



WHIN Music Community Charter School

Principal

New York, NY

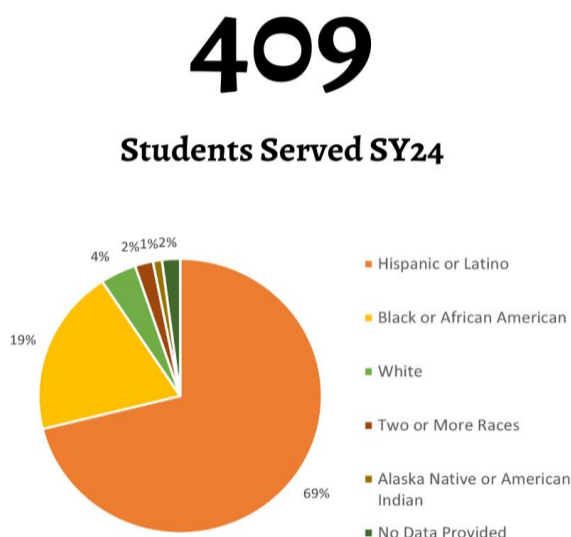
About WHIN Music Community Charter School

The Washington Heights and Inwood Music Community Charter School provides a diverse student population with rigorous academic instruction, intensive music education, and a positive learning environment so that every student can thrive academically and socio-emotionally.

Every WHIN student participates in both Orchestra and Choir every day in the El Sistema tradition. El Sistema is a unique social program that was founded in Venezuela to build community through excellence. The goal is to effect social change through intensive daily ensemble music education. Working in an ensemble enables all children to experience being an asset to their community and grow into citizen artists prepared to make the world a better place.

In the fall of 2023, WHIN celebrated the topping out of its new facility just a few blocks away from its current location. This marked a major milestone in the construction process as the completion of the entire steel framework of the building means they continue to stay on track to open their doors to the WHIN community in the fall of 2024.

In the 2023–2024 school year, WHIN is serving 409 (101% enrolled) students from grades K–7 (an 8th grade will be added in SY25), has 64 staff members, and a budget of \$10,580,909. For more information, visit www.whinmusic.org.



409 Total Enrolled SY24 (101%)

85% Economically Disadvantaged

29% English Language Learners

19% Students with Disabilities

85% Student retention rate between SY23 and SY24

64% Total number of staff

69% Number of staff who Identify as people of color

27% Number of staff who live in the area our students live

Position

WHIN is currently seeking a high-performing Principal ready to help lead a unique school community where compassion, kindness, and curiosity drive every day. Reporting to the Executive Director, and supported by multiple Assistant Principals, the Principal is responsible for the instructional direction, leadership, and daily oversight of the school. They will support a talented faculty to further the development of their craft and partner with an engaged parent community.

The Principal is responsible for smooth day-to-day operations in the school as well as students' academic and social progress, professional growth of educators, positive community relations, and student health and well-being. The Principal will ensure the recruitment, hiring, evaluation, professional development, and retention of an excellent, diverse team of educators. They will oversee curriculum development following schoolwide strategic priorities. They will actively pursue WHIN's mission priority of honoring diversity, with attention to WHIN's theory of action (which links learning with diversity, equity, and inclusion as well as social-emotional growth). Based on strong relationships with students, families, faculty, and staff, a positive attitude and outlook, and a commitment to mission and collaborative problem-solving, the Principal will nurture WHIN's sense of community.

The successful candidate for Principal will bring proven leadership experience, excellent academic credentials, and strong emotional intelligence. Also, WHIN is looking for candidates with demonstrated success in a progressive educational approach that nurtures the whole child, encourages curiosity, fosters critical thinking, and prepares students for the challenges and opportunities of the real world. Finally, WHIN seeks a straightforward, courageous, and collaborative leader. The Principal should be a clear communicator committed to listening and consensus-building.

This is a full-time, year-round role beginning July 1, 2024 (or earlier, depending on candidate availability).

Responsibilities

The Principal will be responsible for:

Curriculum and Instruction

- Meeting or exceeding agreed-upon goals set for increasing student performance in formative assessments (Strategic Teaching and Evaluation of Progress, Assessing Math Concepts, Interim Assessments, etc.) as well as achievement on NYS Assessments
- Ensuring the school's diverse student populations are making progress equal to above those students in its regular education program in NYDOE
- Leading WHIN to become a National Blue Ribbon School in NYC
- Providing instructional leadership that promotes positive student achievement

- Demonstrating an understanding of effective implementation of school curriculum, assessment, and instructional practices to close the opportunity gap.
- Delivering effective staff development including professional development sessions, observation cycles, coaching, and feedback, etc.
- Directly supervising multiple Assistant Principals, two Directors of Curriculum and Instruction, and the Director of Special Education, among others
- Developing, maintaining, and regularly reviewing systems and practices that improve staff ability to increase student achievement
- Successfully retaining top performers
- Creating an environment where staff is committed to a long tenure and would recommend working at the school to others.

