

## **Brooklyn Urban Garden Charter School (BUGS) Principal**

An innovative, independent, community-created charter middle school in Brooklyn, seeks an experienced, collaborative, and dynamic instructional leader for the role of Principal, starting in the 2018-19 School Year. The Principal oversees the ongoing development and implementation of our innovative Sustainability Education approach, all aspects of curriculum, instruction, and the assessment program, and recruits, develops, and leads a team of educators who are committed to providing an exciting, high-quality, mission-driven and standards-based educational experience for a group of highly diverse students. This new Principal will succeed the school's first Principal and, with the support of the Co-Founder/Executive Director and a strong, collegial team, will usher in a new chapter in the school's positive growth: from a start-up school to a mature beacon of sustainability education and the diverse and community-based charter school movements.

### **Who We Are**

BUGS welcomes Brooklyn's sixth through eighth graders from diverse backgrounds and abilities. Essential questions of sustainability drive rigorous learning across all of the core subjects. Differentiated instruction, real world learning and hands-on field work aim to close the achievement gap and engage adolescent learners. The whole-child is supported at this critical stage in adolescent development through programs like Quiet Time (which provides meditation and mental focus to all students twice per day), ample recess, physical, and outdoor time, supportive advisory groups, civic engagement, and arts education connected to sustainability themes. BUGS provides a small learning community where all children are known and use their voice to improve the community and their lives, families are engaged, teachers and staff are strongly supported professionally, mistakes are viewed as learning opportunity and students gain a positive trajectory toward high school, college and beyond.

### **About BUGS**

#### History

BUGS is the result of a five-year planning effort of a group of community members who joined together to create an additional, high-quality, public middle school option in District 15. The founding team was composed of local parents, educators and professionals who were independent of any Charter Management Organization and who brought a wealth of expertise in education, fiscal oversight and policy. They also brought a passion for educational equity and environmental education, and a drive to meet the district's need for additional middle school seats that were accessible to all students.



**Carney  
Sandoe**  
& ASSOCIATES

Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com

Many members of the founding team went on to join the [BUGS Board of Trustees](#). The school founding team was led by Co-Founder Miriam Nunberg, a former Special Education teacher and Federal Department of Education attorney who is a staunch advocate for students' rights, and Co-Founder Susan Tenner, an impassioned education professional and non-profit manager, who serves as the school's Executive Director.

BUGS is authorized by the New York State Board of Regents and is overseen by the [New York State Education Department](#). BUGS was honored to be awarded a [charter](#) after a competitive and highly selective application process. A summary of our charter may be found [here](#). BUGS has been designated as a Blackboard School of Excellence in 2017, outperformed similar schools by 11% in ELA and 4% in Math according to NYSED comparative metrics, and has received various awards for its sustainability work.

Over time, the school's vision was refined to include a focus on Sustainability Education which includes an interdisciplinary study of the 3 pillars of sustainability (environmental, economic and social/equity), and not just ecology. Our approach also has been refined to incorporate instructional strategies that meet the diverse needs of our students in a highly inclusive environment with an emphasis on the use of co-teaching models in Integrated Co-teaching classrooms.

### Our Mission

The mission of BUGS is to provide a hands-on, interdisciplinary education to young adolescents of all abilities and backgrounds, with a focus on real-world problem solving and the exploration of environmental sustainability. BUGS students will excel in the core academic subjects and become engaged community members who are critical thinkers prepared to achieve excellence in high school and beyond.

### Our Values

BUGS CARES Values drive our decisions and actions. BUGS CARES about Sustainability:

**Community** - We are inclusive, interdependent, respectful, compassionate and generous in serving others.

**Awareness** - We are present, open-minded, reflective and honest.

**Reach** - We stretch ourselves intellectually, emotionally and physically; approach mistakes as opportunities; and work diligently to reach excellence.

**Exploration** - We experience the adventure of learning through inquiry and ingenuity in real-world problem solving.

**Student Voice** - We express and act upon our ideas and share responsibility for our own learning and the betterment of our school and communities.



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**About Sustainability** - We recognize the impact of our actions on the planet, our community and ourselves, and we pursue viable long-term practices and big-picture thinking.

