

## Leadership Position Announcements

*Dean of Students*

### Job Description:

The Dean of Students oversees all facets of the school's operation that impact student culture. This includes the monitoring of classroom instruction, design and implementation of school-wide positive behavior systems, planning and execution of school-wide incentives and celebrations, and management of daily discipline. The Dean of Students reports to the School Director and works closely with the Executive Director in order to achieve ambitious outcomes.

### About Us:

**Our Mission:** STEM Preparatory Academy is a growing network of open enrollment public schools, operating STEM Prep Middle (5-8), STEM Prep High (9-12), and the Nashville Newcomer Academy, serving a total of almost 1,000 students in the region. STEM Prep is dedicated to delivering a rigorous, inquiry-based education with a strategic focus on science, technology, engineering and mathematics. By cultivating a community of learning and academic excellence, STEM Prep will bolster the number of underrepresented students who graduate from the most competitive postsecondary programs and universities in the country and lead the discoveries and innovations of the future.

Since opening its doors in July 2011, STEM Prep Academy has been honored with numerous awards for outstanding student and teacher performance, including: **Nashville Public Education Foundation's Inspiring Innovator Award, 2015 Community Advocate of the Year, 2014 Middle School Teacher of the Year, 2013 Innovative School of the Year, and 2012 Tech Educator of the Year.**

### Who We Serve

STEM Prep serves a unique, highly diverse population in South Nashville, achieving among the greatest academic results in the nation through use of a novel academic model, and is doing so with unmatched efficiency. *Together*, we can advance this impact.

STEM Prep serves the largest percentage of Hispanic and Latino students in the state and nearly half of the highest-poverty neighborhoods in Nashville. Roughly 80% of STEM Prep students have been classified as English Learners during their academic career.



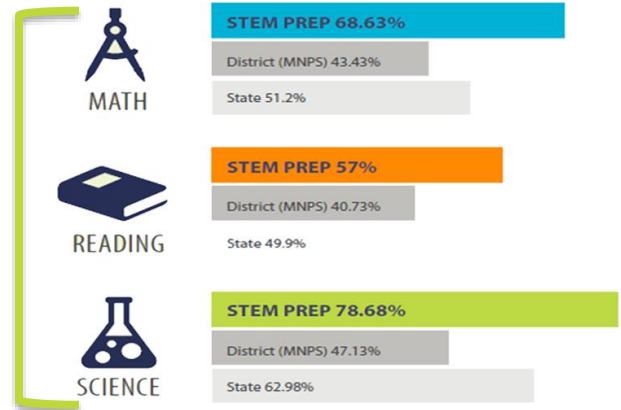
**“[STEM Prep is] one of the most diverse schools you’re going to see in Davidson County with achievement at the very highest levels.”**

– Karl Dean, The Sixth Mayor of the Metropolitan Government of Nashville and Davidson County

## Our Results

STEM Prep is among the highest performing public middle schools in Tennessee. Since our inception, students have outperformed their peers in both the district and state in every subject area, and STEM has been recognized as a **Reward School** by the state of Tennessee for performing in the top 5% of schools in the state for progress and growth. STEM Prep has been rated an **Excelling School** by Metro Nashville Public Schools.

STEM Prep's *Impact: The First Five Years* can be viewed [here](#).



## See Us in Action

We invite prospective applicants to view a sample of our videos for a deeper dive into life at STEM Prep:

- [“Nashville Public Education Foundation Hall of Fame: Inspiring Innovator Award”](#)
- [“Mayor Dean Congratulates STEM Prep”](#)
- [“For Our STEM Prep Teachers”](#)
- [“First Day Our Doors Open”](#)
- [“Student Rodney Shares STEM Prep’s Math Performance Data”](#)
- [“Secret Ingredient”](#)
- [“Innovation at STEM Prep”](#)

## In the News

We love sharing the stories of our students and teachers. Click the photos below to see our most recent news coverage.



## **Responsibilities**

- Design, implement, and evaluate school-wide positive behavioral supports in alignment with the “Love and Logic” model.
- Create systems and procedures to cultivate a student culture grounded in STEM Prep’s core values of drive, integrity, collaboration, inquiry, and imagination.
- Build partnerships with external agencies and service providers to provide students with appropriate psychological, emotional, behavioral, and academic resources and supports.
- Manage and facilitate the student discipline and behavioral management system consistent with the STEM Prep core values and discipline model. Facilitate all discipline cases directed to school administration and work with families to ensure positive outcomes.
- Lead professional development and teacher trainings in the areas of classroom management and culture-building.
- Continuously monitor and evaluate student culture, integrating these data with existing data systems.

## **Characteristics and Qualifications**

- A commitment to STEM Preparatory Academy and its values; an understanding of STEM Preparatory Academy’s mission and unwavering commitment to fulfill it.
- A self-starter interested in working in a fast-paced, startup environment that requires flexible roles.
- A high level of personal integrity and professionalism.
- An unwavering commitment to high academic achievement and high expectations of all students.
- A capacity to motivate and lead in order to yield the highest academic performance possible from all students.
- A team-oriented approach and the ability to effectively communicate.
- Ability to give constructive feedback to facilitate student growth and academic achievement.
- Openness to receive feedback on issues that will facilitate growth and achievement of both students and faculty.
- Experience in working with middle grades students in urban environments.
- Evidence of advancing student achievement on state assessments *required if candidate has prior teaching experience*. If candidate does not have prior teaching experience, evidence of achieving ambitious goals *required*.
- Experience in working with English Language Learners *preferred*.
- State teaching certification/license and achievement of Highly Qualified status *required*. Dual certifications and endorsements *preferred*.
- Leadership/school administration experience *strongly preferred*.
- Bachelor’s degree *required*. Advanced degree *preferred*.

**To apply:** Please complete application at [www.stemprepacademy.org/application](http://www.stemprepacademy.org/application). Include resume, cover letter, copy of teaching certification/license, and example lesson plan.

**Compensation:** Compensation and benefits packages are highly competitive and exceed limits of local public school districts.

### **Talent Selection Process:**

1. **Application Screening:** The initial stage is the screening of an application to determine if it meets the minimum requirements described in the position announcement. The quality of the applicant’s materials will determine his or her application status.
2. **Behavioral Phone Interview and Lesson Submission:** After the application screening, candidates will be invited to participate in a phone interview and to submit a sample lesson plan and video of their classroom and instruction. During the phone interview, candidates will be asked in greater detail about their experiences and qualifications, as well as asked to demonstrate their fit with STEM Prep’s mission and core values. If an applicant is not currently teaching and cannot provide a video of their instruction, the candidate will be asked to participate in a short practice and demonstration via conference call.

3. **On-Site Coaching Demonstration and Interview:** Excellent candidates who have successfully completed the behavioral interview will be invited to participate in the final technical interview round. During this stage, candidates will visit campus and will be asked to demonstrate a particular skill or practice relative to the position for which they're applying (e.g. teaching a sample lesson, leading a professional development activity, etc.). Additionally, the candidate will respond to a series of case studies and will be asked to provide technical, research-based discussions on issues of classroom practice and leadership.

*STEM Preparatory Academy does not discriminate on the basis of race, religion, creed, gender, gender identity, sexual orientation, national origin, color, age, and/or disability in admission to, access to, or operation of its programs, services, or activities. STEM Prep does not discriminate in its hiring or employment practices.*