School Culture

- Approaching all student concerns through the lens of Responsive Classroom and other restorative practices
- Working collaboratively with staff to inform the development of culture and climate that promotes and sustains student achievement and adult learning
- Ensuring that our commitment to diversity, equity, inclusion, and anti-racism is embedded in all aspects of the WHIN community
- Creating and maintaining a culture of academic excellence, safety, joy, and rigor throughout the school based on the principles of Responsive Classroom
- Working collaboratively with leadership, students, staff and families in the process of discipline, decision-making, and addressing school issues
- Championing the integration of restorative practices into the school's culture and disciplinary approaches to foster a supportive and inclusive environment for all students and staff
- Launching and maintaining the school's Positive Behavior Intervention and Supports system
- Creating a staff culture and work environment in which highly effective staff members are actively engaged and feel unwaveringly connected to the organization and its mission
- Making the school a place where staff and students are all committed to excellence and believe that hard work is the key to achieving it

Strategic Leadership

- Leading School Leadership Team to create cohesion between all aspects of the school
- Modeling WHIN's Core Values and WHIN Ways of Being (collaboration, growth mindset, etc.)

- Implementing all school-wide policies, protocols, and procedures and monitoring them for impact
- In partnership with the Executive Director, leading short-term and long-term strategic planning
- Attending monthly Board and Committee meetings

Operational Leadership

- Evaluating the effectiveness of staff, the instructional program, and instructional arrangements
- Facilitating and participating in regular school-based team meetings to review data to drive school improvement
- Engaging in staff recruitment, hiring, and onboarding
- Performing other duties as assigned

Qualifications

Personal Qualities and Leadership Style

- Knowledge of supervisory teaching principles, practices and methods related to teaching
- Ability to organize and conduct effective training programs and to take appropriate measures to assure their successful operation
- Commitment to diversity, equity, inclusion, and anti-racism
- Commitment to and proficiency in partnering with families in service of their children's education
- Ability to develop a positive, strong relationship with the community
- Ability to work autonomously as well as take coaching as needed
- A sense of humor and kindness towards your colleagues
- Enthusiasm and excitement for your own ongoing professional learning

Educational and Professional Profile

- Masters Degree in Educational Leadership, Elementary Education, or other applicable area
- 5-10+ years as a school leader and at least two years of teaching experience in an urban school setting
- Experience working with students, families and staff from various cultural and linguistic backgrounds
- New York State School Building Leadership (SBL) certification or equivalent from another state
- Strong organization and communication skills
- Written and spoken Spanish language skills preferred

Core Competencies

These core competencies represent the fundamental qualities that an individual must possess to perform effectively and align with WHIN's culture and goals. WHIN uses them as a fundamental tool for assessing candidates throughout the process. They are:

Mission and Culture Fit

A candidate with this competency deeply aligns with the school's mission of integrating music education with a rigorous academic curriculum and understands the importance of fostering a supportive and inclusive school culture. They actively promote the school's values, ensuring that all decisions, from curriculum to community engagement, support these ideals. This leader champions diversity, encourages artistic expression, and creates an environment where students and staff feel valued and connected to the school's broader purpose.

Educational Leadership and Vision

This competency involves the ability to implement the strategic vision for the school. This will provide WHIN's diverse student population with rigorous academic instruction, intensive music education, and a positive learning environment so that every student can thrive academically and personally. A candidate with strong educational leadership and vision sets clear goals, effectively manages resources, and inspires staff and students to achieve high standards. They are adept at curriculum development, pedagogical strategies, and utilizing data to drive school improvement initiatives.

Instructional Leadership

Instructional leadership involves the Principal's role in guiding, supporting, and enhancing the quality of teaching and learning. A candidate with this competency observes classrooms and knows what excellent instruction looks like. They can guide instructional leaders in their constructive feedback to teachers and professional development efforts. They understand effective assessment strategies and are committed to using data to inform instruction, ensuring that all students make academic progress.

Community and Stakeholder Engagement

A candidate skilled in community and stakeholder engagement builds strong partnerships, actively seeks community resources, and involves stakeholders in decision-making processes. They are adept at marketing the school to prospective families, soliciting community support for school programs, and fostering an environment where the community feels invested in the school's success.

Compensation

The salary range for this position is \$130,000 – \$160,000 with a generous benefits package including:

- Retirement Plans
 - Tier 1: 1–2 years of service at WHIN = 5% match
 - Tier 2: 2–5 years of service at WHIN = 7.5% match
 - Tier 3: 5+ years of service at WHIN = 10% annual match
- Up to four medical plans through Cigna’s Open Access Plus Network, all of which include free preventative care
- Life insurance, short-term disability, optional pet insurance and Norton Lifelock

EEO Policy:

WHIN Music Community Charter School is an equal rights and opportunity agency and does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, ancestry, marital status, or any other legally protected classification in its activities, educational programs, or employment practices as required by Title VI, IX, and Section 504.

This position description is based upon material provided by WHIN Music Community Charter School, an equal opportunity employer.

To apply for this position, click [HERE](#).

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