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POSITION DESCRIPTION

FOR THE POSITION OF CHIEF EXECUTIVE OFFICER



February 2021

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POSITION DESCRIPTION

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



COMPANY OVERVIEW

Boys' Latin of Philadelphia is seeking an experienced, dynamic leader to become its next Chief Executive Officer.

History

Boys' Latin of Philadelphia (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 twelve. 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. After initially being denied a charter by the School Reform Commission (SRC), Yass and Hardy lead a petition drive leading to the SRC's decision to grant a charter in 2007. Boys' Latin opened in 2007 as a high school with 144 students scheduled for graduation in 2011.

In spite of early successes, Boys' Latin leaders observed ninth grade students entering with, on average, sixth grade proficiency levels in reading and math. The school leaders began to dream: they 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.

Over the past decade, the school has built an effective model for educating historically underserved boys, a demographic that suffers the worst educational and quality of life outcomes in the nation. Since the first class graduated in 2011, Boys' Latin students have matriculated into and persisted through colleges at rates three- to four-times greater than Philadelphia averages.

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.

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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

Challenges and Priority Focus Areas:

- ▲ Embed the Mission and Vision into all aspects of the School to prepare students for success in college and beyond.
- ▲ Ensure academic rigor and excellence.
- ▲ Navigate active threats to the mission, including:
 - Recruiting and retaining high quality educators.
 - Declining college matriculation and persistence rates.
 - Decreasing college affordability and feasibility for students.
 - Opportunity and learning gaps for students who have been underserved in traditional school settings.
 - Fully meeting the needs of students with individual education plans and specialized services.
- ▲ Challenging regulatory and compliance environment for charter schools.
- ▲ Exploit the evolving nature of education and take advantage of emerging opportunities to enhance the educational experience and drive higher levels of educational performance.
- ▲ Steward the Boys' Latin brand and apply the concept of continuous improvement to burnish the brand.
- ▲ Create a talent management process to select, retain, develop, and evaluate staff and faculty.

Primary Responsibilities

- ▲ **Leadership and Strategic Planning**
 - Collaboratively develops and oversees an inspiring vision and strategy for how the organization will achieve its mission and goals/objectives.



- Meaningfully contributes to the development and support of a strong Board of Trustees.
- Promotes Board engagement in strategic planning, resource development, and overall organizational wellness.
- In partnership with the Board, senior leadership and key stakeholders, provides leadership in developing multi-year, multi-tiered strategic, organizational, and financial plans that are ambitious and align with the organization's mission. This includes the creation and successful achievement of measurable milestones.
- Plans and oversees the growth and continued development of the organization.

▲ External Relations and Development

- Serves as the primary spokesperson for Boys' Latin.
- Ensures that the organization and its mission, programs, products, and services are consistently presented accurately and positively to relevant stakeholders.
- Creates effective partnerships with businesses, community organizations, and government agencies.
- Develops new funding sources; builds and maintains relationships with local and national funders.
- Serves as a regional and national expert who publishes and communicates program results with an emphasis on the successes of the program as a model for regional and national replication.
- Proactively identifies and prioritizes the needs of the organization in order to fulfill the mission.
- Work productively with a broad range of constituents, including faculty, staff, parents, trustees, alumni, donors, and community partners.

▲ Operational Planning and Management

- Oversees the planning, implementation, and evaluation of the organization's programs, ensuring that they effectively contribute to the Boys' Latin mission and reflect the priorities of the School
- Monitors the day-to-day delivery of Boys' Latin's programs and services in order to maintain and/or improve quality.
- Is an advocate for BL and all charter schools at the state and local level
- Ensures the success of all compliance processes including, but not limited to, accreditation, and federal reporting, and charter renewal processes.
- Ensures high ethical standards and compliance with laws, policies, and procedures governing the organization's performance, child safety and school safety. Coordinates with appropriate parties on legal issues.
- Oversees fiscal planning, yearly budget, and spending to ensure that the organization is fiscally sound and achieving its mission.
- Is a visible and accessible leader to best understand the evolving school environment and be a familiar face to engender trust and be approachable to students, staff, and other stakeholders.

▲ Leading a High-Performing Team

- Develops and maintains a positive and welcoming climate which attracts, retains, and motivates a diverse and high-performing staff.
- Leads, coaches, develops, and retains a high-performing leadership team.



- Consistently and effectively collaborates with the organization's senior leadership team to ensure organizational success.

ABOUT DIVERSIFIED SEARCH GROUP

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

BoysLatinCEO@divsearch.com.

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