



GIRLS ATHLETIC LEADERSHIP SCHOOLS

GALS Denver

Seeking a Head of Middle School

Transition Year: 2017-18

Position Officially Starts: 2018-19

An Overview of Who We Are:

VISION: The Girls Athletic Leadership School (GALS) envisions a world where all young women, 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 provides a college preparatory education in a supportive environment that fosters the academic mastery and personal development necessary for every young woman to become a powerful advocate for herself and leader of her community.

GALS empowers girls to succeed academically, lead confidently, live boldly, and thrive physically.

GALS Denver is the flagship organization of GALS, Inc., and a 501c3 nonprofit in Denver, Colorado. 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 (opening Fall of 2017 with boys in 6th, growing to 6-8).

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

6-12 Model:

GALS Denver girls' Middle School and High School occupy the same campus, share the same mission and vision, and uphold the same school model.

Our leadership model includes a Head of Middle School, a Head of High School, and several leadership team members that span both schools. The Heads of Schools work extremely closely in overseeing shared positions and all school cultural strategies and model implementation, they work more individually when driving their grade based curriculum and instruction.

Shared positions include Deans, Director of Academics and Compliance, Counseling Department, School Psychologist and Nurse, Special Education Team, Director of Operations, and Front Office staff. In addition, there are “All Schools Team” members (including The Boys’ School) which include the Enrollment Coordinator, Athletics Director, Director of Finance and Strategy, Staff Accountant, Development/Fundraising, and Executive Director.

The Model: Curriculum and Pedagogy

GALS’ curriculum and pedagogy is built on the inherent capacity of young women 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 supports that pay attention to every aspect of adolescent development in our students and their environments.

Our Community:

GALS operates as 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 2016-17, our middle school has a total of 280 students, and is 49% Free and Reduced Lunch, 55% minority students, 20% English language learners and 11% special education. Our high school has a total of 118 students, is 54% Free and Reduced Lunch, 71% minority students, 30% English language learners and 19% special education.

A Little History:

GALS Denver was founded as the flagship school of Girls Athletic Leadership Schools. GALS Denver opened with a middle school 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, remaining in very tight quarters for our growing school.

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 as the Middle School. We are in our third year of operating our high school and will grow to include a 12th grade in 2017-18.

GALS Denver Middle School is in its 7th year. We have a great, positive reputation in the community and a strong enrollment.

Two years ago, we increased our class size from 75 students per grade to a cap of 120 students per grade. This year (2016-17), we have about 100 students in both 6th and 7th grade, and 80 students in 8th grade. Next year (2017-18), we are projecting close to 120 students in 6th, and 100 in both 7th and 8th grades.

Liz Wolfson, founder, was the head of the Middle School for the first four years. In year five, Nina Safane, founder, took over the position. Nina had previously been the Special Education teacher, and the Dean of Students, also serving as Director of Movement. Liz became the Executive Director of GALS Denver for the following two years as the high school was initiated. She has moved to focus her time as the Chief Visionary Officer of GALS, Inc., the parent organization, and focus on codification of the model and school replication, and Nina is moving on to other opportunities after the 2017-18 school year.

School Performance:

In the Colorado Department of Education's most current ratings, both the Girls Athletic Leadership School Middle School and High School were rated in the top category as 'performance' schools.

Denver Public Schools recently released their School Performance Framework (SPF) ratings for 2016. A SPF is a complicated rating, and a resource for families, teachers, and school administration to better understand what is going well and what areas can be a focus for improvement. The scale for DPS starts at Blue for Distinguished, Green for Meets Expectations, Yellow for Accredited on Watch, Orange for Accredited on Priority Watch, and Red for Accredited on Probation. GALS Middle School was rated green, and GALS High School was rated yellow.

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 58 middle schools for Science,
- 11th out of 60+ Denver middle schools for English Language Arts,
- 13th out of 60+ Denver middle schools for Math

GALS Middle School Growth scores in English Language Arts and Math outperformed DPS averages for all grades! Our scores ranked us as:

- 2nd out of 60+ middle schools for growth in English Language Arts
- 7th out of 60+ middle schools for growth in Math

In addition to valuing the SPF data, we continually strive for other ways to measure success of GALS. For three years, GALS has partnered with The Evaluation Center at the University of Colorado at Denver. In these surveys we measure student data in self-efficacy, which includes students' understanding of working hard and setting goals, value of education and school, and impact of movement on themselves.

In the report,

- 99.5% of our students believe they will graduate from high school
- 99% believe they will go to college
- 95% say they are a good science student
- 87% say they are a good math student
- 96% say their teacher thinks they are smart
- 87% say that morning movement improves their ability to focus and learn
- 91% believe they are smart

The Position - What are we looking for?

Most importantly, we are looking for a school leader who believes whole-heartedly in our vision, mission, and school model. If everyone in our school tested proficient and was accepted into college, that would be incredible, but not complete success. GALS is a school that 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 are looking for an experienced leader who will be able to drive all aspects of the GALS model in a middle school setting, emulate the results we are working to create, and lead a team of faculty to high achieving results.

Academically, we need a strong instructional leader who has experience at the middle school or secondary school level.

We seek someone who understands and breathes adolescent development for girls and who believes in the power of gender specific settings and can support understanding of gender socialization and action in the realms of positive gender focus.

We seek someone 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 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 lead and participated in work related to equity, bias, diversity and inclusion.

Experience in the charter sector is preferred but not required.

Candidates should have at least five-seven years of teaching experience in a middle school or high school setting, and a Master's Degree in education. Principal licensure is preferred but not required.

Our ideal Head of School is a visionary educational leader whose experience, knowledge, and drive will set the tone for a supportive school climate that challenges and motivates our students, teachers, and families to achieve our ambitious mission and vision. Resourcefulness, flexibility, want to collaborate with other HOSs in the network, and an entrepreneurial spirit are key qualities sought.

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!

First Steps for Inquiry and Application:

Our search will include a multi-step process.

First Step is the Application: Submit a Resume, and write a letter of introduction to GALS and share:

1. How GALS philosophy relates to your personal beliefs and experience
2. The journey of your past education experience, what lessons you have learned, and how you applied them into the future
3. The keys to success for a middle school serving girls

Please submit this via email to carol.bowar@galschoolsdenver.org

If invited, we will ask you to submit:

Four written letters or recommendation, from 1-a board member/executive director/supervisor of a former school, 2-a peer from a leadership team, 3- a faculty member who worked for you or was mentored or coached by you, 4- a student.

The application process will include an in person discussion and interview, discussion with students and community members, onsite learning, and presentations.

Timeline:

We would like our new Head of School to start in a transitional year beginning fall of 2017. The Head of School will move into the full position starting fall 2018, or sooner as determined with our current staff. We will start to review applications in early May.

EOE Statement

GALS 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.