



## Director of Academic and Experiential Programs 2023 - 2024

### **Educational Philosophy, Mission, & Core Values**

At Cascades Academy we deliver meaningful, challenging, and experiential education to inspire lifelong learners who are socially responsible individuals ready for a diverse and changing world. This work begins by building a community rooted in **belonging** and **joy** that also **empowers individuality**. With this relational foundation, our teachers ignite **curiosity** and guide students to **embrace challenge** while **learning by doing**. This approach cultivates engaged human beings who are equipped to navigate life with purpose and resilience so as to build a future of impact and meaning. Ultimately, we are in the practice of crafting transformation - both for our students and our world.

### **Position Overview**

Cascades Academy was founded in 2003 with 61 students and a deep commitment to experiential learning, academic excellence, and community engagement. Now in its 20th year, the school has grown to 240 students PK-12 and is excited to more fully realize its founding pillars while also deepening its commitment to diversity, equity, and inclusion, social-emotional learning, and community partnerships in order to inspire lifelong learners. As part of its dedication to innovative education, the school recently adopted a competency-based learning model in the Middle School and will launch its first Mastery Transcript cohort in the Upper School fall of 2023.

Due to its small size, ability to attract highly talented and innovative educators, program agility, and location in the outdoor mecca of Bend, Oregon, the school is uniquely poised to become a leader in the innovative, experiential educational landscape. In order to ensure the school can successfully move into its next chapter, it is creating a new position to coordinate the school's program leadership team in order to create programmatic depth, cohesion, and unity throughout the PK-12 program.

### **Position Description:**

The Director of Academic and Experiential Programs (DAEP) offers a unique leader and educator the chance to take an already visionary school to its next chapter. The DAEP is responsible for envisioning models of innovation for deep learning and integrated experiential education and leading the school's strategic pathway to actualize them. The DAEP works directly with the Head of School and three Division Heads to meaningfully integrate the school's

culture, mission, and values in its programming, thereby enhancing the school's cross-divisional unity. This includes advancing various strategic initiatives including: diversity, equity, and inclusion, experiential education integration, professional growth, community partnerships, and social-emotional learning, among others.

The right candidate will come with a depth of teaching and administrative experience, preferably including competency-based learning and the Mastery Transcript. Additionally, the DAEP will possess the strategic thinking skills to design innovative models, the emotional intelligence to effectively partner across divisions, and the tactile administrative know-how to operationalize such projects.

**Reports to:** Head of School

### **Functions and Responsibilities**

#### **Strategic Programmatic & Curriculum Oversight:**

- Coordinate implementation of innovative & integrated educational programming and curriculum to promote deeper learning, authentic challenge, and student engagement and empowerment
- Coordinate the academic leadership team to create a strategic approach to key program implementation including core academics, SEL, DEI, and experiential learning
- Oversee the cohesion and consistency of the academic program and curriculum by identifying strengths, gaps, throughlines, and opportunities for innovation in partnership with Division Heads
- Support the Division Heads in their work to oversee and develop the scope and sequence of the school's curriculum PK-12
- Lead the development and implementation of the annual academic calendar and overall PK-12 schedule including all-school events
- Oversee relationships with community partners and resources to maintain adherence of the current MOUs and work with Division Heads to maximize community engagement and learning opportunities
- Actualize all aspects of the school's DEI strategic plan
- In partnership with the Division Heads, implement and leverage a system for demonstrating learning outcomes including use of external assessment tools to inform student growth and program improvement
- Lead the school in ensuring cultural responsiveness is at the forefront of pedagogical practice

#### **Faculty Collaborative Responsibilities:**

- Facilitate the Academic Leadership Team and partner with Division Heads to support their duties and responsibilities
- Advance the school's strategy and plan for the professional development of faculty/staff that addresses academic goals and objectives for professional growth and continued alignment with the school's strategic priorities

- Create next steps for a robust faculty/staff evaluation program including faculty observation and professional growth structures
- Collaborate on the hiring process for academic positions and work in partnership with Division Heads, Director of Business and Operations, and Head of School

### **Institutional Responsibilities:**

- Lead faculty/staff DEI Committee and serve on Board of Trustees DEI committee
- Partner with the Director of Advancement to envision and coordinate the school's Education Series
- Participate in professional conferences and community outreach to support the school's continued growth as a learning community
- Establish and cultivate community relations by maintaining open dialogue with all of the school's constituencies
- Participate actively in the full life of the school
- Vigorously engage in professional development; demonstrate a commitment to life-long learning by enhancing their skills, and embrace innovative technologies and creative thinking

### **Qualifications and Desired Characteristics**

- Minimum five years of experience in a senior leadership position including staff supervision, educational program and curriculum oversight, and strategic planning & implementation
- A record of connecting authentically with diverse individuals and groups, and demonstrated knowledge and skill in cultural competence
- Deep knowledge of best practices in a progressive, independent school environment
- A track record of innovative thinking and an eagerness to put thinking into action
- Experience related to structuring, managing and executing complex strategic initiatives
- Demonstrated commitment to advancing diversity, equity, and inclusion at an institution
- Ability to inspire others toward action, both internally and externally
- A track record of building effective community partnership programming and models for community engagement
- A community-based, collaborative leadership style
- A record of team-building and cross-functional engagement
- Exceptional energy and drive to engage with people regularly on behalf of Cascades Academy
- Superlative communication skills and the ability to clearly articulate the school's strengths and vision
- Ability to balance multiple priorities in a complex environment
- Deep appreciation and understanding of the School's mission, culture and values