



Job Title: Residential Charter School Fellowship

Location: Hands of Promise Campus, Caldwell, Idaho

Position Availability: June 2021

POSITION DETAILS

The Residential Charter School Leader aims to transform education for Idaho's at-risk students by empowering educational leaders who are passionate about improving the prospects of children. The Idaho Youth Ranch Residential Center for Healing and Resilience will provide a home for Idaho's most vulnerable youth, many of whom are currently sent out of state to receive residential treatment.

The Idaho Youth Ranch, in partnership with Bluum, seeks to recruit top education talent to lead the state's first residential charter school which will serve a group of at-risk students ages 11 – 17. The one-year fellowship will ultimately prepare an individual for all aspects of school leadership including: planning, implementing, and managing the academics, students and staff in this Idaho charter school. Part of the planning and startup process will include leading and managing the charter application due no later than September 1, 2021.

The Idaho Youth Ranch has conducted a successful capital campaign and will begin construction on the school and residential facility in the Spring of 2021 for an opening in the fall of 2022.

WHO WE ARE

Idaho Youth Ranch is a non-profit agency that offers emergency shelter, residential care, youth and family therapy, job readiness training, adoption services, and more for kids and their families. We unite for Idaho's youth by providing accessible programs and services that nurture hope, healing, and resilience.

Bluum is a non-profit organization committed to ensuring Idaho's children reach their fullest potential by cultivating great leaders and innovative schools. With the help of our partners, we work to help Idaho become a national model for how to maximize learning opportunities for children.

WHAT YOU DO

- **Serve** in a one-year Bluum fellowship and lead all start-up and planning activities for the charter school at Idaho Youth Ranch's Residential Center for Healing and Resilience.
- **Mission-driven teamwork.** You will work alongside the Idaho Youth Ranch team to design and build a school with a commitment to the academic, social and therapeutic needs of your students in a residential setting.
- **Be goals-driven.** You will set clear and ambitious short-term and long-term goals to drive instruction and help your staff and students succeed.
- **Hire and retain excellent staff.** You will select, hire and retain excellent staff members.
- **Coach your staff and improve their performance.** You will be responsible for ensuring all staff members are coached effectively and improve their performance through clear coaching visions, effective debriefs, and strong school-based professional development.
- **Create a positive student and staff culture.** You will build a school environment that reflects high expectations and a positive learning environment and ensure all stakeholders are clear on these expectations and are held accountable to them.

- **Education commitment.** You will ensure teachers plan rigorous, engaging lessons and effectively execute them to ensure all students are working with content aligned to the appropriate standards for their subject and grade.
- **Use data all day, every day.** Assess qualitative and quantitative student data in order to draw insightful conclusions from it and adjust instruction as necessary.
- **Builds relationships.** You will be responsible for regularly communicating and collaborating with parents and staff to ensure each student is making strong academic and social progress.
- **Be flexible and innovative.** As the leader of a new school, you will be flexible in ensuring the strategies you implement best meet staff and students' needs, and adjust course when necessary. You will help invent, refine, and imagine practices and policies to successfully meet the needs of students and staff.
- **Have growth mindset.** You will be aware of and regularly reflect on your own strengths and areas of development. You will regularly participate in differentiated professional development and will be solutions-oriented.
- **Create** a real, and long-term impact in Idaho.

WHAT YOU BRING

- Bachelor's degree required; Master's level degree preferred
- Experience of effective teaching, preferably with at-risk or underserved students
- Successful school leadership experience preferred at the middle school and/or high school level preferred
- Experience supporting students with Individual Education Plans (IEPs)
- A deep, personal commitment to supporting the mental and behavioral health of your students and an understanding of the inter-relatedness of the residential treatment program and educational program for every student
- Data-driven results
- Deep belief that all children, no matter their personal backgrounds or previous educational experience, can learn and become productive citizens
- A strong commitment to the mission and values of Idaho Youth Ranch
- Exceptional critical thinking skills, including the ability to find solutions to what others consider insoluble problems
- Passion to thrive in a new environment with challenging opportunities and a willingness to embrace out of the box thinking to make a lasting impact

WHAT WE OFFER

- Competitive salary
- Benefits (health, vision, dental, retirement plan)
- Relocation reimbursement
- Opportunities to visit and learn from high-performing schools
- Certification / credentialing assistance
- Leadership coaching and mentorship
- Technical assistance
- A high impact opportunity in education

HOW YOU APPLY

<http://bit.ly/IDResidentialCharter>