

# The Delaware MET Founding Principal

## Founding Principal

The Delaware MET seeks a catalytic and forward-focused leader to serve as the founding principal a groundbreaking Big Picture Learning high school in Wilmington, Delaware. The leader of the MET will be in a position to create a meaningful learning environment where students are encouraged and enabled to discover and develop their own unique interests and passions, creating their own success through personalized learning and purposeful internships.

## Background and Opportunity

The Delaware MET will be opening its doors to 264 students in grades 9-10 in the fall of 2014 and growing to a 528-student 9-12 configuration by adding one grade per year.

The school will employ the BIC Picture Learning (BPL) school design, a model that is defined by its commitment to educating “One Student at a Time.” Every BPL high school is built around the recognition that each student has unique interests, needs, and abilities that can be harnessed to drive a powerful education program for that student and, therefore, must be incorporated into his/her education plan. The key to achievement in this learning environment lies in fostering students’ individual interests and encouraging their active participation in the learning process. The fundamental focus is on authentic learning in order to develop students’ abilities to apply knowledge and skills to real life experiences and challenges.

Because the philosophical commitment of a BPL high school is directed toward interest-generated, real-world, personalized learning, the school structure and model design are significantly different from those of traditional high schools. Among other unique features of this modern school design, students are taught in the ‘real’ world through interest-based internships; each student has a personalized education plan based on those internships; and assessments are individualized and in accordance with both state academic standards and real-world standards.

The school leader will be charged with executing the vision of the Delaware MET Board, which is to provide each student with:

- A highly personalized learning experience defined by a Personalized Learning Plan, daily advising, internship mentoring, and rigorous academics based on student interests;
- A guiding partnership among students, parents, advisors, mentors, colleagues, and the community that provides a learning context appropriate to student interests;
- Learning experiences and hands-on projects that guide learning across all content areas and support depth over breadth;
- Opportunities for students to participate in real-world learning through internships and training related to their interests and goals;

- A vibrant, flexible learning environment that provides equal access to all students by customizing instruction to address unique student learning styles, abilities, and interests; and,
- Graduation with a high school diploma, a post-high school plan, and the skills needed for success throughout college and in real-world careers.

### The Position

#### **Planning Year (July 2013-June 2014)**

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

#### **School Leadership**

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

Core responsibilities of the Founding Principal 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 the Delaware MET's vision, mission, and instructional philosophy
  - 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 Principal, Board, and Charter Management Organization 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 the Delaware MET's commitment to the principles of the BIG Picture Learning school design
- 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**

- Successful leadership experience in a public or non-public school serving diverse and low-income student populations, with significant results in closing student achievement gaps
- Passion for working in the field and commensurately strong work ethic
- Demonstrated success in encouraging and engaging parental and community 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, communications, 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 a BIG Picture Learning school
- Experience with Project-Based Learning
- Knowledge of and practice in contemporary educational models
- School start-up experience

## FSMA Principal 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 Secondary School Principals
<b>Relevant Organizations and Community Groups (Email Outreach)</b>
Delaware Association of School Administrators
BIG Picture Learning

### School Leaders Selection Timeline

April 2013	Launch of school leader recruitment; initial online posting and outreach campaign
May 2013	Board Personnel Committee conducts videoconference interviews with promising candidates; additional recruitment if needed to expand applicant pool
June-July 2013	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
August 2013	1-2 final candidates meet with full Board for final approval; Board selects school leader
September 2013	School leader assumes role at the beginning of the Planning Year