



Lutheran High School

Nurturing academic excellence, Encouraging growth in Christ

Lutheran High School is seeking a part-time Instrumental Music Teaching position for the 2025-2026 school year

POSITION SUMMARY FOR INSTRUMENTAL MUSIC TEACHER

Part-time position:	Subject area is flexible, but may include Wind Ensemble, Concert Band, Music Theory, and Music Academy
Benefits:	Disability & life insurance Retirement plans Paid time off
Preferred Experience:	Appropriate Degree
Salary Range:	\$29,000-31,500

The candidate must be “Scripturally Grounded & Defined” and display:

- ❖ **A Heart for Jesus Christ:** Demonstrates a genuine love for Christ and a desire to share the Gospel. *(For I resolved to know nothing while I was with you except Jesus Christ and him crucified. I Corinthians 2:2)*
- ❖ **Personal Character:** Exhibits strong moral character and integrity, serving as a positive role model for students. *(In everything, set them an example by doing what is good. In your teaching show integrity, seriousness, and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us. Titus 2:7-8)*
- ❖ **Astuteness for Task:** Approaches teaching with careful planning and a commitment to fulfilling responsibilities. *(Suppose one of you wants to build a tower. Will he not first sit down and estimate the cost to see if he has enough money to complete it? Luke 14:28)*
- ❖ **Passion for Excellence:** Pursues excellence in all areas of teaching, working wholeheartedly as unto the Lord. *(Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving. Colossians 3:23-24)*

DESCRIPTION AND RESPONSIBILITIES

The Instrumental Teacher will report to the Principal, Academic Dean, and the Director of Performing Arts.

Job Description:

Lutheran High School in Parker, CO is seeking a part-time teacher committed to academic excellence and growth in Christ. This position requires the appropriate educational degree and licensure and a passion for nurturing students' spiritual and intellectual development. The work environment is highly relational and Christ-centered, with a focus on creating a positive and engaging learning experience for all students. This position follows the school's academic calendar and requires adherence to all school policies and procedures as outlined in the *Employee Handbook* and *Student-Parent Handbook*.

Key Responsibilities (but not limited to):

A Lutheran High School Teacher will:

- ❖ **Spiritual Leadership:** Model a strong Christian faith and integrate biblical principles into teaching.
- ❖ **Instructional Excellence:** Develop and implement engaging lesson plans, provide regular homework, utilize effective classroom management, and assess student performance using the school-approved grading scale.
- ❖ **Collaboration and Professional Growth:** Collaborate with colleagues, participate in professional development, attend meetings, and communicate with parents.
- ❖ **Technology Integration:** Effectively utilize educational technology, including Canvas, to enhance instruction, manage coursework, and facilitate communication.
- ❖ **Professional Character:** Meet professional obligations through efficient work habits such as: meeting deadlines, honoring schedules, coordinating, etc. Act in a professional and ethical manner at all times and comply with school policies, procedures, and expectations. Perform other duties and responsibilities as assigned by their supervisor.

All work responsibilities are subject to having performance goals and/or targets established as part of the annual performance planning process or as the result of organizational planning.

Qualifications, Skills, and Abilities:

- ❖ Possess a deep appreciation for and ability to articulate the mission, vision, and brand of Lutheran High School.
- ❖ Exhibit a desire to contribute to the school community and its commitment to Christian education.
- ❖ Demonstrate honesty, integrity, enthusiasm, and a strong work ethic.
- ❖ Be a relationship-driven individual who is organized, optimistic, and embraces the ministry aspect of service.

- ❖ Regularly engage students in Christ-centered conversations.
- ❖ A desire to build the size and scope of the instrumental program.
- ❖ A thorough knowledge of instrumental methods and techniques with the ability to teach basics on the different instrument groups.
- ❖ The ability to collaborate across the music program for concerts and other program wide activities.
- ❖ Management of the physical equipment of the instrumental program including but not limited to percussion instruments, sheet music, performance attire, etc.

LUTHERAN HIGH SCHOOL (Parker, Colorado)

The Colorado Lutheran High School Association, which does business as Lutheran High School, is the consolidation of Denver Lutheran (1955) and Lutheran High School Parker (2000).

We exist to serve the community and create transformational ministry opportunities.

Our core values are:

- *“Highly relational culture”*
- *“Rooted in Scripture – boldly proclaiming Jesus Christ as Lord and Savior”*
- *“Talented teachers”*

We aspire to:

- *Be focused on community service and outreach*
- *Have excellent an excellent performing arts program*
- *Have dominant athletic programs*
- *Partner with other ministries*
- *Have successful development and fundraising practices*

A comprehensive list of the things that Lutheran High School does as an organization can be condensed into three main areas of pursuit: growing the school, maximizing giving, recruiting and developing talented workers.

Enrollment: 12-13: 290 13-14: 330 14-15: 360 15-16: 393 16-17: 475 17-18: 544
18-19: 595 19-20: 690 20-21: 735 21-22: 815 22-23: 925 23-24: 990
24-25: 1070

Student body: 12% Lutheran, 10% unchurched

Total Annual Budget: 7.5 million for school operating, \$400,000 for athletics

Budget Revenue: 82% Tuition/Fees/Outside Scholarships, 13% Development, 2% Association churches, 3% Other

Administrative Structure: The six “direct reports” to the Executive Director constitute the “Admin Team.”

Colorado Lutheran High School Board of Directors					
Executive Director					
Principal	Dean of Academics	Admissions Director	Marketing Director	Donor Advisor	Athletic Director

Governance structure: The Colorado Lutheran High School Association has 12 Association congregations with one pastoral delegate and two lay delegates each whose responsibilities include electing the board executive committee, ratifying board members, and meeting twice a year. The Colorado Lutheran High School Board of Directors operates on a strict policy based governance system (Carver Method) relying solely on its relationship through policy with its Executive Director to govern.

Demographics/Area: Lutheran High School is growing largely due to the considerable housing growth within a five mile radius of its campus. It is estimated that 9,000 homes will be built in the next five years just west of the campus. Enrollment projections are actually held back by the fact that:

1. Two aggressive Christian high schools with outstanding reputations and facilities are within 20 minutes of campus.
2. Charter school options.
3. Very few Lutherans in the Metro Area.
4. Consumer mindset around education in Colorado.

Uniqueness: Lutheran High School in Parker is the only Lutheran High School in the country that has shown significant growth with a Lutheran percentage under 25%, charter school competition, and private school competition. How?

- Great growth location.
- Human resources and programs designed around recruitment – any member of the administrative team when asked “What are you working on?” would answer with “growing the school.”
- Development of brand and niche to counter and embrace the competitive options in the area.
- Enormous focus on being “highly relational” with parents and prospective parents.
- An athletics program that operates and looks like a college athletics program.