



## Principal Search 2012-13

### Mission

**Beginning with Children Charter School 2** is a nurturing community that fosters a love of learning and development of character for students in grades K-5. Our students achieve academic excellence and are prepared to succeed in top performing high schools and colleges. **Beginning with Children Charter School 2 (BwCCS 2)** students develop and use G.R.I.T. (Good Judgment, Resilience, Integrity, and Teamwork) for personal and community improvement.

BwCCS 2 is seeking an innovative instructional leader with proven management skills to start as Principal of its new charter school in November 2011. This position will work with the school's management organization, Beginning with Children Foundation (BwCF), to plan for the opening of the school in the Bedford Stuyvesant/Williamsburg section of Brooklyn in September 2012. The school will initially educate 100 students in grades K and 1 and expand a grade and 50 students per year until it reaches its full capacity of serving K-5 by the end of its initial charter. BwCCS's curriculum and program will combine the best practices of BwCF's two current schools, Beginning with Children Charter School and Community Partnership Charter School and will be operationally supported by BwCF, a leader in the charter school movement.

### Our History

BwCF was founded in 1990 by Joe and Carol Reich to establish a high quality school for low-income children in Williamsburg, Brooklyn and to advocate for educational reform in public education. BwCF started the **Beginning with Children School (BwCS)** in 1992 as an alternative public school within the New York State Board of Education. BwCF embraced the charter school movement after the New York Charter Law passed in 1998, and worked with local parents in Fort Greene, Brooklyn to launch **Community Partnership Charter School (CPCS)** in 2000. In September 2001, BwCF helped BwCS become the first K-8 charter conversion in the state.

Originally the schools' partner organization, BwCF is now their educational management organization. BwCCS and CPCS offer personalized instruction that addresses the individual needs of students. Our programs use ongoing assessment to monitor every child's progress and adjust the curriculum as needed to ensure the mastery of important skills. We teach students to work together and persevere through challenges with integrity and compassion.

## **Beginning with Children Charter School 2**

BwCCS 2 will serve students who are at-risk of academic failure and live in the surrounding communities of Williamsburg and Bedford-Stuyvesant, Brooklyn. The School will provide a nurturing yet rigorous program to support high academic achievement and the development of character and community engagement among its students.

### **The Position**

The Principal will be a proven leader, with solid academic credentials, who will establish and lead an innovative, high performing elementary School which will serve grades K-5. The Principal will provide the necessary leadership to sustain and nurture the mission, core values and overall spirit of excellence at BwCCS 2. The Principal will work closely with a dedicated and diverse faculty and staff to cultivate and ensure a stimulating educational atmosphere for every student marked by high expectations and respect. He/she will be responsible for accountability, supervision, evaluation and continuous improvement within the School. The Principal will work closely with BwCF to ensure the academic, fiscal and administrative health of the School and will report to the BwCCS 2 Board.

### **Responsibilities:**

- Provide collaborative leadership necessary to implement the School's mission and goals and to attract, motivate and lead a team of educational professionals.
- Manage all School programs and schedules, ensuring efficiency and effectiveness in accordance with the charter goals.
- Create and manage the School's budget to ensure that it supports the School's overall educational program.
- Report to the Board about the progress of the School's educational program.
- Evaluate teacher performance and provide consistent feedback to improve instruction.
- Provide inspiration, mentoring and instructional leadership to staff, cultivating positive relationships with all members of the School community.
- Work with faculty and students to develop and implement an effective discipline system that results in positive student behavior and enhances the School climate.
- Build a cohesive, strong culture within the School that is a reflection of the broader mission of the Beginning with Children Foundation.
- Oversee a smooth communication process for all constituents in the School community, including parents, students and teachers.
- Be accessible to students and their parents and demonstrate a true commitment to the best interests of all students.
- Serve as the School spokesperson and advocate to the community at large, enhancing the School's visibility and public reputation.

### **Qualifications:**

- Demonstrated instructional leadership, management and strategic planning experience.
- Passion for providing high quality education to students in an underserved urban community.
- Mastery of literacy and math curriculum development, instruction and assessment.
- Understanding of and commitment to the charter school movement.
- Outstanding written and communication skills.
- Ability to manage competing priorities and deadlines in a fast paced environment.
- Strong interpersonal skills and experience working with colleagues with diverse skills and perspectives.
- Advanced degree in Education or other relevant field.
- New York State Certification as a school administrator; experience in an educational nonprofit a plus.

### **Personal Characteristics:**

*The successful candidate will be:*

- Humble, reflective and willing to continually improve.
- A leader with maturity, confidence, wisdom and collaborative skills necessary to garner the trust and confidence of board members, faculty, staff, students, parents, and others within the School community.
- An individual with a high level of integrity and work ethic who can inspire through example.
- An individual who promotes consistent standards of excellence in teaching and learning throughout the School.
- Someone who can communicate effectively with diverse constituencies, including students, parents, trustees, BwCF representatives as well as donors.
- One who builds consensus yet acts decisively when necessary to ensure resolution of issues.
- An analytical and creative problem solver and skilled negotiator who can proactively initiate and implement change.
- An entrepreneurial leader whose judgment, maturity and sense of humor allow him/her to maintain perspective and a sense of balance.
- A hard worker who has the drive and stamina to handle extended work days and the intensity required to plan, open and run a new high-performing charter school.

**Application Process:**

Please send applications and nominations, including cover letter, resume, references and relevant certifications to:

Annette Perez  
Manager of Recruitment and Retention  
Academic and Leadership Development  
APerez@BwCF.org