

CWC Cincinnati Executive Director

Citizens of the World Charter Schools

SUMMARY

Citizens of the World Charter Schools (CWC Schools) is an intentionally diverse national network of charter schools that are a microcosm of the world that our children will one day lead. Our purpose at CWC Schools is to realize human potential by strengthening the bonds among us and developing true citizens of the world. In this work, we are guided by our core values of Excellence, Authenticity, Diversity, Community and Change, and our operating norms that reflect a commitment to personal and professional growth, including operating as learners, with curiosity, integrity and humility.

The mission of CWC Schools is to impact and expand the conversation about what an excellent education contains, requires and accomplishes. Citizens of the World schools challenge students to realize their full potential and thrive in a diverse society. We are public schools open to all, committed to serving diverse communities throughout the U.S. with schools currently in Los Angeles and Kansas City. We develop sophisticated thinkers who master content and have a courageous and compassionate sense of responsibility for themselves and others.

Our classrooms are challenging – and joyful – learning environments that engage children through fun projects tailored to their personal experiences, strengths and needs. Our teachers take the time to get to know each child as an individual. We empower children to think critically *and* learn to engage respectfully and productively with fellow students by developing their capacity to enter into and understand the lives of others. Our goal is for student “success” to include mastery of both content and emotions, so that students can meaningfully connect with each other, be part of any community, and courageously decide who they are in the world and how they want the world to be.

The Founding Executive Director for Citizens of the World Charter Schools – Cincinnati (CWC Cincinnati) is a visionary leader who will work with CWC Schools to build a K-6th grade public charter school network. S/he will have a sophisticated understanding of and experience with managing or leading an outcomes-driven, multi-site organization. The first CWC Cincinnati school is proposed to launch in the 2021-22 school year serving students in K-1st grade.

The Executive Director will create and maintain an organizational culture that focuses on human development at both the student and adult level, and challenges and motivates our diverse leaders, students, teachers, and families to achieve academic excellence, develop as people, and positively impact the communities in which they live. S/he will have a commitment to the three strands of the CWC Schools Learning Model; core academic excellence, social and emotional development, and difference and inclusion. The ideal candidate will have a deep understanding of issues of race and difference and how they have impacted, and continue to impact Cincinnati – and a desire to bring communities together at CWC Cincinnati.

This is a full-time position on the Citizens of the World Charter Schools network team and is located in Cincinnati, Ohio. For more information on Citizens of the World Charter Schools, please visit www.citizensoftheworld.org.

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CANDIDATE PROFILE

Candidates will be responsible for the following:

Strategic Planning and Goal Setting

- Work with the local Board, key funders and partners, and the leadership team to hone the strategic vision and develop the implementation plan to accomplish it.
- Set clear academic, growth, operational, and financial goals aligned to CWC Schools goals and goals in the school's charter; manage to these goals, adapting as necessary given changes in internal and external environment.
- In collaboration with CWC Schools and the local board, ensure that the region has a viable long-term financial plan and a diversified and sustainable funding base.
- Manage development efforts to meet ambitious annual goals by identifying, cultivating, and soliciting public, individual, and foundation sources of giving. In particular, ensure that schools are maximizing all public revenue sources.
- Work with, and report to, network partners to set racial and economic diversity targets equal to that of each school's neighborhood, and ensure that the targets are met.

Culture

- Actively engage in understanding of the CWC Way and apply understanding to the development of a strong adult and student culture in the region and schools.
- Ensure school alignment and/or progress toward alignment with organizational goals for diversity of staff and students.
- Reflect on and adjust as necessary, practices that drive ongoing improvement and development of a transformative organization culture consistent with the CWC purpose, mission, core values, and operating norms.
- Ensure that schools develop a culture that is centered on CWC's Learning Model, graduate dispositions, and core values.

Instructional Leadership

- Support, develop and evaluate school principals to ensure significant academic achievement, including successful implementation of the CWC Learning Model to ensure that schools meet all students' needs.
- Ensure fidelity to the CWC Learning Model, including our focus on core academics; social and emotional development, and difference and inclusion.
- Support teacher effectiveness by working closely with principals on teacher coaching and professional development.
- Lead and participate in regular discussions regarding student data and outcomes; coach school leadership to utilize data to inform goal setting.

Team Management and Development

- Recruit, hire, manage, and develop the regional leadership team and school principals, ensuring that hires are mission-aligned, and qualified instructional and operational staff.

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- Advise and support principals on hiring other school-based instructional and operational leaders, as well as specialized support staff.
- Build a culture of relentless self-improvement and adaptive leadership among the entire school.
- Operationalize CWC's performance management system for the regional team and all school-based leaders.
- Address concerns urgently and with mission-aligned, student-focused responses.
- Ensure ongoing design and implementation of staff professional development.

