Compositive Academy seeks a dynamic, focused and accomplished educator to assume the position of Head of School by July 2018. This is an exciting opportunity for an exceptional educator to lead the opening of a new charter elementary school. The school will open with 100-150 students in grades K-1 and will eventually grow to approximately 450 students in grade K-5. Potential expansion to grades 6-8 is under consideration. A facility has not yet been selected, but the school will be located in West central Aurora.

The successful candidate will have more than 12 months to plan and develop the school to open in autumn of 2019. This position will be full time starting in July, 2018. However, candidates must be available on a part-time basis to consult on school development plans. It is expected that the time commitment for the 2017-18 school year will be 3 to 5 hours per week. Much of that time will be for independent work, but some availability during normal business hours is required.

The successful candidate will be an innovator in whole child education. He or she will be an inspiring leader and communicator, skilled at fostering a climate of excellence, cooperation and growth, have significant hands-on teaching and school administrative experience, strong technical skills, an accomplished background in school management and assessment, a proven track record in student achievement, budgeting, strategic planning, and be enthusiastically aligned with Compositive’s philosophy, mission, values, and culture including a focus on engaging parents as partners.

The ideal candidate will provide strong, decisive, and energetic leadership to the school, and foster an environment of excellence in education, in addition to enhancing with the community. The Head of School will maintain positive and open lines of communication with community leaders, neighboring school districts, local business leaders, as well as local and state legislators. He/She must be a visionary leader, committed to the concept of whole child education, be an open collaborator, effective delegator, willing to further knowledge of best practices on a continuous basis, and foster an environment of educational and personal growth. The Head of School must be responsible, thoughtful, and transparent fiscally and strive to ensure the continued financial stability of the school.

H/She must be passionately committed to children, possess strong organizational, operational, interpersonal and public relations skills, have experience working with a Board, have past success in leading academic achievement, be a flexible and creative problem solver, able to communicate effectively in writing and orally, demonstrate an ability to focus on attaining rigorous academic goals for all students, and be accountable and committed to achieving, academic goals based on comparative and longitudinal measures. H/She will have a strong knowledge of project-based learning, inquiry based learning, competency based learning, personalized learning and educational technology. He or she will also have a demonstrated
commitment to working with truly diverse student populations and serving all types of learners.

MISSION

The mission of Composite Academy is to help students to live lives of personal excellence by developing and cultivating their capacity to be engaged and contributing citizens.

Our vision is that Composite Academy students will develop:

- Strong intellectual and academic capacity
- Independence and agency to be self-directed learners
- Innovative thought, flexibility and resilience
- Skills to be engaged and contributing members of their communities

We work to achieve this vision by:

- Implementing a researched-based curriculum that integrates cognitive, social, emotional, and physical education elements
- Designing learning experiences in small class sizes and multi-age groupings
- Deeply engaging parents/caregivers in a child’s learning and development
- Building meaningful connections with community partners to leverage them in the educational process of our students
- Helping students grow in the following areas:
  - **Cognition**: Developing critical thinking skills and mastering content in a wide range of academic disciplines
  - **Character**: Developing core moral, performance character and values
  - **Health & Well-Being**: Creating life-long health and well-being skills
  - **Community Engagement**: Enabling Offering experiences and teaching skills to help students become engaged members of their communities
- Attracting world class educators

With a focus on whole child education, we cultivate every child’s capacity to **reflect and learn, recognize and act, care and connect and engage and serve.**

Our core values, which are reflected in our daily practices, include:

- Wonder
- Rigor
- Empathy
- Joy in learning

HISTORY OF THE SCHOOL

This charter school is proposed to open in Aurora, Colorado (Metropolitan Denver), in 2019. The Head of School will help to solidify the vision for the school, review the charter application, build
the community connections required for a successful launch and skillfully launch the school.

GOVERNANCE

The school development is currently being guided by a design team that includes the main benefactor and three consultants who bring skills in curriculum and program design, and program evaluation, as well as experience with launching new schools. Prior to the launch of the school, a governing board will be established and the school will be organized as a non-profit organization.

THE POSITION

The Head of School will lead every aspect of the school and will be accountable for the success of the school. Specific duties include:

**Educational Design, Development and Leadership**
- Assume overall responsibility for curriculum development and instructional design
- Successfully integrate a unique whole-child approach, project-based learning and competency-based instruction with the academic requirements of local district and/or state standards
- Effectively use student achievement data and formative evaluation measures to continually refine and improve the academic program

**Effectively evaluate the overall academic program and make adjustments as necessary**
- Staff selection, evaluation and retention
- Recruit, retain and lead a highly skilled professional staff
- Create a professional community that focuses on curriculum and instruction as the primary vehicles for improving student achievement, developing caring and connected students, and creating a strong school culture. Motivate teachers to continue to develop their content, knowledge and instructional repertoire, and provide the resources needed
- Reinforce and institutionalize the core beliefs of the school through regular observation, reflective practice, coaching, and evaluation
- Model effective instructional practices in staff meetings professional development sessions, and team meetings
- Create an environment that rewards continuous learning and improvement

**Cultural Leadership**
- Recruit and retain a diverse student population and ensure that annual enrollment projections are met
- Intentionally build a school culture that evidences high expectations for integrity, accountability and drive for learning for both students and adults
- Ensure a safe, supportive and productive environment for students, staff, and families.
- Effectively and regularly communicate with students, staff, families and the broader community
- Demonstrate cultural competencies in managing a multi-cultural institution
- Anticipate and respond to potential conflicts and skillfully manage conflict resolution
Organizational Leadership

