



Principal – New Middle School

Position

Capstone Education Group, the leaders of Cornerstone Prep elementary schools and Lester Prep middle school, seeks a passionate, highly skilled instructional leader to guide the development and execution of a new urban middle school opening in the fall of 2019. The Principal will lead the refinement, growth, and implementation of an outstanding academic program that builds on the success of the school's current elementary and middle schools. This is a unique opportunity to be on the growing team of a high-performing urban charter school organization that does whatever it takes to prepare students for college success.

Model

Currently serving 1,400 students in prekindergarten-8th grade as part of Tennessee's Achievement School District (ASD), CEG equips all students with the Wisdom and Knowledge necessary to succeed in college and to become leaders in their community. Now in its sixth year as an ASD school and eighth year as an organization, it provides a distinctive, quality public education to low-income families in Memphis' Binghampton and Frayser Community. CEG's structure, perspective, methods, and systems are based on successful urban schools around the country and includes:

- Intense focus on the core subjects: reading and math;
- More time learning created by an extended school day;
- Standards-based lesson plans, curriculum, and assessments;
- Intentional character and leadership development;
- A fast-paced and challenging learning environment; and
- High standards for students and teachers.

Results

Last year, Cornerstone Prep and Lester Prep were TVAAS 5 schools and students showed the highest proficiency rates in the district. CEG seeks to create a new traditional charter school serving families of Memphis and achieving similar results.

Responsibilities Overview

Demonstrate exceptional instructional leadership

- Work with school leaders and the CEG Support Services Group to coach teachers in strategies for effective instructional delivery, modeling outstanding instruction
- Observe lessons regularly and deliver targeted feedback, developing plans for teacher improvement
- Collaborate with teachers to plan units, lessons, and assessments, facilitating data-driven instruction cycles

- Work with school leaders and the CEG Support Services Group to design professional development calendar and implement effective, relevant, and differentiated PD sessions

Execute a rigorous and data-driven program

- Work with school leaders and the CEG Support Services Group to deliver a quality curriculum that meets students' needs, aligns with the Common Core, and meets state standards
- Work with school leaders and the CEG Support Services Group to analyze school-wide data in order to improve instruction and curriculum, overseeing student assessment and measuring progress on a regular basis
- Work with school leaders and the CEG Support Services Group to continue to refine a customized academic plan and approach that is replicable for use at future campuses

Provide day-to-day leadership across the school community

- Embrace the mission, vision, and values and promote them to students, staff, other faculty, parents, and members of the outside community
- Communicate regularly with families to develop a supportive home-school relationship and to reinforce school expectations and student discipline. Address parent concerns in a professional and timely manner
- Provide leadership to all staff and students in establishing a positive, structured, and achievement-oriented school culture
- Be highly present and visible during school hours relentlessly ensuring a positive school environment and modeling and enforcing strategies to maximize student time on task.

Participate as a member of the school's senior leadership team

- Partner with members of the school leadership team to execute the organization's mission
- Model professional and core values at all times
- Be a visible and highly engaged leader in the school community

Skills and Characteristics

- Belief that there is not a more urgent task than to provide an outstanding education to students from low-income, urban backgrounds
- An unwavering conviction that all students can achieve at high levels and a commitment to do whatever it takes to prepare all students for college success
- Track record of producing dramatic, demonstrable student achievement gains
- Entrepreneurial spirit, passion, and energy
- Ability to work well in a team of high-performers
- Goal driven, self-reflective and analytical problem solver
- Passion for teacher development and belief in the potential of teachers to grow
- Willingness to work in and champion an extended day model

Educational Background and Work Experience

- Bachelor's degree required and advanced degree preferred
- Five or more years teaching or leading experience, preferably at the middle school level
- Experience developing and implementing curriculum for students
- Experience managing and developing adults
- Demonstrated student achievement results with urban students