including chaperones and transportation protocols.
- Uphold school standards of Christian conduct and modesty in costuming, choreography/blocking, lyrics, scripts, and visual themes.

I. Data, Evaluation, and Continuous Improvement

- Track participation, retention, adjudication results, audience engagement, and post-graduate outcomes.
- Conduct annual program reviews; lead goal-setting with faculty; present data-informed recommendations to the Head of School.

J. Calendaring and Key Annual Rhythm

- Summer: repertoire planning, facility maintenance, licensing, PD/onboarding
- Fall: ensemble placements, early concerts, fall play, initial exhibitions
- Winter: festivals/adjudications, Christmas concerts, portfolio mid-year reviews
- Spring: musical or spring play, major concerts, arts festival, senior capstones/recitals, portfolio exhibitions

Preferred Qualifications

- Master's degree in Arts Education, Conducting, Theatre Production/Design, Studio Art, Arts Leadership/Administration, or related field
- 3+ years of successful K–12 arts teaching and ensemble/production leadership; preferred experience in classical Christian education and integration of aesthetics, liturgy, and doctrine
- Proficiency with technical theatre systems, music notation software, and digital art tools
- Record of successful collaboration with advancement/marketing and external arts partners

- Demonstrated ability to plan and produce high-quality performances/exhibitions
- Strong organizational, communication, and team-leadership skills
- Mature Christian faith; alignment with PCS Statement of Faith and classical Christian philosophy

Core Competencies

- Christ-centered leadership and pastoral care
- Artistic vision with operational follow-through
- Rehearsal discipline and pedagogy
- Clear, gracious communication with students, parents, and colleagues
- Collaborative problem-solving and conflict resolution
- Stewardship of resources, safety, and compliance

Work Schedule and Expectations

- Full-time, exempt
- Some evenings/weekends for performances, rehearsals, exhibitions, and events
- Visible presence in rehearsals, classes, and productions; regular collaboration with administrators and faculty

Application

Qualified candidates should email the following to phansen@prov-cs.net:

- Cover letter describing Christian testimony and philosophy of arts education in a classical Christian context
- Resume/CV and portfolio of work (links to performances, programs, or visual arts)
- Three references (at least one supervisor and one ministry/character reference)

PCS is a classical Christian school; employment is contingent on alignment with our Statement of Faith and commitment to the mission: Equipping Students. Following Christ. Changing the World.