



Executive Director

Maureen Joy Charter School (Durham, NC)

ORGANIZATION

Maureen Joy Charter School was founded in 1997 by a small group of community activists committed to providing an excellent education for all students. As one of the first charter schools in the state, Maureen Joy opened the doors of its original campus with 50 students in grades K-5. Today, Joy serves more than 600 K-8 students in East Durham, around 90% of whom come from low-income families, and 60% of students identify as Latinx and 35% of students identify as Black.

Maureen Joy Charter School exists to develop the whole child through high-quality instruction, school-community partnerships, and the promotion of a positive self-identity. The vision of Joy is to serve as a community center where every child finds joy in developing their academic potential and thriving as a leader in the community.

For more information about Maureen Joy, please visit their website at <https://www.joycharter.org/>.

OPPORTUNITY

Maureen Joy Charter School seeks an Executive Director who is ready to lead the school community to disrupt the status quo in educating Black and Brown students and leverage the school as one resource toward realizing the school community's self-determined path and goals.

RESPONSIBILITIES

Key Responsibilities of the Executive Director include:

- ✂ **Management of School Leaders (Principal, Director of Operations, and Community & Equity Facilitator)** (~40% of role):
 - Support school leaders in setting the vision and defining clear outcomes and plans for their essential workstreams;



- Committed to instructional quality and ensuring that the team is focused on seeing excellent, evidence-based instruction throughout the building that ensures students learn the knowledge and skills necessary for future success and helps create an environment of innovation, best practice and continuous improvement;
- Consistently monitor and assess individual and team progress towards goals, addressing issues and changing course as needed;
- Give regular, audible, compelling feedback that highlights and analyzes strengths and goal-aligned leadership, areas for growth, and actions/ways of being that impede progress;
- Ensure school leaders have access to coaching and learning experiences aligned to areas for growth.

✍ **Budget Management, HR, Staffing, and Licensure** (~30% of role)

- Manage school budget to include state, local, and federal funds (Title I; Title II; Title IV; IDEA; ESSER), grant funding (NC Access), and additional fundraising, as needed;
- Develop and refine an investment strategy for available school funds;
- Oversee Human Resources function and personnel matters;
- Partner with the Director of Teacher Recruitment to establish hiring goals and recruit a high-quality, diverse team;
- Execute MOUs with Licensure partners to support teachers in pursuing initial license and/or licensure renewal.

✍ **Board of Directors Reporting & Facilitation** (~10% of role):

- Plan and facilitate monthly Board of Directors meetings focused on priority areas: (1) High Academic Achievement; (2) Emotional Growth and Self-Awareness; (3) Culture of Inclusion, Innovation, and Impact; (4) Critically Conscious, Highly-Effective Child-Centered Staff; (5) Building an Enduring School;
- Participate in monthly 1:1 meetings and committee meetings focused on school priorities;
- Partner with the existing Board of Directors to identify new members with a focus on diversity of experience and differentiated skill sets.

✍ **Family Engagement** (~10% of role):

- Lead quarterly meetings of the school's Parental Advisory Council (PAC);



- Partner with the Community and Equity Facilitator to maintain regular communication with families;
 - Implement bi-annual family surveys to collect and respond to data connected to the family experience and determine progress towards family engagement goals.
- ✍ **School Partnerships** (~10% of role):
- Partner with the Community and Equity Facilitator to define and strengthen school-community partnerships, including, but not limited to, the Durham Children’s Initiative (DCI); El Centro; Student U; The Hill Center; Durham Academy; Emily K Center; La Isla School; Communities in Partnership; McKinney Law Firm (Immigration);
 - Identify and connect with new community partners to strengthen the relationship of MJCS with the Durham community.

QUALIFICATIONS

To fulfill these responsibilities, the ideal Executive Director candidate needs to be:

- ✍ **A visionary and transformational leader** who understands and appreciates the history of Maureen Joy and what it represents in the Durham community. A proven teacher and school leader who brings an unwavering commitment to delivering high-quality education and support services to Joy’s scholars while also valuing and appreciating the strong team Joy has built;
- ✍ **A culturally aware and race-conscious leader** who has a strong race analysis and lens of lived experience and has a demonstrated history of creating environments of justice and freedom with Black and Brown families where they thrive. A leader committed to Joy’s four strategic equity priorities of: 1) High Academic Achievement; 2) Emotional Growth and Self-Awareness; 3) Culture of Inclusion, Innovation, and Impact; Critically Conscious, and 4) Highly Effective Child-Centered Staff;
- ✍ **A strategic, innovative, and adaptive leader** who develops and mobilizes others within the school community to imagine, plan, and execute new ways of knowing, being, and doing that support Black and Brown families thriving at school. Someone who demonstrates courage and takes calculated risks makes decisions and accepts responsibility in alignment with the community’s vision for Maureen Joy.



COMPENSATION AND BENEFITS

This position offers a competitive salary of \$129,000 - \$155,000. Maureen Joy offers a comprehensive benefits package. More details can be provided upon request. This is a full-time, exempt position.

TO APPLY

Please submit a resume online at <https://apply.workable.com/j/010DB2682B>. For additional questions about this position or to speak with someone about your interest, please contact Kevin Bryant at kbryant@edgilityconsulting.com.

Maureen Joy Charter School is an equal opportunity employer and an organization that values diversity. Recruiting staff to create an inclusive organization is a priority, and we encourage applicants from all backgrounds. Candidates are evaluated solely on their qualifications to perform the work required.

