

The Challenge Foundation
Announces

A Leadership Opportunity *for* School Director



www.teamcfaindy.org

Indianapolis, IN 46205

Challenge Foundation Academy (CFA) is a K – 5 public charter school serving as a resource and beacon in a high needs’ Indianapolis urban community. Designed as the flagship school of its national founder, the Challenge Foundation, CFA is a Core Knowledge School.

The Position

The School Director of Challenge Foundation Academy is the chief academic and administrative officer, responsible for the daily operation of all personnel, programs and services. The School Director reports to the school’s Board of Directors.

The Mission

The mission of Challenge Foundation Academy is to offer a first class education to every child. This will be accomplished by developing a school that embraces scientifically based instructional models, enhanced curriculum design, state of the art technology, and high academic standards on a foundation of high moral and ethical character. These components coupled with a highly trained

staff and progressive leadership will prepare students to be productive citizens in a rapidly changing world culture.

The school's purpose, founded in the Core Knowledge Sequence, and grounded in effective practice, ensures that each child:

- Becomes a motivated and capable learner;
- Acquires the essential skills and knowledge needed to compete in an increasingly competitive world;
- Builds character and makes choices that will result in a better life for themselves and others;
- Has the active involvement and support of parents, mentors and the community throughout the educational process; and
- Benefits, not detracts, from society.

Overview

Placing a school in the Meadows provides choice to parents – choice of curriculum and extends higher expectations for involvement. Parents are expected to be involved in their child's education and to partner with the school as volunteers, mentors and resources in the child's education. Parents are afforded a choice of being part of a school that expects commitment of all students, staff, families and community. A contract is required by each family and student signifying commitment, responsibility and hard work in achieving maximum potential of each child.

Founding Group

The Challenge Foundation is a family charitable trust founded in 1989. The foundation has given more than \$25,000,000 in support of education reform projects in the United States; more than \$19,000,000 in direct support of charter schools. The Challenge Foundation has created the concept for a network of charter schools; TEAM CFA academies. The Challenge Foundation Academy is to serve as the flagship school, and is in its second year of operation as a Mayor's authorized charter school.

Philosophy

The Challenge Foundation Academy is based on the philosophy of offering each child a world class education. This is accomplished by embracing scientifically based instructional practices, enhanced and standards based curriculum, state of the art technology and high academic and behavioral standards founded on high moral and ethical character. These components are critical and coupled with a highly trained, professional staff. Such forward focused vision demands progressive leadership to guide students to be productive citizens in a rapidly changing culture.

CFA enhances the Indiana State Academic Standards with the Core Knowledge curriculum to create an overall program of study that will include the depth and breadth necessary to meet the needs of all students. The alignment of Core Knowledge (CK) with the standards serves two fundamental purposes. First, it will assist those students who have not had the benefits of a home rich in

literature or the opportunity to experience the world through multiple venues. CK brings these experiences to the classroom through literature and technology. For our students who have been fortunate to augment their cognitive world with rich cultural experiences, the Core Knowledge curriculum creates a setting for students to question their assumptions. The setting provides a foundation for all students to learn and experience the world through the learning of text and one another.

Instructional practices will be grounded in effective schools' research and varied in strategies – laying a foundation for all children to maximize potential. Staff will be guided and challenged in professional growth and leadership development – setting a stage for collaborative decision making guiding by progressive leadership.

Character development is essential to the school's foundation, and plays an integral part in daily learning. The school utilizes Project Wisdom and Character First – nationally respected character education programs. Behaviors for Learning set a course for each child's success and guide expectations within the school.

The Challenge Foundation Academy Community

Students: Enrollment is currently at 338 students, Grades Kindergarten – 5. The Academy will reach capacity at approximately 455 students, with three sections of each grade. Each kindergarten class has a full time instructional assistant to promote a strong foundation for each child's development and achievement. Class size is typically 25. About 98% of the enrolled students are African-American; with two percent multi-racial. The school's population is at 76% free and reduced qualified. Breakfast and lunch are provided daily. CFA is currently a targeted assistance Title I school, working to become a school-wide site.

Students come from approximately a twenty mile radius of the school, some from outside the city limits. Parents transport students to and from school – allowing greater opportunity each day for parental interaction. The School partners with the YMCA in offering before and after school care for families – currently, CFA serves as the Y's largest partnership site.

Faculty and Staff: Twenty eight teachers and staff work under the school's leadership. Additionally, services are contracted for behavioral health, special education and related services, facilities cleaning, food service and preparation, and before and after school care. Staff includes specialists in Reading, Art, Music and Physical Education, special education, speech, and related services. Teachers and support personnel are recruited and hired based on their proven capabilities to support and implement the school's mission. Ten days per year are dedicated to professional staff development, and there is professional development focus within each instructional day to drive student achievement and success.

The Campus: The CFA facility is approximately 37,000 square feet of new construction. Hallways are wide and classrooms adequate to promote inquiry and to support instructional activity. The

School is equipped with a multipurpose room which serves as gym and cafeteria. There is a media center equipped with a computer lab.

Parents: The CFA philosophy embraces and expects strong family involvement, and encourages parents to be active in the school as volunteers and mentors to the student population.

The Opportunity

For the new school leader, CFA offers:

- A highly competitive salary and benefits package that includes bonus and merit incentives;
- Networking and growth within an award winning charter school community;
- Leadership of a flagship school within a national organization;
- A mission driven focus within a high needs' urban environment;

The Ideal Candidate will present:

- A minimum of five years of proven inspirational elementary or middle level leadership experience in a school that has a record of high student achievement;
- Fluency in effective practices – curriculum, instruction, administration, supervision, data driven instruction, education law and policy;
- A passion and talent for working with high needs' populations in urban settings;
- A commitment to excellence and hard work;
- A talent and proven track record for recruiting and guiding teachers as highly effective practitioners;
- The ability to work effectively in supporting fundraising and grant writing efforts;
- Evidence of a strong work ethic, high degree of organizational skills, outstanding interpersonal and communication skills; and
- Adequate technological skills related to administrative work.

To apply for this position, submit the following:

- Letter of interest explaining why candidate believe his/her qualifications match those sought
- Current resume and supporting materials (include email address)
- Transcripts
- Copy of valid Indiana License or evidence of eligibility for reciprocal license
- At least three (3) professional references listed (letters of recommendation does not replace the need for 3 professional references) with one being present supervisor. Include current telephone numbers.

Search Process Will Continue until Suitable Candidate is Selected

Starting Date for Principal: July, 2008

Submit Material To:

Director's Search

c/o Challenge Foundation Academy

3980 Meadows Drive

Indianapolis, IN 46205

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