



VALOR COLLEGIATE
Academies

Job Description: Founding High School Assistant Principal

We exist to empower our diverse community to live purposeful, inspired lives.

Valor Collegiate Academies is a charter school network to serving 1,000 students in the 2017-2018 academic year at its two middle school campuses in Nashville: Valor Flagship Academy and Valor Voyager Academy in grades 5-8. Our scholars will graduate with academic skills, social-emotional skills, and positive character strengths that rival the outcomes of the best schools in the world.

In the fall of 2018, we will be opening our high school serving 9th graders from our two middle schools. We are looking for exceptional classroom teachers who are excited to be part of our founding team.

What Makes Valor Unique?

Top 1% Academics. In 2016-2017, our middle schools scored 5/5 on TVAAS growth data in all grade levels, with our growth performance placing us in the top .03% of all Tennessee middle schools. Though Tennessee did not have state testing in 2015-2016, data from a nationally normed test showed both Valor schools in the top 8% of the 60 elite national charter school networks in the country in both growth and achievement. In Valor's founding year, our scholars' ranked #1 in 5th grade achievement of all middle schools in Nashville. Valor was also the only middle school in the state to be in the top 1% in both growth and achievement scores.

Powered by Compass. We are passionate about creating an environment that sees our foundational responsibility as being far bigger than academics. We've created a human development model, the Valor Compass, which helps to guide scholars to have a Noble Purpose, a Sharp Mind, a Big Heart, and Aligned Actions. Scholars are guided by a teacher through phases of the compass within single-gendered, heterogeneous, small "pride groups" of boys or girls.

Diverse, Equitable, and Inclusive Community. Valor was founded upon the belief that having a truly diverse community of families and learners in a thoughtfully designed model allows for everyone to have a higher quality and more meaningful experience. Our current scholar population is approximately 40% white, 20% Middle Eastern, 17% Hispanic and Latino, 15% African American, and 8% Asian, with approximately half of our scholars coming from lower income and half from middle income homes.

What Makes Being Founding Team Member at Valor Unique?

In addition to the above, being a part of the founding team is unique in that your expertise, voice, and drive will help shape decades of lives as we build the high school together. Not only will you be asked to be an expert in your subject area, but also help set the vision, systems, routines, and traditions that build on the success of our middle schools and help us actualize our mission.

What Makes Working at Valor Unique?

Valor understands that schools are only as great as their teachers and leaders. Therefore, our goal is to attract, develop, and retain one of the best faculties in the nation. Our educators will become extraordinary teachers, mentors, and leaders, as well as play an integral part of the growth and decision-making processes of the organization.

Specific roles and responsibilities of the Assistant Principal include:

- Working closely with the principal to lead and support the team members of each campus in all academic and culture elements of the campus
- Leading weekly all-school morning meetings, focusing on specific dimensions of the Valor Compass
- Observing teachers' instruction and leading weekly individual coaching meetings
- Coaching and meeting regularly with specific grade level and content teams
- Creating and delivering professional learning sessions for teachers
- Serving on the Valor "Compass Team," focused on aligning the vision and execution of the Valor Compass system
- Participating as a key member of Valor's talent team by helping to shape the vision for Valor's recruitment process, as well as participating in the interview and selection process of candidates
- Working closely with families and scholars in need of additional academic and social-emotional support

How to Apply

Applicants should meet the following requirements:

- **Qualifications**
 - Teaching or school leadership experience in a high performing, data-driven environment
 - A Bachelor's in Education or subject area of interest (master's degree preferred but not required)
 - Proven track-record of high achievement in the classroom and/or previous leadership position
- **Characteristics**
 - Grit and perseverance to work within a fast-paced, start-up environment
 - Mastery of and enthusiasm for academic subjects
 - Commitment to use data and technology to personalize learning for both adults and scholars

- o Commitment and enthusiasm for working with an ethnically & economically diverse student body
- o Ability to model, live, and reinforce the school's core values inside and outside the classroom with colleagues, scholars, parents, and the larger community
- o Optimism, resiliency, curiosity, a sense of humor, and a burning passion for personal growth and student success.

Interested candidates should apply online at www.valorcollegiate.org/work-at-valor