

Organization: Rocky Mountain Prep
Title: Head of Academics
Reports to: President, Academics and School Operations
Location: Greater Denver, CO

Background

Rocky Mountain Prep (RMP) is a growing network of innovative public charter schools, serving students in pre-kindergarten through 12th grade in the Greater Denver Area. Rocky Mountain Prep opened its first school in 2012 with 130 students and has [grown](#) to twelve schools, working with over 5,000 scholars across two districts. Grounded in a culture of rigor and love, RMP schools consistently outperform local districts academically, while also ensuring scholars are developing the PEAK values of perseverance, excellence, adventure, and kindness.

Opportunity

Rocky Mountain Prep is seeking a seasoned, results-driven instructional leader to serve as Head of Academics and lead the vision and direction for academics in support of the organization's mission. The Head of Academics (HOA) is responsible for overseeing the curriculum and core instructional program across RMP's network of twelve schools.

The HOA will supervise and support members of the network academic team. The HOA will also ensure consistency of all academic functions across the network and oversee professional development for instructional leaders and teachers in partnership with the Chief Schools Officer.

The HOA will serve as a key member of Rocky Mountain Prep's academic leadership team and report directly to the President, Academics and School Operations, Christy Sadri. The HOA's primary focus is to deliver exceptional academic results, eliminate disparities, and foster a culture of success for all students. As the leader responsible for curriculum and core instructional programming, the HOA will ensure that all RMP scholars are engaged, learning, and growing on their journey to achieve their full potential.

In the first year, the new Head of Academics will be expected to:

- Assess RMP's academic systems and create, modify, and scale systems and structures to support the current organization in partnership with the Chief Schools Officer;
- Clarify the roles and responsibilities of the network academic team members and clearly define their partnership with schools;
- Continue to carry out strong curriculum alignment, adoption, and implementation across the network in partnership with the Chief Schools Officer and President;
- In partnership with the Chief Schools Officer, achieve both vertical (PK-12) and horizontal alignment of RMP's academic program to ensure that scholars and educators experience an integrated, aligned program that develops scholars for success in RMP schools and beyond.

The ideal HOA candidate is a former successful school leader and/or has experience managing charter networks and/or districts to procure, refine, adopt, and progress monitor curriculum, instruction, and academic systems. Strong HOA candidates have a track record of leading teams to improve student outcomes within a high-performing charter network or school district that serves a similar student population as RMP and are personally aligned with the organization's mission and vision. As the leader overseeing all of RMP's curriculum and instruction, the HOA should be exceptionally strong at setting clear, ambitious goals and effectively coaching leaders and teams to achieve them. The HOA must also be an effective listener and relationship-builder who forges trust with and between senior leaders, and who successfully coaches leaders through adaptive challenges, during a time of organizational change management and transformation.

Responsibilities

Academic Leadership

- Collaborate with the President, Academics and School Operations, CEO, Chief Schools Officer, and school leadership teams to drive the academic vision for all RMP schools;
- Implement research-proven, standards-based instructional practices and curriculum;
- Partner with the Chief Schools Officer and principal managers in implementing effective instructional cycles and data-driven decision-making.

Network Leadership

- In partnership with the President, lead the development and selection of high-quality curricular materials and aligned assessments across academic disciplines and grade levels that are designed to serve students at all levels and abilities in partnership with the network academic team, schools team, and schools;
- In partnership with RMP Leadership Team, oversee program design, implementation, and achievement of all specialized learning groups, including students with IEPs, emergent bilingual, and multilingual students;
- In partnership with the Chief Schools Officer, oversee the support and development of teachers and school academic leaders to implement curriculum in a highly effective way, including professional development for teachers in pedagogy and their specific content areas;
- Use data effectively to drive instructional practice and improve and adjust academic strategy and programs.

Compliance and Special Needs Support

- In partnership with the General Counsel, ensure compliance with city, state, and federal regulations related to Individualized Education Plans and English Language Learners;
- Partner with the operations team to improve academic data systems and curriculum.

Talent Development and Professional Development

- Coach, develop, and manage the network academic team;
- Design and deliver ongoing professional development for the network academic team and academic leaders across the RMP network;
- Lead talent development structures to support ongoing leadership and coaching.

Qualifications

Experience

- A minimum of eight years of professional experience and a minimum of three years of experience managing charter networks and/or districts to procure, refine, adopt, and progress monitor all aspects of curriculum, instruction, and academic systems;
- Experience as a teacher, teacher-coach, and principal preferred;
- Experience teaching and leading at a high performing charter or district elementary, middle or high school in an underserved/low-income community with a similar student population to the communities RMP serves;
- A proven track record of improving student achievement in a challenging context using data to drive student achievement results;
- Proven experience coaching senior leaders and school leaders in an educational setting;
- Extensive knowledge of curriculum, instructional practices, assessments, pedagogy, program design, and leadership development;
- Demonstrated success fostering a strong student and adult culture across a school or network of schools.

Skills

- Demonstration of cultural competence with a commitment to equitable practices and systems;
- Exceptional strategic, analytical, and critical thinking skills; ability to make decisions grounded in data;
- Excellent relationship building, and influencing skills to interact effectively with all levels of the organization and a variety of stakeholders including students, parents, teachers, principals, network and senior leaders;
- Ability to set strategic direction, establish clear plans and priorities, and lead a team to execute on ambitious academic goals;
- Exceptional coach who can identify, develop, and retain outstanding talent;
- Strong project manager and multi-tasker who can work effectively, prioritize, and adapt in a fast-paced, high accountability, entrepreneurial environment;
- Ability to give and receive feedback and thrive in a feedback-rich organizational culture focused on continuous improvement;
- Outstanding organizational skills and attention to detail;
- Strong written and oral communication skills;
- Proactive problem solver;
- Excellent computer skills, including Microsoft Word, Excel, and PowerPoint.

Mindset

- Commitment and unwavering belief in Rocky Mountain Prep's mission and vision;
- Strong growth mindset and self-awareness;
- Ability to maintain a calm, professional demeanor in the face of competing demands and external pressures;
- Personal qualities of maturity, humility, self-reflection, and a strong work ethic;
- A demonstrable commitment to pursuing equity;
- Intellectually curious and willing to learn and grow alongside others.

Education

- Bachelor's Degree from an accredited four-year institution;
- A master's degree in education or a related field, or comparable management-level experience preferred.

Compensation Range: \$150,000- \$180,000 annually, commensurate with experience.

To apply, please send your resume to jobs@k12searchgroup.com with the subject line of "Rocky Mountain Prep Head of Academics."