



FOUNDING PRINCIPAL SEARCH – CWC New York

Schools to open September 2013 in Brooklyn

A successful school launch will require the founding principal's leadership during the spring of 2013.

The specific start date and percentage FTE to be determined in collaboration with successful candidate.

The CWCS Network

CWC Schools provide socio-economically, culturally and racially diverse communities with schools that:

- Prepare students to become citizens of the world in an ever-changing future
- Promote academic rigor and experiential learning to support and develop children's natural intellectual curiosity
- Embrace a constructivist, project-based learning approach
- Develop each child's potential to live as a learner, both in school and out.
- Reflect, welcome and celebrate the community's diversity
- Strengthen the bonds among members of the school community and beyond.

We will open in September 2013 with approximately 120 students in grades kindergarten and first. We intend to expand annually until we ultimately serve 350-400 students in K-5.

The Founding Principal Role

We are seeking an experienced and innovative educator with exemplary academic and professional credentials for the position of Founding Principal. Our ideal principal is a visionary who yearns to put his/her experience, knowledge, and drive into action, laying the groundwork (including hiring the founding teaching staff) and setting the tone for an inspiring and welcoming school climate. The school's structure and climate should challenge and motivate our diverse students, teachers, and families to achieve academic excellence, develop as people, and positively impact the communities in which they live. Resourcefulness, flexibility, and an entrepreneurial spirit are key qualities. A commitment to the educational philosophy of our school and demonstrated passion about our ideals is imperative.

Organizational Relationships

The Founding Principal will be the instructional leader of the school and will report to the Executive Director, who is primarily responsible for fundraising, budgets and finance, facilities development, strategic planning and other operational functions.

This position will require establishing and maintaining strong working relationships with parents and community members, in addition to teachers and students. This school will be part of a small, local network of charter schools, and will provide opportunities to work with school leaders at other CWC Schools sites.

Key Responsibilities:

Educational Leadership

- Own, as leader of the school, responsibility for student academic achievement.
- Provide instructional leadership, coaching and support to teachers who are working with a diverse student body, drawing on best practices and methods that ensure the proper amount of differentiation and support to ensure all students are performing at high levels and developing as critical thinkers.
- Recruit, hire, retain, support and supervise talented teaching staff and outside consultants in implementing an educational program that is consistent with CWC Schools core philosophies, including constructivism, project-based learning, balanced literacy and multiple intelligences.
- Facilitate the use of a wide array of assessments that, together, reflect the educational philosophy of CWC Schools that also prepare students to excel on standardized measures. Use multiple sources of data to develop a plan for the ongoing improvement of student achievement by overseeing the collection, analysis, and utilization of this data in relationship to specific students, teachers and curricula. This will include analyzing the data by various sub-groups including English language learners, special education, and cultural groupings.
- Supervise and lead site-based teacher professional development (including a 2-3 week summer institute), and external professional development opportunities. Create and support ongoing professional development plans and opportunities.

Communication, Outreach and Community-Building

- Facilitate the development of supportive communities among students, faculty, staff and external stakeholders to ensure that all members are engaged and valued
- Communicate the school's vision and goals in a way that ensures understanding and commitment from a racially, culturally, and socio-economically diverse community of parents, students, faculty, staff and board member.
- Lead the Principal's Council, comprised of parent and teacher representatives.
- Oversee the development of regular family education workshops, town hall meetings, newsletters and other forms of communication with families, ensuring that all such communication and work with families is accessible and understandable to all families.
- Maintain positive relationships with the New York Department of Education, SUNY Charter Schools Institute and charter organizations, serving as an active leader in the charter community and sharing CWC School's best practices.

School Management

- Oversee the day-to-day management of the school site with a commitment to ensuring the health and safety of students, faculty and staff, including supervision of janitorial/custodial staff.

- Manage non-teaching support staff, including office personnel, business manager, resource specialists, etc.
- Collaborate with the Executive Director on school budgets, fundraising, charter renewal, outreach, partnerships and other duties as required.
- Report on activities, organizational development progress and student achievement to the Board.

The ideal candidate will meet many, if not all, of the following criteria:

- A strong personal commitment to ongoing learning and growth
- At least 5 years of relevant teaching experience, with demonstrated student results
- Masters or Ph.D. degree in Education
- Administrative Credential
- Experience selecting, training and supervising highly effective teachers, ideally in a charter, independent or public school setting that has a record of high achievement
- A sophisticated understanding of and experience with a constructivist approach, balanced literacy, multiple intelligence theory, backward design, and the creation of project-based curriculum.
- Demonstrated experience in data-based assessments and incorporating learning goals beyond the state standards
- Experience with diverse student populations, including English learners, special education and GATE
- Excellent communication and interpersonal skills
- Experience motivating and working with a variety of diverse stakeholders and local community members
- Fluency in a second language (especially Spanish) preferred
- Experience with school finance, budgets and organizational management
- Maturity, humility, strong work ethic, sense of humor and a can-do attitude

Compensation:

CWC Schools will offer a salary commensurate with experience (and competitive with local district administrator salaries), and a comprehensive benefits package. We are an Equal Opportunity Employer and, as a school serving a population that will be comprised of a remarkably diverse group of students, we intend to reflect this diversity in our staff as well.

To Apply:

Please send a resume and cover letter to jobs@cwcschools.org. Use "CWCNY Founding Principal" as the subject line. In your cover letter, please answer the following questions:

1. Why are you a good match for this school?
2. What unique contribution do you believe that you would bring as the founding principal?
3. What do you believe to be high-quality instruction?