



SOAR Academy is a Tacoma charter public school committed to providing an enriching and welcoming school community for a diverse student body from across Pierce County. First opened in the fall of 2015, SOAR currently serves K-3rd grade students and will grow to serve 4th and 5th grade students in the 2018-2019 school year. SOAR will continue to grow until reaching its full size as a K-8 school.

At SOAR, all learners are provided with a highly rigorous, engaging and personalized education, along with the individualized supports they need to thrive within an inclusive educational setting. Through the practice of culturally responsive pedagogy and strategic arts integration, we ensure students are developing the critical thinking skills and healthy habits of mind that are necessary for success in both school and life. As a member of a trans-disciplinary school-based team, the school leader will help prepare all students to be productive, contributing members of our increasingly global community and economy.

WWW.SOARACADEMIES.ORG

SOAR ACADEMY SCHOOL LEADER 2018-2019

SOAR Academy is seeking an outstanding instructional leader and manager to join its school leadership team in the 2018-2019 school year.

MINIMUM QUALIFICATIONS:

- Bachelor's degree (Master's degree strongly preferred) in an education-related field from a competitive, accredited university
- Three (3) years of successful school leadership experience preferred
- Washington State Administrative Services credential (or willingness/ability to obtain one) preferred

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- Passion for education and a love for children, with specific knowledge and understanding of the needs of students with different cultural experiences, languages, abilities and backgrounds
- A strong elementary-level content knowledge and experience coaching or leading instructional practice at the elementary school level
- A continuous growth mindset and a determination to ensure that all teachers are equipped to deliver life-changing learning to their students
- Connectedness to and understanding of the Tacoma community
- Ability to perform in a fast-paced, dynamic, team-driven environment
- Excellent organizational, planning, communication, and presentation skills
- Unconditional commitment to serving and caring for students with disabilities, those with trauma backgrounds, and English Language Learners
- Excellent relationship building and communication skills with adults and children alike
- Experience with school turnaround helpful
- Fluency in a language other than English helpful

ESSENTIAL FUNCTIONS:

SOAR's school leader will drive instruction and create a school culture of academic success by:

- Spending meaningful time within classrooms each day to develop an in-depth understanding of SOAR's instructional design and to provide an exemplar teaching model for instructional staff;
- Using student academic data to drive daily and long-term instructional decisions; and
- Building strong relationships with parents, students, and teachers to create investment around attendance, homework, school culture initiatives, and overall student success.





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ESSENTIAL FUNCTIONS CONT.:

SOAR's school leader will develop teachers' excellence by:

- Guiding teachers to plan lessons that reflect that they intellectually understand content at a high level;
- Providing regular, frequent feedback and coaching to teachers on lesson implementation to improve academic outcomes and classroom culture; and
- Developing teacher skill around building relationships with students and their families and hold these critical constituencies responsible for outstanding academic and cultural outcomes.

SOAR's school leader will continue to develop professionally by:

- Positively evolving and developing SOAR's adult staff culture;
- Directly managing a team of teachers and being accountable for moving their instructional practice and their students' academic achievement;
- Owning academic achievement in all grades (K-5th) and content areas while partnering with other members of the school leadership team to run an excellent school; and
- Weighing in on decisions with the school design and oversight, including scheduling, staff recruitment and hiring, data analysis, and ensuring operational excellence;
- Rigorously and persistently identifying, shifting, and transforming their own personal/professional working edges/challenges related to issues of diversity, equity, and inclusion and supporting/challenging their staff in doing the same;
- Helping to ensure a compassionate, calm, safe and orderly learning environment capable of maximizing students' ability to grow;
- Assisting in all other duties as necessary for the success of the school

This job description in no way states or implies that these are the only duties to be performed by this employee. This employee will be required to follow any other instructions and to perform any other duties requested by their supervisor or the management of the company.

Equal Employment Opportunity Commitment

SOAR Academy is an equal opportunity employer and thus affords equal employment and advancement opportunity to all qualified individuals without regard to race, creed, color, religion, national origin, ancestry, gender, sexual orientation, pregnancy, age, disability, marital status, medical condition, or any other classification and provides equal access to the Boy Scouts and other designated youth group that is protected under applicable local, state or federal law. The following employee has been designated to handle questions and complaints of alleged discrimination:

Lihi Rosenthal
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