



Position Announcement

PointNorth Consulting in partnership with the Board of Directors welcomes qualified candidates to apply for the position of

DIRECTOR

of Summit Learning Charter.

This position offers experienced and qualified administrators the opportunity to lead one of the state's most innovative and successful K-12 charter programs. At Summit Learning Charter, over 1,300 students experience a unique blend of virtual education and real life enrichment opportunities.

This position is open until filled. To receive full consideration, all required application materials must be received by 5:00 PM on February 23, 2024.



School Overview

Summit Learning Charter expertly leverages the best educational resources to provide curriculum choice and creates a learning pathway specific for each student. Making a partnership with each family while expertly supporting each learner to navigate their education is Summit's top priority. Summit sees itself as an alternative to traditional brick and mortar schools through options and programs that support the unconventional student or students who struggle in traditional educational settings.

Summit's experience, commitment to student success, and their culture of support is a model that produces successful outcomes for many different students, including, home-schooled and students who are academically, athletically, and artistically talented. This is evident in Summit having some of the highest graduation rates in Oregon (93-96 percent over the last four years). Summit Learning Charter is a tuition-free, fully accredited online public school for grades K-12, and is sponsored by the Estacada School District.





Summit Strengths

- **Flexibility, Options, and Choices:**
Summit prioritizes flexibility, offering families choice in learning locations and schedules. In addition to online and in-person classes, Summit also offers early college programs and multiple curriculum options.
- **Community and Relationships:**
Building personal relationships with students and fostering connections with families is a priority at Summit.
- **Innovation and Adaptability:**
Summit staff and leadership embrace innovating teaching methods and support a willingness to try new approaches.
- **Diversity and Inclusion:**
The school shares a commitment to diversity, equity, and inclusion, with a focus on providing education that meets the needs of unconventional students and marginalized groups.
- **Staff and Leadership:**
The quality, dedication, and passion of the staff, along with supportive leadership, are crucial strengths contributing to the school's success.
- **Financial Stability and Resources:**
Effective management of school finances and resources for new ideas and innovative strategies that drive student achievement are supported.



Summit Opportunities

- **Leadership Transition:**
Responding to the departure of a long-term director with history and knowledge of the school while needing to adjust to evolving educational changes and challenges.
- **Program Enrollment Growth:**
Balancing and defining acceptable growth while maintaining and building a close-knit community. Develop vision for exploring new student populations.
- **Community Building and Student Engagement:**
Creating a sense of community when students and families are primarily engaged virtually.
- **Student Experiences:**
Looking for an expansion of student enrichment learning opportunities (CTE, internships, apprenticeships, field trips, extracurriculars) as well as expanding support for students with disabilities and diverse needs.
- **Organizational Systems:**
Developing policies and practices related to human resource management and support to consistently implement those policies. Further develop effective and strategic communication systems.
- **Board Leadership:**
Developing a strong and collaborative relationship with the new director that includes a clear job description, performance goals, and evaluation standards.





Professional Qualifications

- **Educational Background and Experience:**
Successful experience as a teacher and administrator. Familiarity with charter programs including online and blended learning serving diverse student populations.
- **Leadership and Management Skills:**
Provides visionary and innovative leadership in areas including financial management, human resources, and risk management. Ability to make informed decisions and mitigate negative impacts.
- **Relationship Building and Collaboration:**
Builds positive relationships with various groups including staff, students, families, community, the school board, and the sponsoring district. Collaborative approach to decision making with an ability to work with different entities such as school districts, educational service districts, and state-level representatives. Effectively manages conflicts within the community and understands the different cultures present.
- **Equity and Inclusivity:**
Values diversity within the school community to create an inclusive environment with a commitment to and demonstrated leadership in the areas of equity, diversity, and inclusion.
- **Communication and Transparency:**
Effective communication skills, both in large groups and one-on-one. Open-door policy for all members of the school community. Transparency in the decision-making processes. Willingness to listen, take feedback, and adjust approach as needed.
- **Student-Centered Leadership:**
Prioritizes students by understanding their needs and creating a positive educational experience. Demonstrates a passion for education, student success, and a commitment to the school's model.



Personal Characteristics

- **Integrity:**
Demonstrates honesty and ethical decision-making.
- **Empathy and Compassion:**
Concern for the well-being of staff, students, and families.
- **Approachable:**
Friendly and supportive demeanor.
- **Sense of Humor:**
Ability to navigate challenges with humor and grace.
- **Resilience:**
Capacity to endure and bounce back from difficult times.
- **Continuous Learner with a Growth Mindset:**
Willingness to learn and adapt as education evolves with a commitment to ongoing professional development and growth.
- **Trustworthiness:**
Building and maintaining trust with staff, students, and families. Demonstrates humility.
- **Flexibility and Open-Mindedness:**
Willingness to consider new ideas, adapt to change, and think outside the box.

Compensation

The Board of Directors will negotiate a three-year contract that includes a beginning salary of \$185,000, plus benefits (including PERS).

Contract year begins July 1, 2024.



Application Process

For consideration of the position of Director of Summit Learning Charter, all application materials must be received no later than 5:00 PM on Friday, February 23, 2024. The school retains the right to accept applications until the position is filled.

Required application documents include the following:

- Letter of application
- Application (requested through Jada Rupley or Matt Utterback)
- Resume
- 3-5 letters of recommendation



Applicants will send letter of application, resume, and letters of recommendation to:

Jada Rupley, PointNorth Search Consultant
jada@pointnorthinc.com

Matt Utterback, PointNorth Search Consultant
matt@pointnorthinc.com



All submitted application materials are the property of PointNorth Consulting and will not be returned to the applicant. All inquiries regarding the position or requests for assistance should be made to Jada Rupley (jada@pointnorthinc.com / 360-281-5544) or Matt Utterback (matt@pointnorthinc.com / 971-246-0929). Applicants should not contact the school regarding the application process.