



## **NORTH OAKLAND COMMUNITY CHARTER SCHOOL: HEAD OF SCHOOL**

### **ORGANIZATION**

The North Oakland Community Charter School (NOCCS) is a high-performing, progressive, Oakland, CA based K-8 charter school with the mission of helping children to become thoughtful, informed, and inquisitive citizens. NOCCS is a vibrant, diverse learning community driven by respect for each child's unique intelligence and history. Our school's dynamic and challenging educational approach deepens the intellectual and social capacities of each child that we serve. NOCCS is driven by ten core principles that anchor and guide our community and its work, and provide a vision to which we aspire as a learning community: (1) respect for children and their learning; (2) high expectations; (3) a caring community of learners; (4) valuing diversity; (5) connections to the world; (6) a commitment to equity; (7) families' contributions; (8) respect for teachers and teaching; (9) creativity; and (10) teaching for understanding.

NOCCS' population of 220 learners is incredibly diverse, with no individual racial/ethnic group comprising the majority of the population and a sizable proportion of students from LGBT families or identifying as such themselves. After 15 years of providing an excellent public school option to students in Oakland, NOCCS is at an inflection point where the school is becoming both more focused on serving students from its immediate neighborhoods as well as playing a greater role in Oakland as a whole. Despite a healthy waitlist, our current commitment is to maintaining our size, but with an eye on sharing our successes and best practices with the broader educational community.

### **HEAD OF SCHOOL**

The new Head of School will be a visionary, creative, entrepreneurial leader with a background in school leadership, a strong understanding of high-quality, innovative instructional practice, and a deep and personal commitment to providing equitable educational opportunities for all students. This is an exciting opportunity to join a community of engaged educators and families to lead and develop a dedicated team toward even greater levels of academic success, individual evolution, and community connectedness. This individual will lead the vision for NOCCS ensuring that its instructional program, school culture and climate, and community engagement align with the school's mission and principles.

### **ROLE AND RESPONSIBILITIES**

#### *Organizational Leadership*

- Manage and work with staff, acting not only as a supervisor but also as a coach and community builder, remaining deeply committed to NOCCS's values of developing and bringing out the strengths of all its people while also holding them accountable for their goals and community success;
- Work with the Operations Director and other staff to manage and strengthen NOCCS's operations and finances;
- Partner with the Board of Directors and funders to secure and allocate the resources and supports necessary to maintain the long-term health of the school;
- Partner with the Board of Directors to implement and monitor the strategic plan.

#### *Educational Leadership*

- Ensure NOCCS delivers a quality curriculum that reflects our vision, principles, and progressive educational model, positions students for future success, aligns with the Common Core, and meets state standards;
- Ensure that staff has access to effective, relevant, and differentiated professional development (including regular and consistent feedback) that supports their ability to design and deliver outstanding instruction.

#### *Cultural Leadership*

- Reflect the mission, vision, and principles of NOCCS in all decisions, and engage students, staff, and families in fully supporting NOCCS's work;
- Communicate regularly with families to develop and maintain a supportive home-to-school relationship and to keep families informed about relevant opportunities, developments, and concerns.
- Be present and visible during school hours to ensure a positive school environment and role-model expectations for students and adults.

## **SKILLS & CHARACTERISTICS**

### *Personal Commitment to Equity*

- Believes that all children can and should achieve both academically and socially;
- Experienced in working with staff, students, and families to build and maintain a school culture that celebrates and supports diversity and educational equity;
- Self-reflective and understands the effects of race, class, ethnicity, income, disability, and other issues of difference in our society, and has personally worked in diverse communities.

### *Educational Leadership*

- Proven ability to increase student achievement and expand upon success both at the classroom and school-wide levels;
- Strength in coaching and supporting teachers to improve instructional delivery;
- Experience with inquiry and project-based curriculum design;
- Recognizes importance of differentiated professional development;
- Skilled in supporting data-driven instructional practices.

### *Transformational Leadership*

- Ability to motivate, inspire, and support staff with a wide range of experience;
- Values the contributions all staff, students, and family members regardless of individual roles and responsibilities;
- Skilled in strategic planning, project management, and organization; able to balance a focus on big picture priorities while not losing sight of the details;
- Experienced in encouraging staff to take initiative and ownership of their work, and in sharing leadership with staff.

### *Communication Skills*

- Clear love for creating connections with children and adults, and proven ability to communicate effectively with both;
- Skilled at building strong personal relationships with staff, students, and families while also setting appropriate boundaries;
- Able to solicit and engage with input and feedback from adults and students.

## **QUALIFICATIONS**

- Bachelor's degree required and advanced degree preferred;
- Three or more years teaching experience, preferably in a K-8 environment;
- Demonstrated success as a school leader strongly preferred;
- Knowledge of practices related to developing and implementing Teaching for Understanding or other project/inquiry-based curriculum for students;
- Highly skilled leader, with experience managing and supporting staff at all levels of development;
- Experience working with communities comprised of multiple social and economic groups.

The ideal candidate would also

- Have experience working with school district staff and boards or other charter authorizers;
- Have educational fundraising experience;
- Understand how to develop a dissemination strategy for the NOCCS model that may or may not eventually include replication.

*People of color are strongly encouraged to apply.*

## **TO APPLY**

Qualified candidates are invited to submit a resume and thoughtful cover letter to the NOCCS Head of School Search Committee at [info@redwoodcircle.org](mailto:info@redwoodcircle.org). For more information contact Christina Legg Greenberg at Redwood Circle Consulting (510-575-9635) or [info@redwoodcircle.org](mailto:info@redwoodcircle.org). To learn more about NOCCS, please visit [www.noccs.org](http://www.noccs.org).