

LAYC Career Academy Principal

Overview:

The LAYC Career Academy is seeking a dynamic leader to act as its inaugural Principal. The ideal candidate will have an entrepreneurial orientation and demonstrated success leading, managing, and developing teachers and staff; developing curriculum; building a strong school culture; achieving outstanding academic outcomes for low-income urban youth; and acting as an ambassador for the school.

School Description:

The LAYC Career Academy sets high expectations for disconnected youth, 16-24 years of age, by providing a college preparatory GED curriculum and the opportunity to gain college credits before graduation. The school is built upon the central beliefs that:

- All youth can and must obtain either a college degree or industry-recognized credential.
- Students grow by recognizing their own strengths, using them to overcome obstacles, and setting and achieving ambitious academic and career goals.
- Disconnected youth will succeed academically and personally with the help of high-quality, culturally appropriate education and support services.

All graduates will complete a college preparatory curriculum that is aligned to Common Core State Standards and pass the GED exam. Students will also achieve one of three outcomes before graduating: become a Certified Medical Assistant; become an A+ Certified Computer Hardware Technician; or complete six college credits through the Career Academy's partnership with the Community College of the District of Columbia.

The LAYC Career Academy will open in the Columbia Heights neighborhood of Washington DC in the fall of 2012 with 100 students and will reach its full enrollment of 200 students in the fall of 2014. The school will open with twelve teachers and employ eighteen by its third year of enrollment.

The LAYC Career Academy was founded by the Latin American Youth Center www.layc-dc.org, which will serve as the Charter Management Organization for the school. The LAYC Family of Organizations is a network of youth centers, charter schools, and social enterprises with a shared commitment to helping youth become successful and happy young adults with the skills they need to succeed educationally, professionally, and personally.

Characteristics of Ideal Principal:

A Passion for Results

- Possesses a track record of and relentless drive to achieve dramatic improvements in academic achievement for all students
- Holds self and other adults accountable for outcomes and results

Strong Personal Leadership Skills

- Exhibits a high level of self-awareness and commitment to ongoing learning
- Connects and engages with students who have been underserved or disenfranchised from their education
- Treats every adult and student with respect, dignity, and understanding
- Demonstrates the desire and ability to lead and develop adults
- Exhibits a strong dedication to the principles of positive youth development

Effective and Inspiring Communication

- Develops a clear direction and shared purpose that guides and unifies the team
- Communicates clearly and effectively both verbally and in writing
- Works successfully with youth and adults from diverse backgrounds
- Creates strong relationships with funders, donors, government officials, and other stakeholders
- Possesses a leadership voice; inspires and leads through communication and presence

A Drive for Continual Learning and Improvement

- Exhibits resilience to overcome setbacks and remain constructive despite resistance or failure
- Takes initiative to make necessary changes in a school, classroom, or work environment
- Possesses excellent problem solving and project management skills

Excellent Teaching Skills

- Demonstrates the ability to adjust instructional strategies and practices in order to reach year-end goals
- Understands and uses a variety of instructional strategies to meet students' diverse learning needs
- Demonstrates the ability to distinguish among poor, proficient, and outstanding teaching
- Uses student learning data to drive instructional improvements
- Provides clear feedback to students and guides students in assessing their own learning
- Aligns objectives and instructional activities to students' academic goals through effective planning
- Builds a classroom culture defined by rigor, inspiration, and motivation for all students

Qualifications

- A minimum of three years of teaching experience in secondary or adult education
- A minimum of three years experience as a supervisor in a leadership position
- A strong understanding of the needs of low-income, urban youth
- A Masters Degree or higher degree
- Highly effective presentation and communications skills
- Spanish fluency preferred

Ongoing Responsibilities:

- Work with the Executive Director to establish and sustain a school environment consistent with the school's mission and philosophy;
- Oversee the day-to-day functioning of the school;
- Recruit, hire, supervise, and evaluate teachers and staff;
- Direct professional development for teachers and staff;
- Work collaboratively with the faculty to build and continually improve the curriculum;
- Market the school to potential funders, students, families and other stakeholders;
- Work with Executive Director to ensure compliance with all requirements of the charter, charter school regulations, and grantee guidelines;
- Coordinate efforts to reach the goals outlined in the school's mission accountability plan, including continuous review of student assessment data to ensure progress toward goals;
- Work with the Executive Director to develop the budget, monitor its execution, and address any spending pressures that arise;
- Ensure the safety and security of students, staff, visitors, and facilities;
- Communicate regularly with students, staff, parents and family members and other student supporters;
- Meet regularly with the Youth Leadership Team, work to address their concerns, and relate concerns to the Executive Director and Board as appropriate;
- Work closely with ELL and Special Education Teams and contract related-services providers to ensure an effective and consistent approach and clear communication in meeting students' needs; and
- Coordinate student support services and supervise and evaluate student support staff.

To apply, please email a résumé and a cover letter to Blair Hewes Blair@layc-dc.org.