



# COMMON GROUND HIGH SCHOOL

**Common Ground High School in New Haven, CT is looking for our next School Director starting in July, 2020: A dynamic, proven school leader who shares our roots-deep commitment to help all students grow into their full potential -- blazing pathways to college success and continuous learning, meaningful careers, whole and healthy lives, their individual passions, and powerful leadership for a just and sustainable world.**



Common Ground High School is the nation's longest-running environmental charter high school, founded in 1997. Our 225 students form an inclusive, powerful community of learners and leaders. These students benefit from a unique learning environment: an urban farm and 20-acre site, home to state of the art school facilities, adjacent to West Rock Ridge State Park, and located in the City of New Haven. We strive to create a learning environment grounded in foundational building blocks: rigor, responsive relationships, relevance that's rooted in the local community and environment, and real roles & rights. Common Ground's graduation rate consistently surpasses the state average, and between 97 and 100% of our students are accepted to college each year.

Common Ground High School is part of a community nonprofit organization that also operates an urban farm and community environmental education center. As a whole, Common Ground is a ***center for learning and leadership, inviting people across ages and identities to connect to their urban environment, build community, grow into their full potential, and contribute to a just and sustainable world.*** We work toward this mission through active, authentic learning rooted in justice and our environment: a farm, in a forest, in a city.

The School Director is part of a strong leadership team and community of educators. The School Director reports to the Executive Director of the community non-profit (New Haven Ecology Project), and is part of that organization's management team. The School Director leads the school leadership team and supervises a team of 50 teachers, support educators and staff members.

## **Key Responsibilities**

### ***Instructional Leadership***

- Recruit, hire, supervise & support the growth and effectiveness of Common Ground's 25 full-time and part-time teachers.
- With Common Ground's School Leadership team, ensure that Common Ground's curriculum is rigorous and rooted in high standards, vertically and horizontally aligned, and reflects Common Ground's unique environmental justice mission.
- Continue to build Common Ground's culture of using data, aligned with our unique mission and CT state accountability frameworks.
- Build a common expectation around excellent teaching and learning, aligned with Common Ground's foundational building blocks.
- Lead annual cycles of school strategic planning, with a commitment to continuous learning and improvement, and take responsibility for meeting state accountability measures for school improvement.
- Plan and lead weekly staff meetings and annual professional development planning.
- Ensure student, family, and community voices are consistently elevated and included in instructional decisions.



### ***Inclusive, Positive Learning and Working Environment***

- Build a culture where all students can be their whole selves and are held to high standards.
- Inspire, lead, and promote a culture and climate that attracts, retains, and motivates a diverse staff of passionate, highly qualified people.
- Engages with families, community members and other stakeholders in an authentic, purposeful way that reflects Common Ground's commitment to being a community school.

### **School Finance & Operations**

- Create and manage the budget for Common Ground High School.
- Ensure compliance with all state and federal government regulations
- Work with the Executive Director and leadership team to maintain the school facilities and site.
- Communicate with public audiences proactively and reactively in alignment with Common Ground's mission and values

## Qualifications

- Deep, unshakable belief in the capacity of all young people to learn and lead.
- Demonstrated commitment and understanding of environmental justice, environmental leadership, anti-racism, and the dismantling of systems of oppression
- Proven track record of coaching and supervising teachers and staff, building a strong community of practice among educators.
- Demonstrated skill building positive school culture, strong relationships with students and their families.
- Prior experience as a teacher and leader in urban public schools; prior experience working in or with charter schools is preferred.
- Connecticut school administrator certification (092), or the ability to obtain this certification.

## Compensation and Benefits

This is a full time, 12 month position. Competitive salary and benefits package includes vacation, sick, and holiday time, medical, dental, disability, life insurance, and retirement plan. Homemade lunch from the farm is provided free to all employees!

## How to Apply

Essential pre-application inquiries may be directed to [Applications@CommonGroundCT.org](mailto:Applications@CommonGroundCT.org). No phone calls please.

To apply, please send a cover letter and resume to [Applications@CommonGroundCT.org](mailto:Applications@CommonGroundCT.org). In your cover letter, please describe why you are passionate about joining the Common Ground community and how your qualifications and experience fit with the goals and responsibilities of this position.

## Posting Date: March 10, 2020

*Full consideration will be given to all applications received by April 6, 2020*

## Equal Opportunity Employer

Common Ground is particularly eager for candidates who can help us to fulfill our commitment to building a racially and culturally diverse faculty and staff. Common Ground has a commitment to examining the intersection of social, environmental, and food justice issues; how systems of oppression, including white privilege, impact the organization's work; and how resistance to those systems can offer windows into a more sustainable society.

Common Ground is committed to the recruitment and retention of staff that is reflective of the communities we work with. **We strongly encourage applicants from people of color, immigrants, women, people with disabilities, members of the LGBTQ community, people whose native language is something other than English, and other underrepresented and historically marginalized groups.**

It has been the policy and will continue to be the strong commitment of the Common Ground and all contractors and subcontractors who do business with Common Ground to provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability and merit. Common Ground will continue to take Affirmative Action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, national origin, ancestry, mental disorder (present or past history thereof) age, physical disability (but not limited to blindness), marital status, intellectual disability, sexual orientation, gender identity and criminal record. Such action includes, but is not limited to, employment, promotion, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation, and selection for training, professional development, attendance at conferences or other opportunities for advancement. Common Ground, its contractors and subcontractors will continue to make good

faith efforts to comply with all federal and state laws and policies which speak to equal employment opportunity. The principles of Affirmative Action are addressed in the 13th, 14th, and 15th Amendments of the United States Constitution, Civil Rights Act of 1866, 1870, 1871, Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, Presidential Executive Order 11246, amended by 11375, (Non-discrimination under federal contracts)< Act 1, Section 1 and 20 of the Connecticut Constitution, Governor Grasso's Executive Order Number 11, Governor O'Neill's Executive Order 9, the Connecticut Fair Employment Practices Law (Sec. 46a-60-69) of the Connecticut General Statutes, Connecticut Code of Fair Practices (46a-7081), Deprivation of Civil Rights (46a-58(a)(d)), Public Accommodations Law (46a-63-64), Discrimination against Criminal Offenders (46a-80), definition of Blind (46a-51(1)), definition of Physically Disabled (46a-51(15)), definition of Intellectual Disability (46a51(13)), cooperation with the Commission on Human Rights and Opportunities (46a-77), Sexual Harassment (46a-60(a)-8), Connecticut Credit Discrimination Law (360436 through 439), Title I of the State and Local Fiscal Assistance Act of 1972. This Affirmative Action Policy Statement re-affirms Common Ground's commitment to equity in the workplace and the principles of Equal Employment Opportunity