



High Tech High  
Chief Executive Officer  
San Diego, CA

## Introduction

Developed by a coalition of San Diego civic leaders and educators, High Tech High (HTH) opened in September 2000 as a small public charter school with plans to serve approximately 450 students. HTH has since evolved into an integrated network of sixteen charter schools serving approximately 6,350 students in grades TK-12 across four campuses, called villages. The HTH organization also includes a comprehensive adult learning environment including a Teacher Credentialing Program and the High Tech High Graduate School of Education, a separate organization with its own CEO and board housed on one of the campuses.



With an operating budget of over \$90 million and a total staff of over 1,000, HTH brings innovative and experiential learning to students of all communities including a student body with over 65% from underrepresented backgrounds. Impressively, last year 93% of its students matriculated at higher education institutions, 70% at four-year colleges and 23% at two-year colleges. Since its opening, this remarkable institution has positively impacted students' trajectories and uplifted communities throughout San Diego County and beyond.

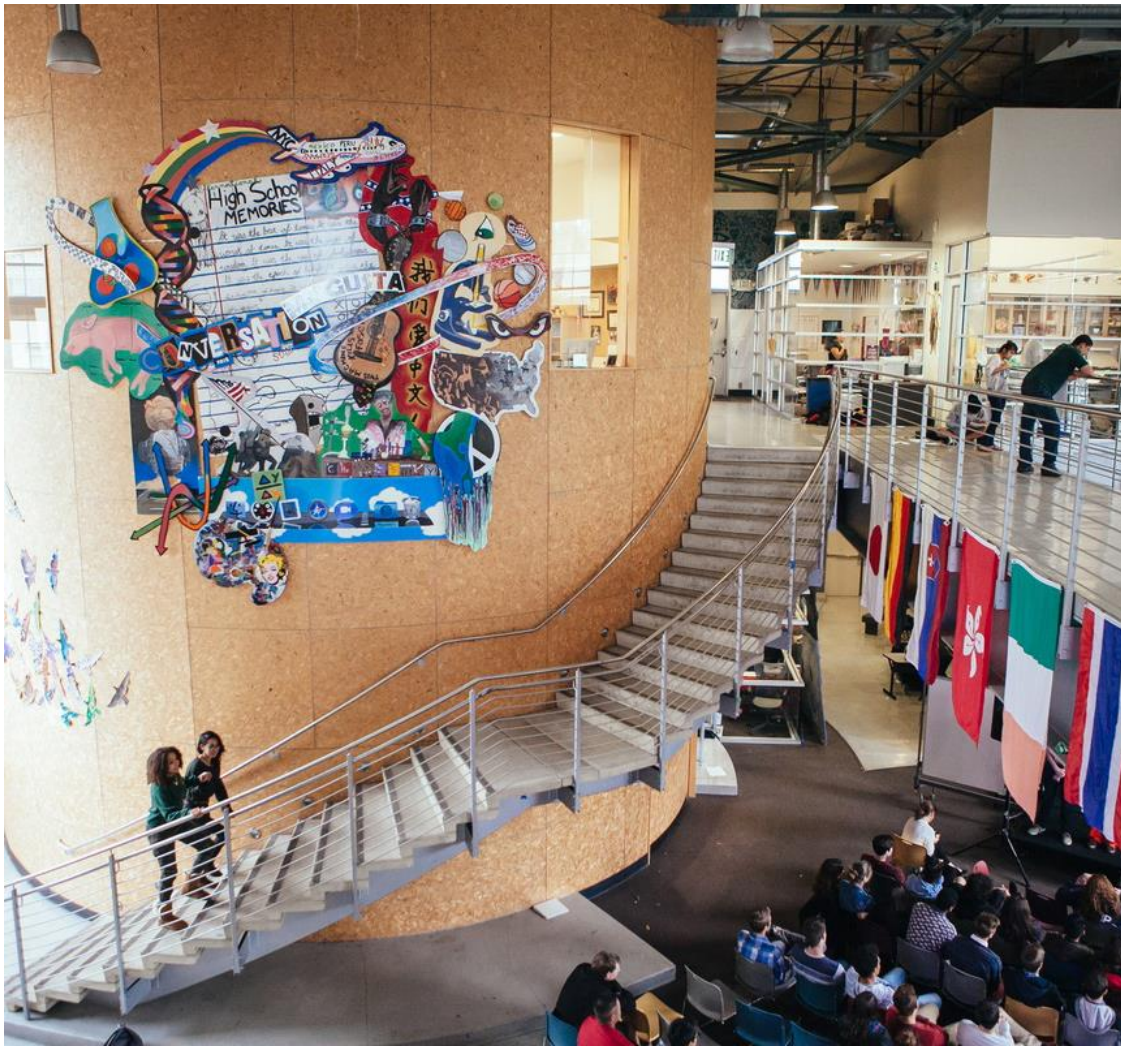


High Tech High is guided by four connected Design Principles that set aspirational goals and create a foundation for understanding the schools' highly relational approach to teaching and learning:

