

## OnePurpose School - Head of School Position

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### Organizational Overview

OnePurpose (OP) is a public charter school that currently serves students in grades TK-3 in San Francisco. Located in the Bayview neighborhood, the school's student population is predominantly comprised of low-income children who identify as African American or Latinx (90% of students qualify for free or reduced lunch, 100% are students of color and 26% are English language learners). OP opened its doors in Fall 2015 with the mission of disrupting the cycle of poverty in San Francisco's highest poverty communities by preparing students to go to and graduate from college. At the end of OP's second year, 50% of OP's students were reading at grade level and 20% were reading above grade level, using the Fountas and Pinnell scale. Additionally, students averaged one year's growth in reading. OP is also unique in its diversity (an almost equal proportion of students who identify as African American and Latinx); its commitment to leveraging inquiry-based, project-centered learning methods for young students; and in the extensive socio-emotional support it provides its students. Last year OP raised over \$1,000,000 in philanthropy to augment government funding by over \$7,000 per student. For more details about OnePurpose, visit [www.onepurposeschool.org](http://www.onepurposeschool.org).

### Opportunity

Currently in its third full year of operation, OnePurpose is seeking an entrepreneurial school leader with a passion to deliver on the school's mission for its children and families. The Head of School will be responsible for the school's success in meeting its academic, socio-emotional, school culture, and programmatic growth goals including: coaching teachers and other academic staff on improving instructional practices; hiring, supporting and managing personnel; leading the strategy for reviewing, analyzing and making decisions based on data; ensuring a quality school culture and inclusive learning environment for all students; maintaining strong relationships with parents and families; and ensuring strong lines of communication to the CEO and board on school operations and results. The CEO and board handle fundraising, facilities, and finance.

The Head of School will be an experienced manager with: a passion for educational equity with a particular interest in serving low-income African American and Latinx students; an eye for recruiting and retaining high-quality talent; the ability to set goals aligned to the school's strategic plan, prioritize action steps, and execute them effectively; an understanding of high-quality instructional practice; and the ability to foster relationships with a diverse array of constituents. Excellent interpersonal and communications skills and experience working with similar communities to those that OnePurpose serves are also essential to success in this role.

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## Organizational Goals

### OP's leadership has decided upon a set of annual performance goals, which include:

- OP students' proficiency rate on the SBAC E/LA and Math is 50% greater than the four other public Bayview elementary schools in the 2018-2019 school year; 75% greater than those comparison schools in 2019-2020; and 100% greater than them in 2020-2021.
- 75% of students are reading at grade level as measured by the Fountas and Pinnell Reading Assessment.
- 75% of English Language Learners are making annual progress in English Fluency as measured by the English Language Proficiency Assessment of California (ELPAC).
- OP students are on track (per OP's graduate profile) to develop the personal qualities necessary to attend and complete college including agency, grit, resiliency, and respect for diversity.
- OP parents rate OP on average at 4.0 or better on the School Climate Assessment Instrument (SCAI).
- OP's teacher retention is 80% or better.
- OP faculty rate the Head of School's leadership on average at 4.0 or better on the SCAI.
- OP's attendance rate is 94% or better.

## Responsibilities

### Related to OP's school goals, the Head of School's key responsibilities include:

- **Overseeing the “on the ground” execution of OP's vision for success**, including ensuring that its academic programs, school culture and community engagement are highly effective and tightly aligned to the school's mission and goals;
- **Managing school administrators and teaching staff**, remaining deeply committed to developing and bringing out the strengths of all of OP's people while holding them accountable for their goals and desired student outcomes;
- **Leading OP's instructional practice** by setting and managing against a research-based and data informed instructional plan while also observing and coaching teachers in how to improve their practice (experience with inquiry-based practices and project-based learning is preferred);
- **Encouraging students and faculty to be their best selves every day**, ensuring an unyielding focus at all times on what is best for OP's scholars, families and community.

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## Qualifications

### **In order to fulfill these responsibilities, the ideal Head of School candidate will be:**

- An accomplished leader with a track record of success as a school-site administrator in similar communities and a deep commitment to ensuring that all students can access the opportunities they deserve.
- Inspiring in his or her management style; one who sees the possibility in all adults and is willing to devote time to coach and develop them while holding them accountable to measurable results.
- An instructional expert who is experienced in building strong academic programs and knowledgeable about best practices related to high-performing schools serving diverse student populations.
- Committed to providing wrap-around services and robust social-emotional programs to students; knowledgeable about the use of restorative practices and leverages a trauma-informed approach to student support services.
- Culturally competent and a self-reflective leader who understands the effects of race, class, ethnicity, income, sexual orientation, gender identity, national origin, and other issues of difference in our society and is able to lead direct conversations about these issues.
- Skilled in strategic planning, project management, and organization; able to focus on big picture priorities while not losing sight of the details.
- Dynamic and versatile, engages effectively with a variety of individuals and speaks in a clear, compelling, and authentic manner about the organization's goals and priorities.
- Comfortable communicating with parents and community members in Spanish.

## To Apply

Please submit a resume and thoughtful cover letter addressed to Daniel McLaughlin, OnePurpose School CEO online at [goo.gl/Q6RZ5S](https://goo.gl/Q6RZ5S). For additional questions about this position or to speak with someone about your interest, please contact Serena Moy at [smoy@edgilityconsulting.com](mailto:smoy@edgilityconsulting.com) or at 510.575.9635.

*OnePurpose School is an equal opportunity employer and an organization that values diversity. Recruiting staff to create an inclusive organization is a priority, and we encourage applicants from all backgrounds. Candidates are evaluated solely on their qualifications to perform the work required.*

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