



Principal

Explore! Community School is seeking a dynamic, dedicated leader to become the principal of a vibrant educational community.

About Explore! Community School

At Explore, we always begin with our mission: to foster the independence, critical thinking, and creativity of a diverse community of learners so they are fully prepared to become confident, conscientious leaders who change the world. To achieve our mission we emphasize interactive, hands-on, project-based learning to build upon our rigorous, standards-based curriculum and ensure learning is authentic, meaningful, and fun. We focus on the whole child, nurturing the social and emotional development of Explorers while fostering their academic excellence.

Currently serving a diverse community of learners in grades K-2, we will add 3rd grade in 2018-2019 and continue adding one grade per year until reaching capacity with students in grades K through 8. This is a particularly exciting time to join our crew as we are poised to move into a newly constructed K-8 campus in the new [Envision Cayce](#) development in 2019. Explore! Community School is an educational outreach of the [Martha O'Bryan Center](#).

The Position

We are currently seeking a Principal to model our core values and guide the community's progress towards our mission. The Principal will report to the Explore Advisory Board and Martha O'Bryan Center CEO and is responsible for all personnel and programs. The Principal will ensure academic quality, support teachers' professional development, implement high standards for community conduct, and maintain a strong, joyful culture among students, staff, and families.

Responsibilities include, but are not limited to:

Leading School Culture

- Model Explore's Core Values and Commitments at the highest level
- Develop strong relationships with families and students, creating investment in our mission and methods and coach all staff to do the same
- Lead our community in maintaining a culture of excellence, joy, and love
- Oversee students' academic and behavioral program, including disciplinary decisions and enforcement of the Community Handbook
- Ensure learning and working at Explore is joyful

Leading Instruction

- Communicate a clear, consistent, results-oriented vision for school-wide instructional practice
- Drive ongoing improvement through feedback, coaching, and professional development
- Guide the collection, analysis, and response to a diverse set of data to foster continuous improvement
- Monitor curriculum implementation to ensure fidelity to the Explore model while thoughtfully empowering faculty autonomy, creativity, and expression

Leading a Team

- Inspire and motivate staff to achieve Explore's mission and to model our Core Values
- Foster the development of a high-performing staff through systematic procedures for hiring, goal-setting, supervision, support, evaluation, retention, and dismissal
- Seek out and incorporate feedback to ensure utilization of the community's collective expertise
- Supervise and support the school's leadership team in accomplishing the school's goals

Curiosity – Compassion – Community – Courage – Craftsmanship



- Manage systems and procedures to ensure school compliance and minimize non-instructional tasks for teachers
- Collaborate with other school leaders, Explore's Advisory Committee, and Martha O'Bryan staff to methodically grow Explore's faculty as the school expands to reach capacity

Qualifications

Skills and Characteristics

- Commitment to Explore Community School's mission, values, and educational model
- Strong instructional and classroom management skills
- Proven track record of meeting extremely high standards for student achievement
- Relentlessness and willingness to do whatever it takes to ensure success
- Demonstrated ability to lead adults by building relationships, nurturing growth, and investing in their success
- Strong organizational skills; attention to detail, and follow-through
- Maturity, humility, sense of humor, and love for students, staff, and families
- Expertise in elementary childhood development and education
- Demonstrated ability to teach in ways that are interactive, hands-on, project-based, and promote exploration and critical thinking
- Belief that children can make a significant contribution to the school, community, and the world
- Commitment to building a diverse, inclusive, and equitable community
- Strategic thinker able to communicate a vision to a range of adult audiences (families, faculty, donors, etc.)

Educational Background and Work Experience

- Bachelor's degree required, a master's degree is preferred
- Successful experience leading adults
- 4+ years of urban teaching experience with a track record of high student achievement
- Experience as an AP, Dean, or equivalent leadership role highly preferred
- Experience in a project-based learning school or a similar progressive model preferred
- Additional skills that enhance students' academic experience (e.g. multi-lingual, musician, carpentry, knock-knock jokes, etc.) are highly sought
- Familiarity with faculty recruitment and hiring practices
- Experience developing and executing school or other non-profit budgets

Compensation

We offer a competitive compensation and benefits package.

Interested candidates should send a **resume** and **letter of interest** to George Redix at GRedix@marthaobryan.org