- Equity
- Personalization
- Authentic Work
- Collaborative design

## The Chief Executive Officer Position

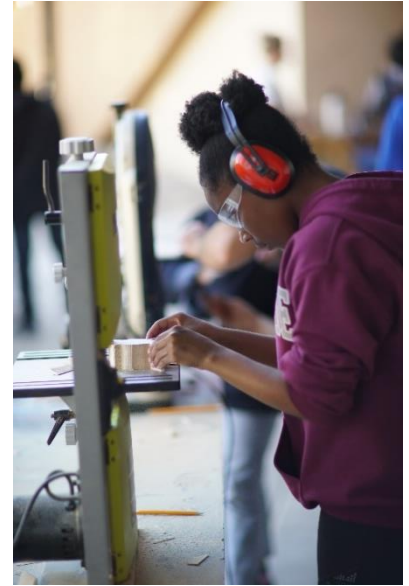
HTH is now seeking a new Chief Executive Officer (CEO). In partnership with a dedicated and visionary executive team, the next CEO will lead one of the nation's most innovative and dynamic project-based learning institutions into its future. With exceptional faculty and staff deeply committed to the mission of HTH, outstanding facilities, and a national and international reputation for excellence in teaching and learning, HTH offers an extraordinary career opportunity for an accomplished, mission-aligned, progressive, and consensus building educational leader.



## High Tech High at a Glance

All High Tech High schools strive for a common mission: to provide all students with rigorous and relevant academic, civic, and life skills, while preparing all graduates for postsecondary success and productive citizenship. In this context, HTH's primary goals are:

- To provide all High Tech High students with a meaningful education and to graduate students who will be thoughtful, engaged citizens prepared to take on the leadership challenges of the 21st century.
- To prepare students for postsecondary education and for leadership in a high technology society by integrating technical and academic education.
- To increase the number of socio-economically disadvantaged students who succeed in high school and postsecondary education and in the fields of math, computer science, engineering, and related fields.
- To improve public education in California by training and preparing educators to teach in, and lead, innovative public schools.



## Facts and Figures

Founded: 2000

Operation Budget 2024-25: \$90,812,740.

Schoolwide Enrollment 2023-24: 6,527

Enrollment by Campus:

Point Loma: 2,714

Chula Vista: 1,424

North County: 1,178

Mesa: 1,211

Total Number of School Employees: 794

Number of Full Time Faculty: 404

Number of Faculty with Advanced Degrees: 257

Average Tenure of Faculty: 4.4 years



## Facilities

High Tech High consists of 16 schools spread across 4 campuses housed in 600,000 square feet of buildings.

North County, Mesa, and Chula Vista are K-12 campuses with 1 elementary, 1 middle and 1 high school.

At the Point Loma campus there are 2 elementary, 2 middle, and 3 high schools, the HTH Graduate School of Education, a gym, and a large flexible meeting space.

The Mesa campus has a turf soccer field, large gym, theater, and central kitchen called High Tech Eats.

## The Program

### Curriculum and Instructional Design

HTH teachers work in teams to design curriculum that is integrated across subjects and aligned with Common Core State Standards (CCSS) and Next Generation Science Standards (NGSS) through three key integrations that unify HTH's educational program. These integrations reflect HTH's belief in how learning best occurs.



1. **Integrating Students:** HTH's instructional design is rooted in its commitment to serving students from across the academic spectrum in a fully integrated environment. There is no tracking at HTH. Rather than separating students on the basis of perceived ability, students work alongside peers from widely different backgrounds. Underlying this approach is a belief that heterogeneous grouping benefits students from across the academic spectrum. Rather than mis-predicting students' future trajectories on the basis of perceived academic ability, HTH prepares all of its students for admission to a four-year university.
2. **Integrating School and Community:** The HTH learning environment extends well beyond the walls of its classrooms to leverage educational opportunities in the community. Students investigate authentic problems confronting the community, conduct scientific and ethnographic research in the field, partner with adult professionals, and create products that benefit stakeholders in the community. Current internships include placements at The Scripps Research Institute, San Diego State University Infant and Child Development Lab, San Diego Dance Theater, and the Paegel Laboratory at UC Irvine, among many others.

