



Dean of Instruction

Why Statesmen Exists

With an ecosystem full of innovative options, Washington DC has become a laboratory for the newest iteration of education equity and reform. Still, 20 years in full swing with untold billions in full investment, the group needing the most out of that movement is now even further behind. The achievement gap for Black and Latino males continues to be largely unresponsive to many well-intended and well-designed innovations. At Statesmen College Preparatory Academy for Boys PCS, we believe that this can and must change. Statesmen is founded on the core belief that high levels of achievement for male scholars experiencing urban poverty is not just possible, it's what we're here for.

What Statesmen Does

The recipe engaged to accomplish this task may seem complex but has two primary ingredients - high expectations combined with warm, caring and trusting relationships. Given a tight knit crew and a worthy cause, our boys are unstoppable. The vision of Statesmen is that the young male scholars who attend the academy one day lead in communities that they redesign. Always working in pursuit of the values of Relationships, Rigor, Relevance and Resilience, the mission is to create a boy-friendly pedagogy-informed academic environment within which young male scholars are equipped with the academic skills, social competencies, and personal development necessary to navigate life challenges, attend and complete the college of their choice, and return to become the premier agents of social change within and for the communities they serve.

What Makes This Work

Passionate, committed, resilient, focused, self-aware, mature, mission-aligned adults who embody personal and professional efficacy are necessary to carry this work forward. Statesmen is not a place to work. More than that, it is a place to live out a mission, a calling, a design for impact and a desire for legacy. Consider these internal drivers:

- You Do People! You believe that people are better when they are deeply known and unconditionally loved.
- You Do Results! You can't be satisfied with struggling scholars getting "a little bit better."
- You Do Focus! You believe that "Black Lives Matter", that "Brown Lives Matter", that "Boys Lives Matter" and that caring for them doesn't mean not caring for others.
- You Do Not Quit! You may not have all the answers, but you know and believe that all the answers are out there and you will not stop until these young men win.

If that sound like you, welcome to Statesmen. Welcome home!

Who We Need Now

The leadership of the school must maintain a laser like focus on creating and maintaining a College-Going Academic School Culture of Efficacy. With high quality academic instruction and the social-emotional welfare of our adults and young scholars as the primary focus, the Dean of Instruction directly supports the mission of Statesmen Academy for Boys by supporting the content and pedagogy development of the instructional staff and the academic achievement and growth of the scholars - for an assigned grade-band and caseload of scholars.

What You Will Do

The Dean of Instruction will have three primary bodies of work that are designed to support operations at the organizational level as well as at the instructional level.

School Culture

- Work with Senior Leadership to design and execute a College-Going Academic School Culture of Efficacy reflective of Statesmen values
- Model, develop, support and execute an Adult Culture of Self-Awareness and Commitment to On-Going Learning reflective of Statesmen values

Teaching and Learning

- Work with Senior Leadership to design and execute a CCSS Aligned College Readiness Curriculum
- Supervise, develop, support and execute high quality instruction reflective of North Star Strategy
- Identify, import, develop and sustain highly effective instructors and practices

Family and Community

- Work with Senior Leadership to design and execute a Vibrant Culture of Family and Community Inclusion
- Maximize families and communities as a resource in achieving results for young male scholars by way of regular and transparent communication

Who Must You Be

The person best suited for this role is a learning-oriented and inspirational leader with an inclination toward the development of people. You will be a deliberate team builder with a keen ability to leverage strong relationships and social networks as capital in building effectual teacher practice for student results. The best candidates will have an advanced degree, some experience with school leadership within populations of students with significant potential and limited access to prior academic success.

What Will You Get

A home! A family! A place to carry out your personal mission. You will get challenged and you will grow. You will get to rest your head each night knowing that what you did today - mattered.

You will also get a competitive salary (\$65,000 to \$95,000 based on credentials and experience) with generous benefits within a young startup with ample opportunities for advancement. You will get some of the best professional development being offered, access to local, regional and national cohorts of contemporaries doing this work at high levels and opportunities to see and practice cutting edge strategies and techniques that are actually working for young male scholars regardless their backgrounds.

What You Must Do Now

We are deeply committed to equity and diversity and will not discriminate based on race, ethnicity, religion, gender, sexual orientation, disability, age or any other personal or professional status. If Statesmen College Preparatory Academy for Boys PCS sounds like your next home, please do not hesitate to reach out to Shawn Hardnett, CEO and Founder, to make sure that your interest in joining our family is known. He can be reached at shawnhardnett@statesmenboys.org.