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POSITION DESCRIPTION

FOR THE POSITION OF PRINCIPAL



March 2021

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POSITION DESCRIPTION

Boys' Latin of Philadelphia - Principal
Prepared by Pete Gillin, Managing Director



POSITION DESCRIPTION

POSITION	Principal
ORGANIZATION	Boys' Latin of Philadelphia
REPORTS TO	Chief Executive Officer
LOCATION	Philadelphia, PA
WEBSITE	https://www.boyslatin.org/



COMPANY OVERVIEW

Boys' Latin of Philadelphia (Boys' Latin) is seeking an experienced, dynamic leader to become its next High School Principal.

Boys' Latin, a single-gender college preparatory school, is committed to fostering our students' success through college graduation, and that begins with a strong academic foundation. Boys' Latin offers students a rigorous classical education using contemporary pedagogy that prepares them for college matriculation and sets high standards for achievement, character development, and emotional intelligence. We emphasize the value of brotherhood and nurture a community of young men who value academic success, hard work, and the development of their intellectual, moral, social, creative, and athletic potential. Boys' Latin is a school where young men prepare to become leaders through challenging coursework within a supportive environment. Our curriculum blends liberal arts, classical studies, and state-of-the-art technology as we cultivate world citizens for the twenty-first century. Each day, our students live out the school's motto that *Every Man is the Architect of His Own Fortune*.

History

Boys' Latin, the first and only all-boys public school in Pennsylvania, provides a world-class college preparatory education to 800 students in grades six through 12. Founded in 2007, Boys' Latin is dedicated to the development of confident and independent learners who will be actively engaged as global citizens in our interdependent world. As a public charter school, there are no admissions requirements, and the school enrolls by randomized lottery.

Boys' Latin serves a 100% male and 98% African American student population, the vast majority of whom are economically disadvantaged. Nearly one-quarter of students receive special education services. Having been historically underserved in traditional school settings, the average student enters Boys' Latin three grade levels behind in reading and math. Today, students hail from 39 zip code areas across the city, with approximately 75% of students residing in the West Philadelphia neighborhoods surrounding the school's two campuses in the 19139 and 19143 Zip Codes.

The school was founded by David P. Hardy and Janine Yass to address the extreme dearth of quality educational opportunities for boys in Philadelphia. Boys' Latin opened in 2007 as a high school with 144 students scheduled for graduation in 2011. In spite of early successes, school leaders observed ninth grade students entering with, on average, sixth grade proficiency levels in reading and math. We began



to dream: we imagined the increased impact on students if they arrived to Boys' Latin earlier. If students could attend middle school and high school at Boys' Latin, they could achieve even greater academic success and further close the achievement gap. Boys' Latin Middle School opened in 2013 with an instructional framework designed to aggressively address and close learning gaps.

Mission

We prepare boys for success in college and beyond, using as our foundation a classical Latin education, the positive influence of brotherhood, and rich relationships. We are a community that values and cultivates critical thinking, personal responsibility, emotional intelligence, and character development.

Vision

Boys' Latin of Philadelphia is a collaborative community of motivated students, supportive families, and dedicated educators. The school serves as a national college-preparatory model for educating boys by nurturing personal responsibility, emotional intelligence, and character development. We empower students to understand their voice and increase their fortitude, shaping scholars who are successful in college and beyond.

Culture

With a 12:1 student/teacher ratio, Boys' Latin offers an intimate learning community in which each young man is encouraged to be the "architect of his own fortune" by pursuing excellence across a range of endeavors. Boys' Latin students transform from boys to men over the course of their time with us. We broaden their horizons by exposing them to new challenges and possibilities. We educate our boys wholly by cultivating personal responsibility, emotional intelligence, and character development. Extraordinary educators lead our school and forge meaningful relationships with students. Through purposeful and reflective teaching, we expand our students' understanding of manhood and enhance their commitment to making positive contributions to their community and the world.

"We prepare boys for success in college and beyond, using as our foundation a classical Latin education, the positive influence of brotherhood, and rich relationships. We are a community that values and cultivates critical thinking, personal responsibility, emotional intelligence, and character development."

Educational Philosophy

Boys' Latin offers a rigorous academic model that blends classical education and contemporary pedagogy, which prepares students for college matriculation and sets high standards for achievement, character development, and emotional intelligence. Our boys engage in daily opportunities to read, write, and analyze. They think critically and creatively and understand and use various technologies. They grapple with challenging questions within and across disciplines. Our students develop curiosity and enthusiasm about learning.

Our curriculum features daily Latin classes, Advanced Placement or Honors sections in every subject area, a one-to-one laptop program, and diverse course offerings, including App Development, Race and Ethnicity, Genetics, Identity in Film, Poetry, and Ancient Military History. Unlike neighboring schools, Boys' Latin students attend an extended day of classes, receive after-school tutoring, and have Saturday classes monthly, totaling over 40 academic hours per week. This means that, on average, our students receive 25% more hours of instruction than their peers across the city.



