



Public Charter High School



**Executive Director**  
**Thurgood Marshall Academy Public Charter High School**  
**Washington, D.C.**  
**Job Description**

Apply [HERE](#) by Friday, January 15 at 3pm EST

**The Opportunity & the Challenge**

If you are waiting for the next generation of our country's leaders to advocate for a more just and peaceful nation, rest assured, they are already hard at work. Teaching students to use their voice and agency to improve our democratic society is a hallmark of Thurgood Marshall Academy Public Charter School (TMA) located in Washington, D.C. Students have testified at D.C. Council hearings and spoken on NPR about critical issues facing their community. A student led activist group called [Pathways 2 Power](#) created a one minute [anti gun violence PSA](#) and were invited to sit down one-on-one with the Washington, D.C. Police Chief to discuss how to improve the safety of their neighborhoods.

Serving 400 students in grades 9-12, [TMA](#) is situated in one of the most disadvantaged neighborhood in our Nation's Capital and students typically begin 9th grade at only a 5th or 6th grade reading and math level. For these students, time is not on their side. The school acknowledges these academic gaps, but refuses to accept them as a reason to lower expectations. Once students enter through the school's doors, something extraordinary happens. Thurgood Marshall's [warm and caring staff and faculty](#) personally greet each student and help them develop their own voice by infusing the curriculum with critical thinking and influencing skills in this unique law themed charter school. For the last thirteen years, 100% of TMA's students (like [Darrian Willis](#) who credits the school with transforming his life) have been accepted to college. More than 80% attend college within the first year of graduating TMA - eight times the rate for D.C. students in general.

One of the few high schools to be consistently [rated Tier 1](#) in D.C. has clearly laid a strong foundation. The school now seeks a visionary and entrepreneurial Executive Director to build upon the school's strong academic results while setting a compelling vision for the future.

**Your Legacy**

You created the vision that guided TMA over the next decade and further established TMA as a national barometer for what all students can achieve. As a result of your exceptional leadership, TMA matured from its teenage years into full adulthood. By living the school's [driving principles](#) daily, you and your dream team of staff and faculty watched on as more and more of your students graduated from their college of choice and changed our collective world for the better.

**Your Charge (WHAT You'll Be Doing):**

- You will create a strategic plan that defines TMA's roadmap for the future within your first year
- You will support all leaders and staff to ensure they're growing professionally and help them lead with even greater autonomy.

- You will maintain the school's Tier 1 status while increasing the school's PMF score<sup>1</sup> which helps ensure all students graduate from college.
- You will provide sound financial and compliance management of TMA and effectively partner with the Board by keeping them abreast of information they need to provide strong governance of the school.
- You will sustain and further develop strong partnerships within [the Ward 8 community](#), across D.C., and with external partners to support students and attract further financial resources to the school.

**HOW You'll Go About It** (*while not all of these are requirements, our strongest ED candidates will find that most of these bullets speak directly to them*):

- **You believe education helps create a more just and equitable society.** You are deeply committed to addressing the racial and socioeconomic disparities in our society and work to dismantle the systems that create and maintain them. You know that everyone has different needs and must be treated equitably. [You have educational experience with students in grades 6-12 and are a warrior for social justice.](#)
- **You envision the future while still nailing the day-to-day details.** You are a visionary who envisions and fulfills on future plans while ensuring that day-to-day operations run smoothly and that the school is fully in compliance. [Others cite your ability to successfully keep multiple balls in the air at once.](#)
- **You are comfortable with change and a problem solver extraordinaire.** You thrive in dynamic, ever changing environments. When faced with obstacles, you are inherently self motivated to find solutions. Based on observations gleaned throughout your work, you proactively suggest new, streamlined approaches to processes to improve effectiveness. As the leader, you know when to move forward on solving a problem and when to collaborate with others for guidance or approval. [You see challenges as opportunities.](#)
- **You are a strong leader + relater.** You know you are only as strong as the leaders reporting to you so you focus on supporting them, revealing their blind spots to them and helping them grow and lead with increasing autonomy. Using your strong communication skills, you listen first and act second while ensuring a culture of accountability. [People want to follow you.](#)
- **Community outreach gets you fired up.** You consider yourself a community builder - creating additional partnerships or funding streams - and are adept at consensus building amongst diverse groups. [Others want to join your mission.](#)
- **Your strong moral and ethical compass always guides you right.** You demonstrate judgment and common sense and maintain exceptionally high standards without needing a reminder. [You walk the high road.](#)

### **What You Need to Know**

- **APPLY [HERE](#)** by January 15th at 3pm EST. If the above speaks to you, we're excited to learn more about you!
- **Insider Playbook for Candidates** = We've answered your questions [HERE](#).
- **Start Date** = March-April 2019
- **Report To** = A passionate and committed [Board of Trustees](#).
- **Salary + Perks** = The salary for the role is competitive and includes a bonus structure. Please reach out to [heather@revivereruiting.com](mailto:heather@revivereruiting.com) for specific detail. Medical/dental/vision coverage, short and long term disability and term life insurance are provided. Your contributions to the 403b retirement plan are matched 3% on every dollar.
- **Thorough + Thoughtful Onboarding** = Provided by current Executive Director before he steps down

At Thurgood Marshall, we don't just accept difference — we celebrate it, we support it, and we thrive on it for the benefit of our staff, our mission and our community. We encourage leaders of all backgrounds to apply. Our nondiscrimination policy is [HERE](#).

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<sup>1</sup> DC Public Charter School Board's (PCSB) SB's Performance Management Framework (PMF) is used to produce the annual detailed School Quality Reports for each public charter school over which it provides oversight. DC PCSB uses the tool to review each school's academic performance annually.