

# Mapleton Charter School at Whitehall School Leader

## School Leader

Mapleton Charter School seeks a catalytic and forward-focused leader to serve as the founding principal for an Expeditionary Learning elementary school in central Delaware. The leader of Mapleton will be in a unique position to create a transformative educational environment as the school realizes its mission to provide students from Kindergarten through grade 5 with an academically demanding, integrated education that uses the design process of imagine, plan, design, and improve to examine the school's theme of Engineering a Sustainable Future through Scientific, Cultural, and Economic Development.

## Background and Opportunity

Based upon the development timeline for the Town of Whitehall, planning and start-up for Mapleton **will occur over 2-years**. The school will plan to open its doors to 300 students in grades K-1 in the fall of 2016, and then grow to a maximum 600 student K-5 configuration by adding one grade each year. Mapleton's mission is to provide students from Kindergarten through grade 5 with an academically demanding, integrated education that uses the design process of imagine, plan, design, and improve to examine the school's theme of Engineering a Sustainable Future through Scientific, Cultural, and Economic Development.

The anticipated date of hire for the school leader is July 1, 2015.

The school will employ Expeditionary Learning, a school design that engages students in hands-on, inquiry-based, project-based learning and promotes self-discovery and critical thinking. Consistent with the intent of Delaware's charter school law, Mapleton will employ an innovative school design to expand quality public school options for elementary school students.

Through implementation of the Expeditionary Learning (EL) model, Mapleton will be built around five core practices:

- **Leadership and School Improvement:** Strengthening leadership across the school in instruction, culture, and curriculum
- **Culture and Character:** Building a school-wide culture of trust, respect, responsibility, and joy in achievement
- **Active Pedagogy:** Employing dynamic instructional practices that build skills and critical thinking
- **Learning Expeditions:** Addressing standards through a project-based curriculum connecting to the real- world context of the local community
- **Structures:** Creating time for student and adult learning, collaboration, and a focus on

excellence

## The Position

### **Planning Year (July 2015-June 2016)**

- Guide the development of the curriculum, school policies, systems, and structures.
- Work with Charter Management Organization to hire instructional staff
- Work with Charter Management Organization and Expeditionary Learning School Designer to plan professional development including summer institute for staff

### **School Leadership**

The school leader will be Mapleton's instructional leader and will hold primary responsibility for ensuring the academic success of all students. The school leaders will develop and manage the school's academic program and will support, develop and evaluate instructional staff. The school leader will report directly to Mapleton's Board of Directors, and will collaborate with the Charter Management Organization (CMO) and the local advisory committee.

Core responsibilities of the school leader include:

- Develop, implement and manage the school's academic program in a manner consistent with the school's vision:
  - Help develop and implement instructional programs, structures, and decision-making processes that support Mapleton's vision, mission, and instructional philosophy
  - Contribute to the development of extracurricular programs and alignment between school day and out-of-school time, including summer programs
  - Work with the faculty to establish and commit to clear student achievement goals and provide direction and encouragement to all instructional staff in the accomplishment of goals
  - Assume significant responsibility for evaluating student learning: supervise the collection and analysis of multiple sources of data and employ the results to continually improve learning and engagement among all students
- Recruit, develop and evaluate instructional staff:
  - Supervise and support the instructional staff
  - Plan, implement, and support professional development of instructional staff, as part of the school-wide professional development plan
  - Nurture and promote diverse instructional leadership in support of the school's mission and continued growth and sustainability

- Maintain a safe and clean facility:
  - Communicate daily with the custodial staff to provide direction and feedback
  - Determine priorities to support the use of the facilities and the scheduling of work
  - Conduct emergency drill procedures as required
  - Establish the standards and benchmarks to be used to measure the performance of custodial and maintenance staff

The school leader, Board, and CMO will work together to implement a cohesive, clear vision and ensure the school meets its mission and academic goals. They will:

- Develop and sustain a school culture and learning community that embodies Mapleton’s commitment to Expeditionary Learning
- Build strong relationships with parents, families, and the community.
- Ensure equity and high expectations across the school
- Ensure that student enrollment and retention targets are met.
- Maintain an atmosphere of openness, confidentiality, and trust

### Qualifications

#### **Required Qualifications**

- Passion for working in the field and commensurately strong work ethic
- Demonstrated success in encouraging and engaging parental involvement.
- Commitment to accountability for all aspects of school’s charter, academic performance agreement, and school operations.
- Master’s or Doctoral Degree in a relevant field from an accredited college or university
- Five (5) years of instructional/classroom experience.
- Exceptional organizational, communication (writing and speaking in Spanish and English), public relations, and interpersonal skills.
- Ability to prioritize and effectively manage competing tasks and responsibilities.
- Ability to sustain a calm, reasonable approach and to communicate effectively in stressful or problematic situations.
- Skilled in the use of the internet, email, and Microsoft Office.
- Display a high-level proficiency in the use and application of educational technologies
- Possess a Delaware Principal Certification or proven ability to meet certification criteria required
- Able to lift up to 50 pounds

- Able to hear within normal range, with or without amplification
- Able to participate in activities that may include standing, sitting, walking, and to perform work requiring visual acuity

**Preferred qualifications:**

- Experience in an Expeditionary Learning School
- Experience with Project-Based Learning
- Knowledge of and practice in contemporary educational models
- School start-up experience

**Deadline to apply: January 31, 2015**

**Mapleton Charter School at Whitehall  
School Leader Position Posting Locations and Selection Timeline**

**Mapleton Charter School Leader Job Posting Locations**

<b>Online Recruitment Portals</b>
Craigslist (Baltimore)
Craigslist (Delaware)
Craigslist (Washington, DC)
Craigslist (Philadelphia)
Craigslist (New York)
Craigslist (Southern New Jersey)
TopSchoolJobs.com (Education Week)
Idealist.org
Indeed.com
LinkedIn.com
OpportunityKnocks.com
National Alliance for Public Charter Schools
Schoolspring.com
Teach for America Alumni
National Association of Elementary School Principals
<b>Relevant Organizations and Community Groups (Email Outreach)</b>
Delaware Association of School Administrators
Expeditionary Learning Network

**School Leader Selection Timeline**

January 2015	Launch of school leader recruitment; initial online posting and outreach campaign
March 2015	Board Personnel Committee conducts videoconference interviews with promising candidates; additional recruitment if needed to expand applicant pool
April-May 2015	Board Personnel Committee conducts additional videoconference interviews with any additional promising candidates; committee conducts in-person interviews, involving authentic leadership activities such as lesson observation and analysis of student data, with strongest first-round interviewees
June 2015	1-2 final candidates meet with full Board for final approval; Board selects school leader
July 2015	School leader assumes role at the beginning of the Planning Year