

# First State Military Academy Commandant (Founding Principal)

## Commandant (Founding Principal)

First State Military Academy (FSMA) seeks a catalytic and forward-focused leader to serve as the Commandant (founding Principal) for the first combination New Tech/military high school in Delaware. The leader of FSMA will be in a unique position to create a transformative educational program as the school realizes its mission to provide an environment of academic rigor, military discipline, citizenship, and leadership, where graduates will develop respect for themselves, their peers, their subordinates and their superiors.

## Background and Opportunity

FSMA will be opening its doors to 200 cadets in grades 9-10 in the fall of 2014 and growing to a 500-cadet 9-12 configuration by adding one grade per year.

The school will employ the New Tech Network school design, a model that engages cadets in hands-on, inquiry-based, technology-infused project-based learning and promotes self-directed learning, teamwork, respect, and responsibility. The school will also implement a comprehensive 9-12 JROTC program that will promote healthy minds and bodies and provide cadets with an understanding of the obligations of citizenship and self-discipline. The combination of the New Tech instructional design with the precision, values, and principles of the JROTC school model will offer cadets a unique and exceptional high school option in Kent County.

The school leader will be charged with executing the vision of the FSMA Board, which is to provide each cadet with:

- Engaging learning experiences and activities that will result in improved academic performance;
- A safe, disciplined, orderly, and structured environment conducive to academic excellence;
- An environment that emphasizes the understanding that honor is the keystone of all worthy endeavors and fosters the development of self-respect, integrity and trust;
- Additional meaningful educational experiences through field trips and other events that will maximize community involvement and support;
- A program designed to develop leadership qualities;
- Parent involvement that will enhance their educational experience;
- A full range of extra-curricular opportunities; and
- A successful entry into adult life after graduation.

## 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 New Tech Network to plan professional development including summer institute for staff

### **School Leadership**

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

Core responsibilities of the Commandant 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 FSMA's vision, mission, and instructional philosophy
  - Work with the faculty to establish and commit to clear cadet achievement goals and provide direction and encouragement to all instructional staff in the accomplishment of goals
  - Assume significant responsibility for evaluating cadet learning: supervise the collection and analysis of multiple sources of data and employ the results to continually improve learning and engagement among all cadets
- 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 Commandant, 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 FSMA's commitment to the principles of both the New Tech and JROTC school designs
- Build strong relationships with parents, families, and the community
- Ensure equity and high expectations across the school
- Ensure that cadet 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 cadet populations, with significant results in closing cadet achievement gaps
- 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, 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 Commandant 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 New Tech Network school
- Experience with a JROTC program
- Experience with Project-Based Learning
- Knowledge of and practice in contemporary educational models
- School start-up experience

**First State Military Academy  
Commandant Position Posting Locations and Selection Timeline**

**FSMA Commandant (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
Council of College and Military Educators
New Tech Network
Military K-12 Partners

**Commandant 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