



LAUREATE ACADEMY

CHARTER SCHOOL

Dean of Culture

About Laureate Academy

Preparing each student with the academic skills and strength of character necessary for school and life success, Laureate Academy educates students in Jefferson Parish for rigorous high schools, competitive colleges, and professional careers.

Laureate Academy Charter School is an academically challenging, disciplined, and joyful elementary school in Jefferson Parish, LA. We were approved by the Jefferson Parish School Board in May 2015 as a Type 1 charter. Laureate Academy's model is based on the highest performing charter schools in the country, such as North Star Academy and Brooke Charter Schools.

We currently educate kindergarten through third grade students. We will add fourth grade for the 2018-2019 school year and will continue to add one grade every year until 8th grade.

Be the Dean of Culture at Laureate Academy

The Dean of Scholars works with the leadership team to ensure that all students are successful within Laureate Academy's rigorous academic and character education program. Leading the school's efforts to sustain an achievement-oriented, disciplined, and joyful culture, the Dean of Culture ensures the school's SCHOLAR (Self-determination, Community, Honesty, Optimism, Leadership, Achievement, Resilience) values are engrained throughout the entire school.

Qualifications

We will consider candidates who:

- Embody Laureate Academy's mission, vision and SCHOLAR values (Self-determination, Community, Honesty, Optimism, Leadership, Achievement, Resilience)
- Believe that there is not a more urgent task than providing an outstanding academic and character education to students from urban backgrounds
- Have a track record of producing dramatic, demonstrable student achievement gains or comparable results in their current field
- Work well within a team of high-performers
- Are goal-driven, analytical problem solvers, and embody a can-do spirit and strong work ethic
- Promote continuous improvement by being open to feedback; are self-reflective and humble
- Dedicated to improving curriculum and instruction through collaboration, reflection, feedback, best practices, and regular assessment, including, but not limited to character education curriculum
- Excellent verbal and written skills
- Communicate effectively with students, families, and colleagues
- Minimum of two years teaching experience in an urban public school setting preferred, but not required
- Bachelor's degree is required, LA State Certification highly preferred; 2+ years of teaching experience at Laureate Academy or another high-performing school required

Responsibilities

School Culture, Discipline, and Core Values

- Embody Laureate Academy's mission, vision, and SCHOLAR values
- Work closely with the Head of School and the leadership team to maintain and codify a positive, disciplined, achievement-oriented, and joyful school culture
- Provide differentiated professional development and coaching to teachers, model exemplary classroom management practices, and support staff to hold all students to high and consistent behavioral expectations, adhering with strong fidelity to Laureate Academy's behavioral model, systems, and procedures
- Support students dealing with behavioral crisis-intervention and acute behavioral issues
- Act as a resource to teachers in their instructional practice, particularly with issues of discipline, relationship with students, classroom management, family communication, and school culture
- Conduct and monitor the successful implementation of 504 Plans, Functional Behavioral Assessments, and Behavior Intervention Plans
- Facilitate Support Team Meetings to ensure intervention plans are created for scholars who need additional behavioral support
- Create and implement a character education program aligned to the core values that ensures students embody the values in their actions, and that teachers reinforce these values through their actions and words
- Analyze student discipline and attendance data collaboratively with Head of School and leadership team to critically and strategically respond to the needs of students
- Implement school's data tracking system and use data to inform school culture
- Track and report student behavior to JPPSS through Infinite Campus and other district wide reports
- Develop and maintain accountability to students' mastery of grade level behavior and core value standards
- Organize school-wide events and programming that reinforce and reward our school's positive, disciplined, achievement-oriented, and joyful school culture for both students and staff
- Performs other related duties as required and assigned.

Family Engagement and Policy Implementation

- Develop and implement systems to ensure strong family-to-school communication and engagement
- Establish and maintain a school culture marked by strong attendance and timeliness; ensure prompt follow-up with families around attendance policy issues
- Oversee school truancy policies and procedures
- Develop and refine systems that support strong family compliance around school policies (i.e. uniforms, homework, tardy and attendance policy), and oversee those processes to ensure successful implementation
- Plan and participate in school wide and/ grade level events, including field trips, academic intervention sessions, and other required programs as needed throughout the year
- Plan and participate in community events, such as recruitment fairs, canvassing events, and fundraiser events as needed throughout the year

Professionalism

- Communicate effectively with students, families, and colleagues
- Collaborate with other staff members and actively participate in training, professional development and learning activities
- Work to continuously improve effectiveness in all instructional practices.
- Use feedback to make productive changes in performance
- Complete all administrative requirements by given deadlines
- Be available for minimum work hours of 7:00-5:00PM Monday-Friday, with flexibility outside of those hours as needed, particularly at the beginning of the school year

Compensation

We offer a competitive compensation package, including a salary aligned with the district scale and comprehensive health benefits.

Laureate Academy Charter School does not discriminate on the basis of race, color, gender, disability, age, religion, sexual orientation, or national or ethnic origin. We are an equal opportunity employer.

Start Date: An exceptional candidate will assume a full time role on June 25, 2018 as a part of Laureate Academy's beginning of the year professional development. The positions will remain open until filled.

Application Process:

Please submit a resume and a letter of interest stating why you would be a good fit for our school to Head of School, Claire Heckerman at heckerman@laureatecharter.org