Community

- Establish and maintain strong relationships with key stakeholders, including CWC Schools, CWC Cincinnati Board of Trustees, funding and business community, school-based leaders and staff, CWC Cincinnati parents, and community members.
- Serve as the public face of CWC and seek to increase awareness of CWC's mission and vision.
- Develop a strong, engaged, and active Board in close partnership with the board chair and committee leaders.
- Ensure that all stakeholders are engaged in service of the mission and feel seen, heard and valued in their work.
- Communicate the schools' vision and goals in a way that ensures understanding and commitment from a racially, culturally, and socioeconomically diverse community of parents, students, faculty, staff, and board members.
- Oversee the development and implementation of varied forms of communication with CWC Cincinnati families.
- Maintain positive relationships with local and national advocates; serve as an active leader in the education community, learning from others and sharing CWC School's best practices.

Operations, Finances, and Compliance

- Ensure compliant, effective, and efficient school-based operations that support an academically high-performing school environment.
- Manage and support regional operations staff, who in turn support school-based operations teams.
- Work with the Board of Directors, principals and Finance Committee to drive financial strategy, ensure sustainability, and make certain that the daily financial and business activities are compliant with the school's fiscal policies.
- Report on activities, organizational development progress, and student achievement to the schools' board, CWC Schools, the schools' authorizer/sponsor, and other applicable state and federal reporting agencies.
- Oversee operating budget, payroll, contracts, and all other financial and accounting operations, supervising the efforts of a third party back-office service provider.

STAFF AND REPORTING RELATIONSHIP

The Executive Director shall be an employee of, and managed by, Citizens of the World Charter

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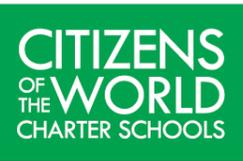
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Schools. The specific reporting relationship will be determined by governance structure as submitted and approved in charter authorizing process. S/he will work closely with other stakeholders, including the school's authorizer/sponsor, the Ohio Department of Education, and other applicable regulatory agencies.

QUALIFICATIONS AND TRAITS

Candidates must have:

- Extensive knowledge of, and experience in, the Cincinnati education landscape.
- A track record of leadership, including at least five years of professional experience with success managing a high-performing organization.
- Specific experience in a multi-site and/or start-up environment is a plus.
- A background in elementary or middle school education. More specifically, experience in a high performing school or system of schools, and/or a successful nonprofit supporting schools or school reform efforts. Additionally, the ideal candidate may have experience as a senior leader, principal, instructional coach or director in a public school district or a CMO that has made significant academic gains.
- Proven alignment with the Citizens of the World Charter Schools mission (CWC Way) and a demonstrated commitment to ensuring high academic achievement for diverse student communities.
- Proven capacity for leadership, including the ability to effectively assemble and motivate a team of professionals to achieve ambitious and measurable results.
- Experience developing meaningful relationships with diverse stakeholders.
- A track record of being able to strategize at a high level while also executing that strategy on the ground.
- A willingness to develop and secure resources through philanthropy and other funding opportunities, strategic partnerships, and mobilization of stakeholders.
- Bachelor's Degree from an accredited, four-year university required; advanced degree preferred (e.g. MBA, MPA, JD, MEd).
- Ability to communicate in writing and verbally in Spanish a plus.
- Willingness to work on-site at the school(s), and occasionally travel to other CWC regions and the network office to share best practices and contribute to the development of network-wide culture and organizational and leadership development.
- An entrepreneurial spirit, organized and self-managed; capable of accomplishing many complex tasks with competing priorities; is dependable and has excellent follow through.
- Strong leadership and team management skills; a self-aware leader who knows how to treat all members of the school's community with respect, appraises his or her strengths and weaknesses accurately, and is perceptive about how he or she is regarded; has a strong personal commitment to ongoing learning and growth.
- Strong interpersonal and communication skills, both verbally and in writing.
- Excellent problem-solving skills.
- A commitment to building a community of collaboration with a diverse group of stakeholders.
- Alignment with the education philosophy and the school's mission.



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COMPENSATION & BENEFITS

CWC offers competitive salaries commensurate with experience and a comprehensive benefits package. CWC Schools is an Equal Opportunity Employer. As an organization that values diversity and aims to serve a diverse group of students, we work to reflect this diversity in our staff as well.

CONTACT

To apply, please email a cover letter and resume to cincinnati.ed@cwcschools.org with the email subject line title: "CWC Cincinnati Executive Director Application." To nominate a high-quality candidate, please email vanessa.rodriguez@cwcschools.org.