● Oversee the fiscal management of the school. Align the uses of time, money, and materials to the school’s vision and mission
● Ensure sufficient resources for the school by supporting fundraising efforts prior to the school opening and leading all fundraising efforts in subsequent years. Enthusiastically and aggressively seek resources for the school
● Oversee all personnel matters
● Oversee facility management

Community Outreach

● Cultivate strong partnerships with community organizations and regional and national partners
● Foster a cooperative relationship with the charter authorizer and local school district

PROFESSIONAL QUALIFICATIONS

The Head of School will be a distinguished educator with demonstrated experience as a successful teacher working with diverse student populations and a leader of innovation. He or she should be committed to implementing a whole child educational approach, rigorous student assessment program aligned to state learning standards and assessments and possess a strong understanding and use of academic data to inform and improve instruction and student outcomes. The HOS must be aware of developments in the broad worlds of education and pedagogy. The position requires prior experience in school leadership as a division head, head of school, or principal at a charter, traditional public, or independent school. The successful candidate must also have a solid commitment to and belief in the mission of Compositive Academy and possess the ability to obtain administrative license although this is not required. The successful candidate must hold a master's degree or higher in Education, Education/Business Administration or a related field, or have commensurate educational leadership experience.

REQUIRED ABILITIES

The Head of School will believe, and act upon the belief, that all children can reach high levels of academic achievement regardless of background, need or ability. The HOS must:

Be learner centered. The Head needs to begin all decisions about design, culture, engagement, supports and opportunities by thinking about and engaging with students. Their curiosity about children, love of learning, and confidence in children’s ability to learn will be apparent in every aspect of his or her leadership style. The HOS must be open to new ideas, be entrepreneurial, and must actively seek out innovative strategies to improve student achievement. He/She must have empathy for and commitment to Compositive Academy values, programs and services for young people.
**Be an inspiring leader and communicator.** The HOS must possess the confidence and ability to continuously articulate the school’s high expectations for personal and academic achievement, including for every student, as well as the capacity to inspire teachers, parents, children, and potential funders/donors to embrace that vision. He/She will be positive, projecting energy and enthusiasm, will enjoy public presentations, and will be self-assured. He/She will also cultivate meaningful community partnerships that enhance students’ experiences.

**Be a collaborative team member.** The HOS must be a collaborative member of the school design and development team, working together to create and implement the best school possible. He/She will value team members’ perspectives, integrate research data, offer design direction and lead to implementation.

**Be an articulate, spontaneous speaker and effective writer.** The HOS will communicate the school’s vision to the community and will build constructive relationships of trust with the staff, parents, teachers, and community leaders. He/She will value parents' input and will be comfortable working with them and utilizing their talents and energies as resources.

**Genuinely value, and have affirmatively demonstrated a strong commitment to, cultural, racial and economic diversity.** The HOS will have knowledge of, commitment to, and the ability to reach out within the district in order to build a strong, diverse community.

**Be a strong, organized, and independent manager.** The HOS will be a critical thinker, relentless achiever, and an independent-minded self-starter who thrives in a setting that rewards autonomy and accountability. She/He will establish high performance standards; be accountable and hold others accountable to and focused on goals and priorities; identify and remove barriers to objectives; show a willingness to strategically take tough, principled stands even when unpopular; ensure that adequate resources are available to achieve objectives; and make decisions that benefit the school’s mission and continuing financial viability. He/She will involve faculty and staff in decisions that affect them and address performance issues promptly – with fairness, firmness, and consistency. He/She will also work effectively with the Board to protect the mission and vision of the school and to secure the resources needed to operate effectively.

**Be a proven team builder with strong people leadership skills.** The HOS will assist in the retention and recruitment of a superior and diverse faculty and staff and manage their performance and growth by assessing, coaching and developing their potential. He/She will work collaboratively with all staff/leadership team and resolve issues that affect them while maintaining clear focus on meeting the needs of children.
Be persevering and personally effective. The HOS will be capable of thinking clearly and staying focused under pressure and will demonstrate a willingness to take responsibility for mistakes and work to avoid repeating them. He/She will possess and project unwavering awareness and confidence in his or her personal capacity, be a constant learner, take personal initiative to achieve the school's goals, and set a high standard for work ethics and personal effectiveness that goes beyond the traditional school day.

PERSONAL CHARACTERISTICS
Certain personal characteristics are essential for success as the Head of School for Composite Academy:

● Possess the highest standards of integrity and a strong moral and ethical character

● Be a person who enjoys working “hard and smart”. Have the ability to bounce back after setbacks and achieve results even when circumstances are adverse and be prepared to serve as the primary role model in the school community.

● Genuinely enjoy meeting new people and listening to their points of view.

● Be approachable, accessible, and highly visible.

● Have a “deep keel” – a secure sense of self that results in steady, unflappable leadership.

● Be willing to be held accountable for the overall performance of the school

This is an extraordinary opportunity for an exemplary educator and school leader. There will be a highly competitive and significant compensatory and benefit package commensurate with qualifications and experience and designed to attract outstanding and accomplished candidates.

Applications will be reviewed upon receipt.

Qualified candidates interested in this opportunity are invited to submit a Letter of intent, resume or CV by attachment and in WORD or PDF to:

BARRY ROWLAND
Senior Search Consultant
E-mail: barry.rowland@carneysandoe.com
Tel: 416-656-6415