



Role: Academic Dean, STEM

Organization: Collegiate Charter High School of Los Angeles

Start date: July 6, 2020

About the Organization

Collegiate Charter High School of Los Angeles is a public nonprofit high expectations college preparatory school in East Los Angeles serving grades nine through twelve. We believe that **all** children, regardless of race, socioeconomic class, country of origin, or disability can achieve at high levels when they have access to high quality K-12 education. Collegiate's small school model features a rigorous academic program, an extended day and year, individualized interventions and supports to meet all scholars' needs, and intensive college advising to ensure that 100% of our scholars attend and graduate from the four-year colleges of their choice.

Collegiate opened in August 2015 with 9th grade, now serves 195 scholars in grades nine through twelve, and is growing to eventually serve 400 scholars. Our founding class graduated in the spring of 2019. One hundred percent of our founding senior class was accepted to four-year colleges and universities. Ninety-four percent of our scholars are eligible for free or reduced-price lunch; 86% will be the first of first in their families to graduate from four-year colleges. Tuition-free and open to all, Collegiate serves any scholar ready to commit to the hard work of climbing the mountain to college graduation. The key ingredient of our success? Our talented team of educators – all of whom embrace growth mindsets, resilience and commitment – are instrumental in the educational excellence we collectively promise and deliver for our scholars and our mission.

About this Role

As we prepare to grow the school in the 2020-2021, Collegiate seeks an outstanding experienced educator to join our team as Academic Dean, STEM. With all scholars at Collegiate completing four years of college preparatory A-G math and lab sciences as part of the school's graduation requirements, we have made a commitment to ensuring strong levels of preparation for all of our students to be able to pursue STEM college majors and careers. The Academic Dean, STEM position is a new role for the school. This is an excellent opportunity for an educational leader with depth of content knowledge in high school math and science, who wants to shape and drive strong academic achievement outcomes in STEM among first-generation college-going students by leading the school's STEM instructional team. Reporting to the school's Principal, the Academic Dean, STEM will oversee the development and implementation of STEM courses, coach the school's math and science teachers, and build a culture of STEM thinking at each grade level.

Roles & Responsibilities

Responsibilities of the Academic Dean, STEM at Collegiate include but are not limited to:

self-control zest curiosity social intelligence optimism gratitude grit conscientiousness

Actively Build Organizational Culture

Support and invest the school's shared vision for positive and powerful organizational culture – among team members, scholars, and families alike. Work to create a positive, achievement-oriented, and structured learning environment that excites and invests scholars, motivating scholars to realize high academic and behavioral standards at all times:

- Develop joyful, structured, safe and positive school culture by holding all scholars accountable and implementing the school's code of conduct and positive behavior support system (merit system) during classes, transitions, meals, trips, and school events.
- Build strong and authentic family-school relationships by exemplifying Collegiate's core values in all interactions with scholars, families, and team members.
- Foster and protect consistently safe, positive and joyful culture by implementing with fidelity all shared systems at Collegiate (attendance policy, homework policy, merit system, uniform policy, etc.).
- Fiercely protect the school's organizational culture by "owning it": give feedback generously, bravely and reliably any time you notice a team member breaking a team-wide norm or struggling to implement a system or scholar expectation faithfully.

Shape a Vision for STEM Teaching & Learning

Collaborate with the Principal, third party consultants, and the STEM team to develop a vertically aligned vision for math and science teaching and learning for grades nine through twelve:

- Serve as the school's in-house expert on NGSS, Common Core Math, AP science course frameworks, and CAST.
- Drive toward high levels of student achievement among all scholars in math and science.
- Lead quarterly interim assessment cycles to foster strong culture of data-driven analysis and planning to maximize lesson time for all scholars.

Be a Fierce People Leader

Coach a portfolio of 4-8 math and science teachers supporting their rapid mastery of standards-aligned teacher development standards and driving high levels of STEM standards mastery among all scholars:

- Support strong teacher lesson planning by providing co-planning support and/or weekly lesson plan written feedback.
- Observe teachers and provide real-time and/or written feedback weekly.
- Lead weekly coaching meetings with your coachees using data-driven coaching protocols.

Be a Hungry, Humble and Smart Adult Learner

Fully engage in the school's leadership development model:

- Prepare for and engage fervently in weekly one-on-one meetings with the principal.
- Own your learning plan and outcomes: Communicate candidly, positively, openly and often with your teammates about areas in which you are working to drive instructional improvements, seek out frequent feedback and input; take ownership of all aspects of process and product.

What We Look for: Mission Fit, Mindsets & Grit

Successful candidates for any role with the school's team will evidence the following traits and track record:

- Demonstrated commitment to our organization's mission and values
- Fundamental and unwavering belief that all children can learn and that they deserve nothing short of excellence in their education
- Demonstrated belief and investment in the school's educational model
- Extremely high standards for scholar achievement and behavior
- Resilience – a track record of working hard to overcome hurdles and staying committed
- A whatever-it-takes approach to your professional development, work, and goals
- Demonstrated ability to collaborate effectively as a member of a close-knit high-performing team
- Capacity to receive, digest and implement feedback with grace, humility, and agility
- High levels of honesty and integrity and the capacity to model this explicitly for others at all times
- High level of personal organization, planning, and follow-through
- An exceptionally strong work ethic, sense of humor, and a “roll-up-my-sleeves” attitude
- Excellent written and oral communication skills, especially with scholars, teammates and parents
- The adaptability, creativity and patience to successfully navigate school start-up work
- Bravery, generosity, and reliability when it comes to giving your teammates candid, constructive feedback on their work and performance in the spirit of continuous improvement and adult learning

Qualifications for This Role

Successful candidates for the Academic Dean, STEM role will bring the following experience, skills and qualifications:

- Three or more years of teaching experience in math or science at the high school level with a track record of achieving demonstrable breakthrough scholar achievement outcomes (required)
- Willingness to work autonomously, collaboratively, and/or under the direction of leadership, as needed (required)
- Bachelor's degree from a competitive 4-year college or university (required)
- A valid California credential in math or science; or if coming from out-of-state, the ability to transfer your credential to California quickly and independently (required)
- Strong written and oral Spanish language skills a plus

Compensation

This is a 12-month position. Ranging from \$71,000 to \$95,000, salary for this position is competitive and commensurate with track record and experience. Collegiate offers a generous benefits package that includes: full or partial coverage of health, dental and vision plans; life insurance; a 403b retirement plan with employer match; over 40 paid holiday and vacation days; and up to 8 days of paid time off.

To Apply

To be considered for this role, please apply at www.edjoin.org/Home/DistrictJobPosting/1277912.