



WHIN Music Community Charter School
Director of Music
New York, NY

About WHIN Music Community Charter School

Washington Heights and Inwood (WHIN) 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.

For more information, visit www.whinmusic.org.

Position

Washington Heights and Inwood (WHIN) Music Community Charter School is actively seeking a passionate and visionary Director of Music who is deeply committed to enriching our vibrant school community through a performance-based, inclusive orchestral and choral music program. Reporting to the Principal, this critical role is designed for a leader who values compassion, kindness, and curiosity, and aims to integrate these principles into the fabric of our everyday learning environment. The Director of Music position is pivotal to the growth and success of our school's unique music-infused educational model.

As the Director of Music, you will work in close collaboration with the Executive Director to shape and implement an innovative, school-wide *El Sistema*-based orchestral and vocal music curriculum that aligns with WHIN's mission and vision. Your leadership will extend to managing and mentoring a dedicated team of music educators, promoting student growth, and enhancing our educators' abilities to create a positive, engaging, and effective learning environment that supports the whole child through music.

Your responsibilities will be broad and impactful, including leading efforts to foster a culture of love for learning and inclusivity through music, coordinating performances and music events, and driving professional development initiatives that elevate teaching quality with a focus on pedagogical approaches that support music education. A significant part of your role will also involve promoting responsive classroom techniques within music instruction that encourage a supportive and engaging classroom environment, enabling students to thrive both musically and socially-emotionally.

You will champion a data-driven culture aimed at continuous improvement, implement and oversee student assessment systems in music, mentor instructional staff to foster pedagogical growth, and actively engage families and the broader community to support children's learning and school goals through music. Effective management of curriculum implementation, providing feedback on lesson



plans with an eye towards enhancing music instruction, and supervising special music programs are also key components of this role.

The ideal candidate will have a proven track record of leadership in music education, particularly in settings that prioritize performance-based, inclusive orchestral and choral programs, combined with outstanding academic qualifications and emotional intelligence. Experience with progressive educational practices that nurture the whole child through music, stimulate curiosity, and prepare students for real-world challenges is essential. Additionally, candidates should demonstrate integrity, courage, collaborative leadership, excellent communication skills, and a dedication to building consensus.

This full-time, year-round position is available to start immediately, depending on the selected candidate's availability.

Responsibilities

The Director of Music will be responsible for:

Curriculum Development and Instructional Leadership

- Collaborating with the Principal to devise and implement a school-wide El Sistema-based orchestral and vocal music curriculum, ensuring alignment with WHIN's mission and vision.
- Partnering with the Principal, Assistant Principals, and Directors of Curriculum and Instruction to support students' academic excellence, social-emotional learning, and preparation for high school and beyond.
- Leading the development and execution of grade-level scope and sequences for music, integrating responsive classroom practices to support a positive and inclusive learning environment.
- Implementing and overseeing student assessment systems in music to monitor and promote student growth.
- Observing, modeling, and coaching music teachers daily to enhance instructional effectiveness and foster professional growth.
- Evaluating music team staff via observation and feedback cycles, providing targeted coaching to elevate teaching effectiveness.

Operational Coordination and Collaborative Problem-Solving

- Preparing and conducting professional development sessions, data review meetings, and music team meetings to refine pedagogical skills and foster a positive learning atmosphere.
- Determining and coordinating high-quality internal and external professional development opportunities for music staff.
- Leading staff recruitment initiatives for the music department to build a strong and dedicated team.

- Promoting a culture of collaboration and flexibility within the leadership team to enhance decision-making processes and operational efficiency.

Data-Driven Culture and Continuous Improvement

- Advocating for and utilizing a data-driven approach to inform instructional practices in music, curriculum adjustments, and monitor progress towards musical and academic goals.
- Regularly reviewing and managing the implementation of the music curriculum, offering constructive feedback to teachers to elevate the quality of music education provided.

Community Engagement and Program Supervision

- Actively engaging with families and the broader community to support students' musical learning, fostering strong partnerships and communication channels.
- Overseeing special music programs such as performances, concerts, private lessons, summer programs, and family workshops, ensuring they contribute effectively to the school's educational objectives.
- Attending occasional Board of Trustees meetings in the evening, contributing to the strategic oversight of the school's music program.
- Leading the development of a music-infused academic curriculum that integrates music education throughout the broader school curriculum.
- Other duties as assigned, demonstrating flexibility and a commitment to the overall success of WHIN's music program and community.

Qualifications

Personal Qualities and Leadership Style

- Knowledge of supervisory teaching principles, practices, and methods related to music education.
- Ability to organize and conduct effective training programs for music educators, ensuring 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 music education.
- Ability to develop positive, strong relationships 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.
- Strong organizational skills and keen analytical problem-solving abilities.
- Experience in urban schools and/or communities.

Educational and Professional Profile



- Master's Degree in Music Education and/or Music Performance, or an education-related field.
- 4+ years of successful music classroom teaching experience, preferably in an urban school setting.
- Advanced proficiency on an instrument and/or voice (orchestral string instrument highly preferred).
- Expertise in *El Sistema*-based music education models or similar approaches.
- Experience working with students, families, and staff from various cultural and linguistic backgrounds.
- Experience in school leadership, teacher mentoring, content coaching, and/or possession of New York State School Building Leader (SBL) certification or equivalent from another state is preferred.
- Strong organization and communication skills.
- Written and spoken Spanish language skills preferred.
- Advanced proficiency or experience in one or more of the following areas is strongly preferred:
 - Music Performance.
 - Dalcroze, Suzuki, Orff Schulwerk, Kodály, Gordon's Music Learning Theory, and/or Praxialism.
 - Responsive Classroom, Love and Logic Student Management, and/or Restorative Justice.

Core Competencies

The ideal candidate for the Director of Music position possesses the following competencies:

<p>Mission and Culture Fit</p>	<p>Leadership and Management</p>	<p>Curriculum Development and Instructional Expertise</p>
<p>Deep commitment to WHIN's mission and vision, integrating compassion, kindness, and curiosity into the music program and fostering a love for learning through music.</p>	<p>Proven ability to lead, mentor, and inspire a team of music educators, promoting professional growth and ensuring high-quality music instruction.</p>	<p>Expertise in developing and implementing innovative, inclusive music curricula, particularly with <i>El Sistema</i>-based models, to support student growth and engagement.</p>
<p>Communication and Community Engagement</p>	<p>Data-Driven Decision Making</p>	<p>Cultural Competence and Inclusivity</p>
<p>Strong communication skills with the ability to build positive relationships with students, staff, families, and the broader community to support children's musical learning.</p>	<p>Proficiency in utilizing data to inform instructional practices, assess student progress in music, and drive continuous improvement in the music program.</p>	<p>Commitment to diversity, equity, inclusion, and anti-racism, with the ability to work effectively within a culturally and linguistically diverse community.</p>

Compensation

The salary range for this position is \$90,000 - \$120,000 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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