

# CWC Cincinnati Principal

## Citizens of the World Charter Schools



### SUMMARY

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Our purpose at Citizens of the World Charter Schools (CWC) is to realize human potential by strengthening the bonds among us and developing true citizens of the world. In this work, we are guided by our core values of Excellence, Authenticity, Diversity, Community and Change, and our operating norms that reflect a commitment to personal and professional growth, including operating as learners, with curiosity, integrity and humility.

The mission of Citizens of the World Charter Schools is to impact and expand the conversation about what an excellent education contains, requires and accomplishes. Citizens of the World schools challenge students to realize their full potential and thrive in a diverse society. We are public schools open to all, committed to serving diverse communities throughout the U.S. with schools currently in Los Angeles and Kansas City. We develop sophisticated thinkers who master content and have a courageous and compassionate sense of responsibility for themselves and others. Our schools are in strong demand. Our classrooms are challenging – and joyful – learning environments that engage children through fun projects tailored to their personal experiences, strengths and needs. Our teachers take the time to get to know each child as an individual. We empower children to think critically and learn to engage respectfully and productively with fellow students by developing their capacity to enter into and understand the lives of others. Our goal is for student “success” to include mastery of both content and emotions, so that students can meaningfully connect with each other, be part of any community, and courageously decide who they are in the world and how they want the world to be.

The Founding Principal of CWC Cincinnati's first school will report to the CWC Cincinnati Executive Director. This person will be a visionary instructional leader who will create an engaging, joyful, academically rigorous learning environment built on CWC's Learning Model. The Founding Principal will build a strong team and create and maintain an exceptional school culture. This culture will challenge and motivate students, teachers, and families to achieve academic excellence, develop as people, embrace the rich diversity of the school community, and positively impact the communities in which they live. In addition, the CWC Founding Principal will embrace change and growth, collaborating closely with other Principals and Assistant Principals in the CWC network.

The first year in this role will be a planning year as the Founding Principal plans and executes the launch of a new public charter school scheduled to open in the Fall of 2021. This is an exciting opportunity for an instructional leader committed to CWC Learning Model, graduate dispositions, and core values, who can develop a diverse and welcoming school culture and has the organizational leadership, people management and community-building skills to develop a school that is highly effective at meeting the needs of students and families from day one.

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This is a full-time position on the CWC Cincinnati team and is located in Cincinnati, Ohio. The Founding Principal will participate in the CWCS School Leader Institute program during their planning year, prior to the opening of the school year.

For more information on Citizens of the World Charter Schools, please visit [www.citizensoftheworld.org](http://www.citizensoftheworld.org).

#### CANDIDATE PROFILE

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The Founding Principal will lead all aspects of the school, including the following:

- Ensures the development and implementation of an instructional plan that is built on constructivist learning theory, and a high bar of learning in core academics, social emotional development and in difference and inclusion;
- Implements systems and routines that provide a data-informed approach to learning, and maintains consistent attention on addressing equity gaps across all subgroups, including the delivery of effective academic interventions;
- Leads with an equity lens and a focus on whole child and whole adult practices;
- Recruits, hires, supports and retains a high quality staff, including one that is diverse in their personal backgrounds and experiences;
- Sets and maintains a tone of self-reflection and authenticity throughout the school campus such that all stakeholders feel cared for, engaged and are able to bring their true selves to the school every day;
- Keeps students at the center of everything they do and inspires others to do the same, living CWC's core values in their every interaction and decision;
- Communicates the school's vision and goals in a way that ensures understanding and commitment from a racially, culturally, and socioeconomically diverse community of parents, students, faculty, staff, and board members;
- Builds and keeps strong relationships with the school's sponsor, other charter operators and allied organizations, serving as an active leader in the local education community;
- Supports and facilitates the development of fiscally responsible, efficient and effective operational systems and procedures within the school building to ensure a rigorous learning environment and a healthy and safe campus for adults and students.

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### Staff and Reporting Relationship

The Principal shall be managed by CWC Cincinnati's Executive Director. S/he will work closely with other stakeholders, including the school's authorizer/sponsor, the Ohio Department of Education, and other applicable regulatory agencies.

### QUALIFICATIONS AND TRAITS

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*In order to meet their responsibilities, the ideal Founding Principal candidate will have:*

- A clear record of elevating student achievement in an academically high-achieving classroom for at least three (3) years, with a strong understanding of CWC-aligned pedagogy that drives results or of exceptional leadership working with young people in urban communities;
- Experience working with elementary-aged students in socio-economically diverse communities;
- Knowledge about Common Core and Ohio State Standards, project-based learning, workshop-based instruction and research-based social emotional curricula.
- Proficiency in Spanish, or other languages;
- An entrepreneurial spirit and be capable of managing many complex tasks with competing priorities;
- Exceptional relationship building skills and be someone who can quickly gain the confidence of parents, faculty/staff, and students;
- A track record as a passionate advocate for all students and families who has a commitment to building a strong culture of diversity, equity, and inclusion;
- Experience in school operations and decision-making around resource allocation for a student-serving organization (background working with public school budgeting preferred).

### COMPENSATION & BENEFITS

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CWC Cincinnati offers competitive salaries commensurate with experience and a comprehensive benefits package. CWC Cincinnati is an Equal Opportunity Employer. As an organization that values diversity and aims to serve a diverse group of students, we work to reflect this diversity in our staff as well.

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CONTACT

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Please email a cover letter and resume to [cincinnati.principal@cwcschools.org](mailto:cincinnati.principal@cwcschools.org) with the email subject line title: "CWC Cincinnati Principal Application".