

Application Procedures

All applications will be held strictly confidential. Each applicant is requested to follow the procedures listed below. Those applicants wishing additional information should contact Dr. Dave Long at 916-676-6027 or Dr. Bill Deidrich at 760-219-5873. Any contact with board members in an attempt to influence the selection process will be considered a breach of professional ethics and result in the applicant's removal from the process.

All applicants must provide the following items by the closing date to be considered:

- A completed Application Information Form. Please complete as instructed; do not complete by stating "see attached resume." The Application Information Form is to be completed via Dave Long and Associates page at DLAssoc.com
- A personal letter of application stating reasons for interest as Head of School for The Academy.
- A resume providing biographical background information about educational preparation, experience and achievements and other languages if spoken
- A placement file and/or five (5) current letters of professional references describing the applicant's performance in previously held positions
- An example of an article or speech written and presented by the applicant

Interested applicants should submit placement papers or reference letters, a resume, completed application form and letter of application online by 5:00 p.m. on Monday, April 30, 2012.

Selection Procedure

A professional screening committee will evaluate the qualifications of each applicant. The board and the screening committee will use the described criteria during the screening, interviewing and final decision-making process. After receiving and studying the report of the screening committee, the board will select and interview the top candidates.

Travel expenses for those candidates selected for the interviews will be the responsibility of the candidates.

Salary and Contract Terms

The Academy will offer a salary that is competitive and negotiable to the successful candidate, based on that individual's qualifications and experience.

It is the candidate's responsibility to provide the Foundation with employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act. The finalist will also be required to provide the district with certified transcripts that verify attainment of academic degrees and proof of appropriate credentials.

The Academy Board of Trustees

Marian Bergeson
Bruce Fetter
William Healey
Sandi Jackson
Susan Samuelli
Rick Sherburne

Applications Close
April 30, 2012 (5:00 p.m.)



Executive Search Services

THE ACADEMY

Building Tomorrow's Promise



Charter High School
HEAD of SCHOOL

Santa Ana, California
Serving Orange County

The founders of The Academy charter high school are seeking an innovative educational leader for the position of Head of School.

The Community

The Academy is located on a new campus specifically designed for its educational program. The school site is in the City of Santa Ana in the north central section of Orange County. Orange County is located between Los Angeles and San Diego Counties in Southern California.

Orange County schools serve a diverse group of students. There are over 500,000 students in the county's public and charter schools, 47% of whom are Hispanic, 31% White, and 16% Asian. Forty-five percent of Orange County's students participate in the free and reduced lunch program, 44% are English learners, 10% are special education students, and 6% are homeless.

The Charter High School

The Academy is a campus of the Orangewood Children's Foundation (OCF). OCF has been a leader in addressing the needs of abused, abandoned, and neglected children for over 30 years. There are more than 35,000 reports of suspected child abuse, neglect, or abandonment in Orange County every year. Over the past several years, OCF has provided almost \$1M in scholarships to foster youth who are attending colleges and universities throughout the country. Over 100 foster youth have earned college diplomas through the program and an additional 300 are presently attending 80 colleges and universities in 15 states.

The Academy is the first charter school approved by the Orange County Board of Education. The Academy has the support of numerous Orange County community leaders and state and national educational groups. At full enrollment, it will serve 320 foster youth and educationally underserved students from the Santa Ana area as well as the entire County. The Academy will be housed on a 7-acre site that will include an academic building, an administration/student union building, outside recreational space, and residences for 80 students.

The Educational Program

The Academy will focus on meeting the needs of its students through a rigorous college/career program. This program has five main components: a challenging, core academic program meeting entrance requirements for the California public university system; a technical component providing 21st century skills; a work-based learning component which includes mentorships and internships; a support program that includes counseling, tutoring; an extended day program providing athletics and enrichment programs. The Academy believes that parental/guardian involvement in the life of the school is essential to the success of its students.

Selection Criteria

The following criteria represent standards to be used in the evaluation of applications and in the selection of the Head of School.

Professional Experience and Preparation

- Experience as an exceptional leader and administrator
- Has a variety of educational experiences
- Master's degree desirable

Personal Characteristics

- True educational leader
- Unquestioned integrity with demonstrated leadership skills
- A leader and problem-solver, able to make difficult decisions in a timely manner and monitor results; gets things done
- A creative, "out of the box" thinker... innovative
- Sets clear expectations for self and staff; insists on evaluation of performance at all levels and rewards excellence
- Is an accessible, active listener who demonstrates respect for students, staff, board, parents and the community
- Demonstrated ability to create a climate of inclusion, cooperation and collaboration
- Excellent communication skills—both oral and written—and a record of effective communication with the board, staff and community
- A team builder with a talent for building staff morale and eliciting high performance

Personal Characteristics, con't

- Appreciates, acknowledges and celebrates contributions and achievements of staff and has a community focus
- Commitment to student success
- Passion for underserved students

Professional Skills and Abilities

- Able to attract students and expand enrollment while effectively meeting the educational needs of all students
- Demonstrated fiscal expertise in oversight of the budget and budget development process
- Effective governance experience
- A strong curriculum leader with a dedication to educational excellence and equitable opportunities for all students; relentless in raising student achievement
- Demonstrated success in project-based learning
- Experience in a "start up role" (facility, curriculum, organizational development)
- Sensitive and responsive to the needs of diverse groups—socioeconomically and ethnically
- Demonstrates a commitment to the importance of parental involvement
- Demonstrates ability to build partnerships with the community