Learning is underscored by practical experiences and extracurricular activities. Our “Best of Philly” acclaimed after school program offers more than 40 options, developing students’ intellectual, moral, social, creative, and athletic potential. Students have the freedom to pursue their passions. Our single gender model encourages full participation in all activities including arts, athletics, and service. The competitive Warriors Athletics Program challenges our young men mentally and physically, and promotes the values of discipline, leadership, and grit.

We firmly believe that all students, regardless of background, are capable of going to, and graduating from college. On average, 96% of our boys graduate on-time and 98% are accepted into college each year. More importantly, 80% of students matriculate into and 76% persist through college. Boys’ Latin prepares more boys of color for success in college and beyond than any other school in Philadelphia. Over the years, our young men have earned diplomas from top post-secondary institutions across the country including the University of Pennsylvania, Tufts University, Pomona College, Carnegie Mellon University, Carleton College, George Washington University, Skidmore College, Worcester Polytechnic, and Bates College.

ROLE SUMMARY

The High School Principal will be an inspiring educator and leader with an entrepreneurial spirit. Reporting directly to the Chief Executive Officer, the Principal oversees the high school leadership, teachers, and support staff. The ideal candidate will share the school’s educational philosophy and embrace the vision of college success for all students, holding themselves and others to the highest standards in order to achieve ambitious goals. The Principal’s priorities will entail the day-to-day management of the school, including academic, operational, fiscal, and organizational success. They will be an expert at leadership development, curriculum, and instruction to develop master teachers through coaching and evaluation. The Principal will also effectively engage with the parent community and local partners to support the needs of the school and students. Additionally, the Principal will be expected to uphold expectations of compliance and other specific performance objectives in accordance with the charter and the executive management team. This is an exceptional career opportunity for an energetic and talented administrator who is eager to engage actively with talented students and a deeply committed faculty and staff in this all-boys school environment.

Primary Responsibilities

▲ Instructional and Cultural Leadership

- Work to dramatically improve student achievement by leading and developing the academic program.
- Implement effective internal and external assessment systems and use data to inform decisions.
- Serve on the academic committee of the board and work closely with the Middle School Principal to ensure curricular and instructional alignment, grades six through 12.
- Build a team of high-quality faculty and staff for the high school, managing recruitment, professional development, evaluation, supervision, retention, and dismissal.
- Partner with the Specialized Services Department to ensure students’ Individualized Education Plans and 504 Plans are implemented with fidelity and in compliance with all applicable laws and regulations.
- Develop and communicate vision for the school’s systems and culture and create a plan to achieve that vision.



- Create a culture of accountability for teachers and students to meet high standards of performance.
- Implement student support programming focused on socio-emotional and character development.
- Oversee the school's "Best of Philly" after school program, Leadership Academy, ensuring it provides students with rigorous enrichment opportunities in the areas of academics, fine arts, leadership, community service, and athletics.
- Ensure that traditions and rituals that support the school's college mission are being created and maintained, grade by grade, year to year.

▲ **Community and Family**

- Develop partnerships with families, ensuring a network of support and accountability for students' academic and behavioral performance.
- Collaborate with staff and community partners to facilitate family meetings, special events, and student learning opportunities.
- Communicate with families promptly and effectively.
- Seek and cultivate new community partners that support the school's mission, student needs, and student development.

▲ **Mission and Organizational Leadership**

- Relentlessly pursue the school's mission and invest all members of the school community – faculty, staff, students, and families – to do the same.
- Demonstrate a fierce commitment to preparing students for success in college and beyond.
- Demonstrate with awareness of the ongoing implications of racism and privilege and the threat these implications pose to our mission.
- Help oversee strategic planning and creative problem solving, especially given the single-site size of the charter school organization.
- Maintain, as needed, any fiscal responsibilities to the executive management team and the board, as it relates to the school's budgetary decisions.

▲ **Required Qualifications**

- Demonstrated passion for the mission, vision, philosophy, and values of Boys' Latin of Philadelphia
- Demonstrated success as a teacher with academic achievement, and an administrator leading highly-motivated and successful teams
- 5+ years of experience as an educator and administrator working with historically underserved student populations
- Highly organized with leadership, management, and interpersonal skills
- Strong written and oral communication skills
- Detail-oriented with strong solutions-oriented mindset and experience in change management
- Flexible, creative, and able to manage multiple projects simultaneously
- Masters Degree in Education
- Principal Certification

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ABOUT DIVERSIFIED SEARCH GROUP

Diversified Search Group has been chosen to lead the search for the next Principal. Applications with a resume and cover letter or nominations may be submitted, in confidence, to:

BoysLatinPrincipal@divsearch.com.

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