

Position Announcement for School Design Leader
Prince Georges County, MD
2 positions

Internationals Network for Public Schools, Prince George's County Public Schools, and CASA de Maryland are partnering to support the design and implementation of two new public high schools serving the English Language Learner and Latino student population. The first proposed school will focus on the heavily Latino area of Langley Park and will be Hispanic-centric in design. The second school will focus on immigrant youth from across the world and will be open to all immigrant ELLs in the district.

The school design leader will participate in research, development and design activities and lead team planning activities during the 2014-2015 school year, in preparation for launching a new school with a 9th grade cohort in August 2015. They will visit national and local school models that exemplify the Design Principles (see below) and work with community partners and District staff to plan Design Symposiums, Summer Institutes, and Focus Groups. They will also work with local and national consultants to inform the new school designs. Successful School Design Leaders will transition to Principals by the end of the planning year, hire founding faculty for the schools, and be responsible for the launch and all school operation activities.

The new schools will be based on the Carnegie Corporation of NY's *Opportunity by Design* Principles, the Internationals Core Principles, and CASA de Maryland's full-service community design.

Carnegie Design Principles of a High Performing Secondary School are:

- Integrates positive youth development to optimize student engagement and effort.
- Prioritizes mastery of rigorous standards aligned to college and career readiness.
- Continuously improves its operations and model.
- Develops and deploys collective strengths of staff.
- Manages school operations effectively and efficiently.
- Maintains an effective human capital strategy aligned with school model and priorities.
- Empowers and supports students through key transitions into and beyond high school.
- Remains porous and connected (partnerships, access to community resources, knowledge sharing with other schools.
- Creates a clear mission and coherent culture; and
- Personalizes student learning to meet student needs.

The Internationals Core Principles:

Heterogeneity and Collaboration: Heterogeneous and collaborative structures that build on the strengths of every individual member of the school community optimize learning;

Experiential Learning: Expansion of the 21st century schools beyond the four walls of the school building motivates adolescents and enhances their capacity to successfully participate in modern society;

Language and Content Integration: Language skills are most effectively learned in context and emerge most naturally in purposeful, language-rich, experiential, interdisciplinary study;

Localized Autonomy and Responsibility: Linking autonomy and responsibility at every level within a learning community allows all members to contribute to their fullest potential; and

One Learning Model for All: The cooperative structures in which students work and learn mirror those in which faculty work, learn, and capitalize on everyone's diverse strengths, maximizing their ability to support one another.

CASA de Maryland's full-service community design:

Integrated Family Support Services: Supports include health, job training and placement, ESOL and computer classes, leadership development programs, naturalization support services, legal assistance and other initiatives developed by the parents.

Integrated Student Support Services: Includes both internal structures that support students as well as out-of-school time programming, such as job readiness, college access, arts & sports enrichment, and internships.

Specific Responsibilities:

School Design and Prepare for Launch

- Collaboratively with design teams, design a new school model that meets the requirements of the *Opportunity by Design* Principles, the Internationals' core approach and CASA de Maryland's community supportive services
- Research and analyze prospective student data, capacity and available district resources
- Develop a school mission and vision
- Create a school-wide instructional plan
- Develop a culture and climate strategy
- Develop benchmark and performance metrics for continuous learning

Requirements/ Eligibility:

- Masters degree in education
- Possession of or process of attaining a Maryland Administrative Services Credential by July 1, 2015.
- Minimum of five years teaching experience
- Demonstrated experience using data-driven instructional systems
- Experience implementing project-based learning projects with heterogeneous grouping of students
- Proven experience as an instructional leader
- Demonstrated experience working with English learners
- Proven success with raising academic achievement with a diverse student population
- A strong understanding of mastery-based learning where students have multiple opportunities to show mastery through performance-based assessments.
- A strong understanding of blended learning and effective use of technology for anywhere/anytime learning.
- An entrepreneurial approach to problem solving evidenced by a track record of solving complex problems.
- Capacity to work across multiple stakeholders to fulfill a vision.
- Ability to approach design as an innovative and collaborative process and demonstrated use of design thinking to plan and iterate on project implementation work.
- Exceptional interpersonal skills with a track record of investing in others toward a shared vision in order to drive toward a shared set of outcomes.
- Ability to be bold, innovative, and an engaging change agent and culture-creator; visionary leader with a track record of inspiring and motivating those around them.
- Ability to speak multiple languages a plus
- An unwavering belief that all students can excel.

Salary Range: \$102,974-\$112,246

Interested candidates should email a cover letter and resume by August 20, 2014 to:
leaders@internationalsnetwork.org

For more information about Prince Georges County Public Schools, please visit pgcps.org.

For more information on Internationals Network for Public Schools, please visit internationalsnps.org.

For more information about CASA de Maryland, please visit casademaryland.org.

For more information about Carnegie Corporation of NY's *Opportunity by Design*, please visit <http://carnegie.org/programs/urban-and-higher-education/new-designs-innovation-in-classroom-school-college-and-system-design/opportunity-by-design-new-high-school-models-for-student-success/>