



Seeking a Head of School for GALS Middle School for 2020-2021 Forward Position Officially Begins: July 2020

What are we looking for in a Head of School?

Most importantly, we are looking for a **school leader who believes whole-heartedly in our vision, mission, and school model**. GALS exists to grow a young person's agency, not only their academics. We are NOT quiet in the hallways, we wear athletic gear to work every day, we sweat and grow together. A commitment to the educational philosophy of our school and demonstrated passion about our ideals is imperative.

- We need a leader committed to our educational philosophy-
We need a strong leader who understands and believes in single-gender spaces for education. We are founded on feminist theory, our leader needs to be a feminist, voiced in gender socialization, aware of their own privileges and intersectionality, and able to recognize compromising gender stereotypes for both boys, girls, and gender non-conforming individuals, and work to rectify them. We seek a leader who believes in movement-based pedagogy, can lead and drive movement curriculum and assessment, and make connections to academic growth. We need someone who embraces wearing athletic gear to work. Our core values include that of social justice and inclusivity. Our leader needs to understand privilege, oppression, diversity, equity, inclusion and bias, and be committed to personal journeys and organizational journeys and actions in that work. Our leaders understand how education systems and community engage with one another, and work to leverage education as an asset for all students. Our ideal candidate will have extensive experience working with diverse populations in an urban setting, and in a positive gender focused environment, have a passion for physical living, and will have led and participated in work related to equity, bias, diversity and inclusion.
- We need a leader who is student and family centered-
We value that students are well known and well held. At the same time, we value supporting the adults in the building to be the best they can be for our students.
- We need a leader who know adolescence and adolescents-
We seek a leader who understands and breathes adolescent development for girls, who knows the developmental stages physically, cognitively, socially, and emotionally, and who believes in the power of gender specific settings and can support understanding of gender socialization in the realms of positive gender focus. We need a leader who

wishes that they went to GALS Denver and wishes that all adolescent girls could attend GALS Denver. We need a leader who believes in our mission to their core; who lives and breathes our mission in their own lives daily.

- We need a leader who is experienced and can produce results- We are looking for an experienced instructional leader who will be able to drive all aspects of the school model in a middle school setting, emulate the results we are working to create in our students, drive a culture that is positive and forward thinking and lead and support a team of faculty to high achieving results. Resourcefulness, flexibility, collaborative, and an entrepreneurial spirit are key qualities sought. Candidates should have at least five-seven years of teaching experience in a middle school or high school setting, and at least three years leadership experience. A Master's Degree in Education and Principal licensure is preferred but not required. Experience in the charter sector is preferred but not required.

About GALS Middle School

VISION: The Girls Athletic Leadership Schools (GALS), which includes The Boys School of Denver (BOYS), envisions a world where all young women and men, regardless of their background, are given access to a personalized and holistic education that provides them the opportunity to access the skills, knowledge, and self-determination to succeed in college and to develop as leaders in their communities and the world.

MISSION: GALS/BOYS empowers students to succeed academically, lead confidently, live boldly, and thrive physically.

GALS Denver is a 501c3 nonprofit and the flagship organization of GALS, Inc. network, which includes a school in Los Angeles and a charter waiting for approval in Las Vegas. We are a multi-site charter school operator with three schools: GALS Middle School (girls 6-8), GALS High School (girls 9-12), and The Boys School of Denver (boys 6-8).

Our culture is that of joy, voice, mindfulness, expression, and growth.

The Model: Curriculum and Pedagogy

GALS's curriculum and pedagogy is built on the inherent capacity of young people to become lifelong learners, through creative self-expression that is grounded in mind-body development. Three core components, **Academics, Positive Gender Focus, and Movement**, come together to create a unique and powerful learning and growing environment for students, faculty and staff, and the broader community.

GALS utilizes diverse, research-based practices in active learning and authentic assessment. Contemporary brain research clearly supports a strong connection between the brain and the body when it comes to academic achievement. GALS offers a distinct focus on seamless

integration of academics, positive gender focus, and physical mastery in a healthy competitive environment that allows for individuals to utilize our habits of heart and mind: Power, Flexibility, Focus, and Balance. The role of movement serves two primary purposes: to optimize learning potential, and to boost students' overall physical health and wellness through positive self-image and strong self-esteem.

The role of a positive gender focus manifests in comprehensive social emotional and character development courses and intentional counseling supports that pay attention to every aspect of adolescent development in our students and their environments.

We are creating an environment where students feel accepted for who they are, are seen and known for their strengths, and feel a sense of belonging and community. Our Habits of Heart and Mind at GALS; Power, Flexibility, Focus and Balance, drives students to build positive academic and social skills and habits. These intentions were the focus of much planning and many conversations we had with families, potential students, community members, and potential staff and faculty. This is what drove our work to create a culture, curriculum, and school structure that would best support these boys to feel well-held or cared for. Through this work, we found how hungry people were for an innovative model that featured common sense approaches to education: students need to move, feel like they belong, and have academic challenges that are at their instructional level.