### Our Community

The BUGS community is family-like and draws staff and families from throughout Brooklyn. Students come to BUGS from over 50 different elementary schools from a variety of school districts. Approximately 62% of our students are eligible for Free and Reduced priced lunch. About 23% of our students have disabilities (SwDs), and 8% are English Language Learners (ELLs). Our students come from a variety of cultural backgrounds and socio-economic realities, and reflect the ethnic diversity of Brooklyn: 38% Latino, 36% African-American, 17% White, 2% Asian, and 9% Multi-racial or Other. We leverage our diverse student population to ensure that our students and staff are advocates for a more just, inclusive society.

## **Responsibilities**

### Leadership:

- Cultivate, implement, and support the mission, vision, and strategic direction of the school.
- Design/refine and implement research-based curriculum, instruction, and assessments in the core subject areas, and the school's focus on Sustainability Education
- Recruit, hire, train, evaluate, and retain talented, experienced, and forward-thinking faculty members (instructional and non-instructional staff)
- Serve as the primary instructional coach for the teaching faculty, providing daily observations, feedback and support on instructional methods and classroom management
- Direct and support the professional development and instructional growth of all teaching staff
- Provide supervision, evaluation, support, and training to the teaching staff to effectively raise academic achievement of all students, particularly Economically Disadvantaged, English Language Learners, and those with special needs
- Ensure a positive school culture through supervision of the school Deans, oversight of related policies, and a commitment to the social emotional growth of all young adolescents through a racial equity lens
- Create, monitor, and nurture a culture of high academic expectations and performance

### Administrative:

- Support the Executive Director, who provides regular reports to the Board of Trustees, The NY State Department of Education, and other external agencies, by reporting on all relevant academic data and information to effectively manage the school
- Ensure programmatic compliance for academics and culture



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- Drive academic achievement through detailed analyses of student and teacher performance on a wide variety of metrics
- Create and execute tight, detailed systems around school culture
- Oversee the assessment process - ensure compliance with mandated assessments as well as the development of school created assessments
- Set the school's academic standards, benchmarks, assessments, and curriculum crosswalks to align with the NY State Common Core Learning Standards and Regents requirements
- Provide supervision, evaluation, support, and training to the teaching staff to effectively raise academic achievement of all students, particularly Economically Disadvantaged, English Language Learners, and those with special needs
- Coordinate the identification and procurement of resources, books, teaching materials, and technological tools for academic programs
- Monitor all academic grading policies and practices to ensure consistency across classes and grades
- Create and analyze teaching schedules and staffing structures that ensure mission fulfillment and sustainable workloads
- Other tasks assigned by the Executive Director

### **Qualifications and Experience**

- Master's degree in Education, with administrative certification required
- Minimum of 5 years working in a middle school with proven demonstration of effective instruction
- Commitment to the school's vision, mission, and strategic direction
- Academic leadership and expertise to set priorities and achieve school-wide goals for academic and culture outcomes
- Ability to solve organizational challenges creatively and collaboratively, and to be a reflective leader and educator who conscientiously strives to learn and grow from experience
- Passion for working with a diverse group of urban middle schoolers
- Proven ability to communicate with, manage, and inspire teachers
- Proven ability to raise the academic performance of young adolescents
- Proven ability to connect with, and reconcile the needs of, various stakeholders including a diverse group of parents, staff, students, board members.
- Knowledge of and experience with assessments and relevant technologies
- Knowledge and experience using student assessment data to drive instructional planning
- Strong orientation to working within a team environment and demonstrated flexibility to collaborate within and across various workgroups



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- Experience using backward design principles to design curriculum
- Expertise in instructional strategies for special populations and related compliance issues
- Charter school experience highly preferred

A highly competitive compensation and benefits package [commensurate with qualifications and experience], and relocation assistance will be provided to the successful candidate. Qualified candidates interested in this opportunity are invited to submit a resume by attachment and in WORD or PDF to:

**BARRY ROWLAND**  
**Senior Search Consultant**  
**E-mail: [barry.rowland@carneysandoe.com](mailto:barry.rowland@carneysandoe.com)**  
**Tel: 416-656-6415**



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