

Principal Search 2010



The mission of City Neighbors Hamilton is to provide an extraordinary public school education with high academic achievement for all students. Our ultimate goal for our school is that through project-based learning, arts integration, parental involvement and community outreach, the students leave enlivened, with deep awareness of themselves, their families, and the outside community, and with the capacity to be good citizens.

Who We Are and What We Do

City Neighbors Hamilton is a new K-8 school located in the Northeast section of Baltimore City. The school opened in 2009 with grades K-3 (22 students per grade). It will grow one grade per year until full capacity of 198 students is reached in the fall of 2014. CNH is part of the City Neighbors Foundation and was developed in the model of its founding school, City Neighbors Charter School. (For further information on CNCS, see www.cityneighbors.org.)

Both City Neighbors schools combine eight educational and community elements designed to work together to inspire children and provide an extraordinary public school education with high academic achievement.

1. **Arts-Integration** - We believe in a creative, inquiry-based process of teaching and learning that uses the arts to assist students in understanding and applying skills.
2. **Project-Based Learning** – Our curriculum is based on in-depth investigations of topics driven by student interest and informed by the Voluntary State Curriculum.
3. **Reggio Emilia** – Children are strong, intellectually rich, and possess great potential; therefore we respect children’s creative capacities and individual learning styles by entering into a research partnership intended to stimulate and deepen children’s critical thinking.
4. **Inclusion** – All students, no matter their ability and as much as possible, should be educated in general education classrooms.
5. **A Strong Foundation of Teacher Empowerment** – Teachers are researchers who study their students and enter into educational partnerships with them. They must be routinely encouraged and well equipped for this task.
6. **Parent-school Partnership** – We believe in cooperative governance based on the principles of human dignity, consensus, and freedom; therefore we are structured as a parent/teacher cooperative.
7. **Small School Model** – We value the individual attention students receive and the family feel of a small school culture; therefore both City Neighbors schools are limited to 198 students.
8. **Diversity** – We strive to create an environment that values all people through practices, procedures, curriculum, and relationships.

We believe that, when given a strong structure to support generative thinking, as well as meaningful activities to perform, all children and adults strive for excellence. CNH will grow to become a model of progressive, urban education.

In our small-school model, that is purposefully light in administration, the Principal of CNH is the only administrator in the school structure. He/she is supported by an Office Administrator and works in close partnership with a working Board of Directors. Each member of the Board of Directors has an assigned volunteer support role in the school. This unique system of cooperative governance enhances the school culture, empowers the teacher, and brings the school together as a community.

Because the culture of CNH is unique, the incoming principal will work in on-going partnership with and under the mentorship of the City Neighbors Academic Director and Executive Director. This relationship is designed to empower the new principal and help him/her successfully assimilate into the City Neighbors model and vision.

CNH is one school within the City Neighbors Foundation. Therefore, the principal of CNH will work in collaboration with the principal of City Neighbors Charter School (opened in 2005), City Neighbors High School (to be opened in 2010), and the Executive Director and Academic Director of City Neighbors Inc.



Skills and Experience Required

- Eligibility for Maryland Administrative Certification
- A demonstrated ability to create strong relationships with students and their families
- A demonstrated commitment to arts integration and project-based learning
- An understanding of Reggio Emilia and how its principles could inform K-8 education
- A demonstrated commitment to supporting and empowering teachers
- Commitment to the principles of distributed leadership
- Demonstrated efficacy in building partnerships with parents
- An understanding of charter schools and their intended role in the public school system
- Innovative thinking
- A demonstrated commitment to their own growth and learning
- A demonstrated commitment to honoring diversity in all its forms
- A demonstrated pattern of listening
- A demonstrated balance between great flexibility and great organization
- A demonstrated ability to manage and carry out administrative processes and procedures
- Deep compassion and care for all members of the community

The Application Process

To apply for the job of Principal of City Neighbors Hamilton, please submit the following information:

- Resume
- Cover Letter
- Questionnaire (see final page)
- A List of at Least Four References

All requested documents can be sent, via e-mail attachment/s, to sking@cityneighborshamilton.org or they can be sent direct mail to:

Principal Search
City Neighbors Hamilton
5609 Sefton Avenue
Baltimore, MD 21214

The information will be reviewed by a teacher/parent committee. Selected applicants will be invited to participate in a phone interview. Final applicants will be asked to complete an extended second personal interview, which will include meetings with representatives from all community stakeholders.

All questions or requests for more information should be directed to City Neighbors Executive Director, Bobbi Macdonald at bmacdonald@cityneighbors.org or City Neighbors Academic Director, Mike Chalupa at mchalupa@cityneighbors.org.



Principal Applicant Questionnaire

On a separate sheet of paper, please address each of the following:

1. What has attracted you to the position?
2. *“City Neighbors Hamilton is an arts-integrated, project-based, Reggio-Emilia inspired school. Our small-school model, with a strong commitment to inclusion and diversity, strives to create a model community right here in urban Baltimore City.”*

From the above quote, please remark on the piece or pieces that most speak to you.

3. In four sentences or less, explain your leadership style.
4. In your opinion, what is the ideal role for parents/guardians in a school setting?
5. Share your perspective on charter schools and their place in the public school system.