



BROOKLYN INDEPENDENT MIDDLE SCHOOL

Principal

[2024 - 2025 SY]

Founded in 2019 by two longtime educators, [Brooklyn Independent](#) was created to reimagine the middle school experience for students, families and staff. We're built to disrupt the NYC education system by offering a much-needed alternative for families searching for an elevated, personalized, diverse education experience for their children. We know kids and families deserve more than what is often offered in the public school system but understand that private school can be unapproachable. At BKI we fill that gap – not with the rigor or traditional structure that has become the norm – but with *care*. **We take an approach to learning that engages each individual student's curiosity, creativity, and humanity because we care to do things differently.**

The Opportunity

It is a very exciting time at BKI! Our leadership team is growing and we are looking for an experienced educational leader to join our team as our first Principal. The Principal will work closely with BKI's Co-Founders to cultivate a thriving student and staff culture focused on joy, belonging and a love of learning. We are looking for a dynamic leader who is excited about joining our team and shaping the direction of Brooklyn Independent and ensuring the success of our growing student body.

In tandem with BKI's co-founders, the Principal will ensure an exceptional day-to-day experience for students instructionally, socially and emotionally. An ideal candidate for this role is an educational leader who has an unwavering commitment to equity work in the education space and the pursuit of student achievement and growth.

Overall Qualifications:

- Unwavering dedication to BKI students and an enthusiasm for middle schoolers unique developmental needs
- An accomplished leader with 6+ years of experience in the classroom; 3+ years in an educational leadership role (Principal, Assistant Principal, Instructional Leader, etc.)
- Experience as part of a founding school community or major school reform effort a plus
- Familiarity with Restorative Practices (Morningside Center Teaching for Teaching Social Responsibility a plus) and passion for building liberatory systems in education
- Ongoing commitment to learning and unlearning as it relates to DEIB and an ability to skillfully lead crucial conversations around race, gender, identity and power

Responsibilities include, but are not limited to, the following:

Supporting and Developing Teachers:

- Working closely with the Dean of Students and Academics and Learning Specialist to develop and coach an experienced and dedicated team
- Observe teachers weekly or bi-weekly to provide insightful feedback around student engagement, culture and learning
- Planning and facilitating weekly or bi-weekly meetings with teachers and BKI staff around culture, lesson planning, student achievement and family communication
- Plan and lead professional development around school-wide goals and cultural/instructional areas of development

Academic Programming and Student Support:

- Collaborate with Co-Founders to oversee the academic programming and consistently learn/unlearn best practices for student engagement and achievement
- Monitor assessments and grades, to respond to students needs across the school with a data-informed approach
- Work closely with the Learning Specialist and Social Worker to monitor and support students well being academically, socially and emotionally
- Ensure the strong and effective communication with parents through multiple channels including individual teacher communication, Google Classroom, weekly newsletters, etc.

Restorative Practices:

- Lead our communities' work with Restorative Practices (founded on Morningside Center for Teaching Social Responsibility) and coaching/developing our communities' fluency in these skills with patience, empathy, care and optimism
- Collaborate with various BKI teams and outside consultants to develop professional learning that fosters an inclusive and equitable learning community
- Hold yourself and our community accountable to our commitment to Restorative Practices to resolve conflict

Additional Programs and Daily Life

- Ensure the strength and effectiveness of school-wide systems
- Coordinate regularly with Co-Founders and Operations Team to ensure smooth operations of the school day
- Participate in daily activities live arrival, dismissal, lunch, recess and whole school moments to build relationships
- Participate in all family events, school tours and other parent-facing and/or admissions programs

Who You Are

Our ideal candidates have an **unwavering commitment to equity work in the education space and the pursuit of student achievement and growth.**

Beyond that, you are:

Committed to Kids: You find joy and fulfillment working with middle schoolers. You pride yourself in knowing individual details about every child in the building and believe that trusting relationships are a crucial component of student achievement. You make time to hear about kids' weekends and never trivialize their feelings. When kids make mistakes, you always assume the best and look for ways to rebuild and repair - not punish.

A Servant Leader: You believe that true leadership is service to a community and is best done through understanding the unique talents, strengths and needs of the people you serve. You recognize the interdependence of a team and realize that trust is demonstrating commitment, openness to feedback and accountability to each of your teammates. When the need to be flexible or adapt arises, it does not interfere with your ability to be successful and stay positive.

A Family Advocate: You deeply believe that family partnership is the bedrock of strong school communities and pride yourself on being a bridge between school and home. You intentionally build relationships with families through frequent positive communication and are proactive to ensure families are the most informed and prepared to support their children during this unique developmental time. You feel confident including families in all aspects of restorative work and run towards signs of conflict with curiosity and compassion.

A Forever Teacher: You love the classroom and are excited by opportunities to teach kids. You approach teaching with a great deal of curiosity and always look for ways to improve your craft and the craft of people you coach. You believe that teaching is the highest calling and relish the opportunity to see classrooms in action. For you, instructional leadership is about collaboration with fellow educators and ensuring every teacher feels celebrated, challenged and supported.

Relentlessly Positive and Optimistic: You have a strong sense of humor and perspective that allows you to approach inevitable conflicts and difficulties with optimism. When faced with a problem, you can make space for the feelings that arise without succumbing to placing blame and always look to find solutions. You have an ability to manage the discomfort that often comes with conflict but believe it builds clarity. This trust in the process allows you to lead with hope.

Dedicated to Relationships: Relationships are an integral part of your professional life. You build community in your classroom, on your team and with families. People might say that this comes naturally to you, but you understand that this is very intentional work that is more than just being a "people person." You acknowledge, value, and celebrate the identities and contributions of your community in all their forms.

Skilled at Communication: You know the importance of listening, asking questions and leading with vulnerability. You prioritize direct, compassionate communication over the absence of tension and seek to channel conflict in positive ways that leads to greater healing and wholeness for the community. You understand the importance of frequent and consistent communication and know that actions speak louder than words.

Interview Process

We want our candidates to KNOW us when they join the team. That is why our interview process is more extensive but it means we can both say “YES!” with confidence:

- Phone screening (30 minutes)
- Performance Task (1 Hour Max - Done Remotely)
- In-Person Interview (3 - 4 hours in-person)
 - Observation of Classes
 - Interview and Role-Plays
 - Student and/or Teacher Conversations
- Interview Follow-Up and References (30 minutes)
- Board Member and/or Family Committee Chat (30 minutes)

Compensation

The starting compensation for this role is between \$120,000 to \$140,000. The starting pay will depend on various factors that may include but are not limited to professional experience, education, training and certifications.

Equity Statement

Brooklyn Independent is an equal opportunity employer and is committed to building a culturally diverse faculty and staff. BKI does not discriminate against any employee or applicant for employment on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, veteran, or military status. We are committed to the inclusion of all qualified individuals in the hiring process. If you require reasonable accommodation(s) to participate in the application or interview process, please contact us deans@bkindependent.org

How to apply

Please complete a short questionnaire and submit a resume at our website - <https://www.bkindependent.org/careers>