GALS is a standards-based school that derives all curriculum from Common Core and Colorado Academic Standards. All teachers backwards plan academic outcomes in their content, and from there, design units of study that reflect our model by incorporating movement-based pedagogy and project-based learning. Instructionally, all teachers post daily learning targets, literacy targets/mastery language, and habit targets that guide students to these outcomes over the course of the unit. Throughout each lesson, teachers utilize a variety of teaching and learning strategies to ensure that all students access the content and that teachers have sufficient opportunity to assess progress. Classrooms reflect the diverse learning needs and styles of our student body, and teachers employ differentiation strategies in texts, in tasks, and in products. As a standards-based school, students are assessed using a variety of formative and summative standards based measures including performances, quizzes, tests, unit exams, essays, projects, Socratic Seminars, and conferences with teachers. In addition, GALS has a fifth core curricular course called the GALS Series, which focuses on social, emotional and relational development, in addition to leadership skills and future focus. Each student spends at least a period per day learning, reflecting and practicing critical thinking and social skills that support positive academic development as well as home and community life.

A Little History of GALS Denver:

GALS Denver was founded as the flagship school of Girls Athletic Leadership Schools by founders Liz Wolfson and Nina Safane. GALS Denver opened with a middle school for girls

serving 6th and 7th graders in the 2010-2011 school year. We opened on the third floor of a church building and operated there for three years.

In 2013, we moved to a Denver Public Schools facility, the former Del Pueblo Elementary School in the La Alma/Lincoln Park Neighborhood, at 750 Galapago Street, Denver. In the 2014-15 school year, we opened our girls High School with 9th grade on the same campus. In the 2017-18 school year, we opened The Boys School of Denver, a brother school utilizing the same model.

GALS Denver Middle School is in its 10th year. We have a great, positive reputation in the community and a strong enrollment. Our Middle School currently helps to support our growing High School and Boys School through its established systems and resources of enrollment.

School Performance

GALS Middle School proficiency scores in Science, English Language Arts, Math, outperformed DPS averages for all grades. Our scores ranked us as: 7th out of 55 Denver middle schools for Science, 10th out of 60+ Denver middle schools for English Language Arts, 15th out of 60+ Denver middle schools for Math. For students on Individualized Education Plans (IEP's), GALS ranks 5th out of 60+ Denver middle schools for English Language Arts, 8th out of 60+ Denver middle schools for Math.

Our Community

GALS Middle School is a choice based charter school and draws students from every corner of Denver. Our diversity is a strength and driver of our school, and makes us one of the few schools in Denver with such a mixed population. In 2019-2020, our GALS Middle School had 297 students, and is 33% Free and Reduced Lunch, 48% students of color, 16% English language learners and 11% special education.

Our Team

Currently GALS Middle School and GALS High School share a campus and several teaching and support positions. All three schools share an Executive Director, Director of Academic Success, Director of External Affairs and Enrollment, Finance Director, Operations Director, Director of Counseling and Wellness, and Director of Special Education, and Data Analyst. The GALS Middle School and High School each have a Head of School, and a second leadership team member that shares Assistant Principal and Dean of Student responsibilities. There are two front office positions that support operations, attendance, purchasing, fundraising, and enrollment. In the GALS middle school, there are five core content teachers for each grade level and there is a robust inclusion and counseling team.

To Apply:

If you have just said to yourself "I may as well apply", please don't. If you believe this description touches the essence of your being, we cannot wait to meet you!

Our search will include a multi-step process, including phone, zoom and in person meetings.

First: Submit a Resume, and write a letter of introduction to GALS Denver and share:

1. How the GALS/BOYS philosophy relates to your personal beliefs and experience
2. What you think the role of schooling is, and what schools should look like
3. The keys to success for a middle school serving girls
4. How Equity, Inclusion and Diversity impact schools, staffing, and education
5. The journey of your past education experience, what lessons you have learned, and how you applied them into the future

Please submit this via email to Carol Bowar, Executive Director, GALS Denver, at carol.bowar@galsdenver.org

If invited, we may ask you:

To submit names and contact information for, or written letters of recommendation, from 1-a board member/executive director/supervisor of a former school, 2-a peer or someone you managed, 3- a faculty member who worked for you or was mentored or coached by you, 4- a student, and/or response to questions.

Complete a performance task/presentation

Timeline

Our new Head of School will start July of 2020, with options for training days in the spring of 2020. We will review applications as received and look to make an offer as soon as possible. Please send in your application as soon as possible!

EOE Statement

GALS Denver is an equal opportunity employer. This means that GALS provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender expression, or any other status protected by federal, state or local law. This policy applies to all terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, leaves of absence, compensation, and training.