3. **Integrating Hands and Minds:** Students at HTH use technology to engage in scientific, mathematical, literary, historical, and artistic pursuits. Both academic and technical strands are strongly in evidence at HTH.

HTH's guiding pedagogy, which binds the three integrations, is Project-Based Learning, an approach to teaching and learning the faculty believe is the key to HTH's success in serving a diverse population of students. Students become active participants in their learning and are required to demonstrate their learning publicly through exhibitions, presentations, and portfolios.

## Governance and Administration



The CEO reports to the Chairman of the Board and leads the school with the support of the 16 HTH School Directors, Chief Financial Officer, Chief Learning Officer, Chief Operating Officer, and the General Counsel. The school is governed by a 5-member Board of Trustees.

High Tech High Schools are accredited by the Western Association of Schools and Colleges.

## Opportunities and Challenges for the CEO

The robust growth of HTH over its relatively short history creates both opportunities and challenges for the next CEO. The four campuses and sixteen schools each operate with some autonomy, but at the same time they all require visionary leadership, strong advocacy, and abiding support from a skillful, progressive, student-centered educator. Several campuses face enrollment challenges, and student transportation is a high priority for many of the schools. The new CEO will need to deeply understand the unique demographic, enrollment, and staffing needs of each campus, and, in a highly collaborative style, work on solutions in partnership with senior CMO staff and school directors.

HTH faculty and staff have recently unionized, requiring a compassionate negotiator and facile communicator. The intimate, relational, highly personalized culture of HTH is a treasured hallmark of the school. Thus, the new CEO will need to preserve what some describe is a “kitchen table kind of feel” while overseeing union negotiations, large systems, and complicated relationships. In addition, the CEO will need to be current with charter school regulations, savvy about state laws, and forward thinking if challenges arise to any of the schools’ charters.

As the public face of High Tech High, the CEO will spend considerable time building relationships with elected officials and foundations and should embrace the role of external ambassador, energetically participating in fundraising activities, and engaging with different interest groups in the larger community. The next iteration of HTH will ideally include a CEO who brings experience and creativity towards financial sustainability and a consensus-building visionary persona to reinvigorate HTH's presence as a progressive education leader nationally – and world-wide.

## Qualifications

### Experience and Skills

- Advanced degree and at least five years of experience in a senior administrative position.
- Effective negotiation skills.
- Strong leadership and management skills with the ability to generate big picture ideas as well as manage details.
- Ability to effectively delegate and empower.
- Passion for and commitment to lead a diverse organization with care and empathy.
- Ability and excitement to participate actively in the school's advancement efforts.
- A commitment to HTH's mission and design principles.
- Ability to build trust and communicate across the school community as well as the larger community of San Diego, California, the United States, and other countries.
- Financial acumen and ability to make data-informed decisions in the interest of future sustainability.
- Previous success navigating a large organization.
- A superb communicator.
- An effective public speaker.

### Personal Characteristics

- A passionate advocate for student-centered, experiential learning.
- A high level of comfort with variation and change.
- Warm, joyful, approachable, and accessible.
- A commitment to distributed leadership.
- Empathy and love for students.
- Comfortable being the face of the school.
- Open and embracing of all community members.
- A relationship builder.
- A sense of humor.
- Inspirational, team oriented, and collaborative.



## Benefits and Compensation

The salary range for this position is \$300 – \$375K. High Tech High offers a comprehensive benefits package including medical, dental, and vision insurance, and a 403(b) retirement plan.

## Application Requirements and Search Process

DRG is conducting this search on behalf of High Tech High. Interested candidates should submit, as soon as possible, materials including the following:

- A cover letter indicating why they are particularly interested in and qualified for the position
- A current resume
- A statement of leadership philosophy
- A second writing sample of your choice (newsletter, article, talk, parent email, etc.)
- A list of three references (references will not be contacted until the finalist stage of the search and only with candidate permission)

Application materials should be uploaded directly on the DRG website ([www.drgtalent.com](http://www.drgtalent.com)) by visiting the High Tech High listing.

Application Deadline: December 13, 2024

Start date: July 1, 2025

This position description is based upon material provided by High Tech High, an equal-opportunity employer.

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

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