

**St. Mary's Academy
All-Academy Director of Student Success**

St. Mary's Academy Overview:

St. Mary's Academy, located in Englewood, Colorado, is Metro Denver's premier Catholic, Independent school offering rigorous academics in its co-ed PreK-Grade 8, and all-girls High School. SMA offers a safe, yet innovative program that embraces students of all backgrounds and fosters character and moral development from Pre-Kindergarten through graduation.

SMA is a close community where faculty and staff serve as role models for the students with a mission to foster excellence in each child through academic achievement, spiritual development, and service. The qualities of a strong work ethic, a desire for personal growth, and a commitment to lifelong learning that St. Mary's Academy expects of students are likewise expected of faculty and staff. Each day, too, is an opportunity to live the Loretto School Values of faith, community, justice, and respect.

SMA is committed to recruiting and retaining a diverse faculty and staff dedicated to their profession and the well-being and life of the St. Mary's Academy community. St. Mary's Academy does not discriminate on the basis of age, color, sex, disability, marital status, national or ethnic origin, race, sexual orientation or religion. This policy applies to all areas of student concerns: educational policies, admission policies (historically, high school admission is open to women only), scholarship, and grant-in-aid programs, athletic and other school-administered programs, as well as employee/personnel concerns. St. Mary's Academy is an equal-opportunity employer.

Job Description

St. Mary's Academy seeks a thoughtful, collaborative, and student-centered Director of Student Success to lead and coordinate student academic and mental health support services across the Academy. This role ensures that all students have access to the resources, structures, and supports necessary to thrive academically and personally.

Working closely with divisional leadership, counselors, faculty, and families, the Director of Student Success oversees the alignment and implementation of the Academy's learning support and mental health practices. This leader supervises Learning Support Teachers and counselors and provides strategic oversight of Learning Plans and learning evaluations, and coordinates with outside providers to ensure that support systems are cohesive, effective, and responsive to student needs.

Grounded in the Loretto School Values, the Director of Student Success helps cultivate a culture where every student is known, supported, and encouraged to reach their full potential. The ideal candidate is a systems thinker and relationship-builder who brings expertise in learning support, a deep understanding of diverse learners, an understanding of the Neuroscience of Learning, and a collaborative approach to working with faculty, families, and specialists.

Major Duties and Responsibilities

Leadership and Coordination

- Oversee student support services across the Academy
- Drive the alignment of student support systems across the Academy, including multi-tiered systems of supports (MTSS) and RTI
- Promote innovative, research-based practices to improve instructional quality and student outcomes

- Provide leadership and support for the team of Learning Services Teachers
- Provide leadership and support for the Counseling Team
- Lead the development, implementation, and monitoring of student Learning Plans
- Coordinate and oversee processes for learning evaluations and assessments
- Partner with faculty and divisional leaders to ensure appropriate academic accommodations and supports
- Monitor the effectiveness of student support strategies and implement improvements as needed

Collaboration with Faculty, Families, and Specialists

- Serve as a central point of coordination for student learning support services
- Partner with counselors, administrators, and faculty to identify and support students with diverse learning needs
- Work closely with families to communicate about student learning plans, services, and supports
- Coordinate with outside educational specialists, interventionists, and service providers to ensure continuity of support for students
- Provide guidance and professional insight to faculty on best practices for supporting diverse learners in the classroom

Program Alignment and Strategic Leadership

- Develop and maintain clear, consistent processes for student support across Preschool–Grade 12
 - Ensure alignment of Learning Services practices across divisions
 - Stay current with research-based best practices in learning support, assessment, and inclusive education
 - Help shape work around Academy Neuroscience of Learning initiatives
 - Contribute to strategic initiatives that strengthen student success and well-being across the Academy
- Support the mission of St. Mary's Academy by ensuring that student support practices reflect the school's Loretto values and educational philosophy

School Leadership and Community Engagement

- Serve as a collaborative member of the Academy's academic leadership team
- Foster a culture of support, inclusion, and academic growth within the school community
- Build authentic relationships with students, families, faculty, and staff
- Communicate clearly and effectively with stakeholders regarding student support initiatives
- Perform other duties as assigned in support of the school's mission

All St. Mary's Academy Faculty are responsible for a variety of duties and tasks throughout the day; the principal will assign these and share them with the faculty. These tasks and assignments change as the community's needs are determined.

Qualifications/Requirements

- Master's degree in special education, educational leadership, school psychology, gifted education or a related field preferred
- 3+ years of experience supervising staff and leading all-school student support programs or equivalent experience
- Demonstrated expertise in advancing instructional excellence and improving outcomes for diverse learners
- Student support and intervention expertise as demonstrated by certification or training in: MTSS, RTI, PBIS, SEL, or Trauma-Informed Practices Certification

- Strong ability to collaborate with faculty, families, and outside specialists
- Excellent organizational, communication, and leadership skills
- Commitment to inclusive educational practices and student-centered learning
- Other tasks as assigned;
- Adhere to and support the mission of St. Mary's Academy.

Salary/Benefits:

The salary range for this full-time, exempt position is \$85,000 to \$100,000. St. Mary's Academy provides excellent benefits, including medical, dental, and life insurance, retirement, paid time off, tuition remission, and opportunities for professional development.

How to Apply:

Interested candidates should send a cover letter, resume, and statement of educational philosophy to Lyndal Brookhart, Director of Human Resources, at lbrookhart@smanet.org. Please apply early, as applications will be reviewed on a rolling basis.