



JOB SPECIFICATION

ORGANIZATION: Democracy Prep Public Schools
POSITION: Regional Superintendent, Nevada
LOCATION: Las Vegas, NV
REPORTS TO: Chief Schools Officer

Background

Founded in 2005, Democracy Prep Public Schools currently operates 18 high-performing schools in New York, Las Vegas, and San Antonio, educating 5,600 citizen-scholars. Democracy Prep’s mission is to educate responsible citizen-scholars for success in the college of their choice and for lives of active citizenship. In close partnership with families, Democracy Prep empowers young people with the skills and values to flourish as community leaders who will strengthen the American democracy and change the world. With an unwavering focus on college and career prep, Democracy Prep schools offer a safe, joyful, caring, and structured environment so students are ready to learn. Democracy Prep students attend academic classes for 8 hours per day, 190 days per year, gaining more than 6 years of education time than the average school—plus tutoring and summer learning opportunities for students who need even more time. Democracy Prep schools embed cultural relevance and rigor into their curricula and ensure texts reflect students’ experiences while exposing them to the wider world. All schools across the network additionally support students on their path to college and career readiness, which has resulted in strong outcomes for college persistence. 87% of Democracy Prep graduates are currently enrolled in college and 70% remain enrolled for a second year.

In 2001, the Andre Agassi Foundation for Education opened the Andre Agassi College Preparatory Academy (Agassi Prep), a public charter school aiming to provide children in Historic West Las Vegas with a first-class K-12 education to prepare them for excellence in college and beyond. Agassi Prep launched as the first realization of Agassi’s vision to improve education in Nevada. In 2017, Democracy Prep took over operations of the charter, bringing a tested academic model, track record of student achievement results, and additional organizational resources to bear to build on Agassi Prep’s legacy. Democracy Prep at the Agassi Campus (DPAC) now serves over 1250 students in grades K-12. DPAC’s elementary, middle, and high school offers a rigorous, college preparatory instructional program with a full complement of arts, athletics, career, and civic education to an incredibly supportive community of Las Vegas families. 90% of DPAC seniors have been accepted to college. While the high school recently faced closure due to financial and enrollment-related challenges, DPAC’s high school will remain open as a result of community support and additional funding from the Andre Agassi Foundation for Education. Democracy Prep will continue to focus on driving strong academic results at all three DPAC schools and look for opportunities to expand its footprint in Nevada over time.

For more information about Democracy Prep, please visit their [website](#).

Opportunity

Democracy Prep seeks a Regional Superintendent to lead the Nevada region (which currently includes an elementary school, a middle school, and a high school at DPAC) and ensure that DPAC continues to play a central role in the Historic Westside community of Las Vegas. The Regional Superintendent’s call to action is threefold:

- Fully understand their local context, and use this understanding to apply and adapt the Democracy Prep model to best serve the needs of the region;
- Reinforce Democracy Prep’s overall strategic priorities;
- Ensure Democracy Prep scholars receive a rigorous, safe, and structured learning environment.



The Regional Superintendent will lead DPAC to accomplish the following key priorities:

- Significantly improve student academic outcomes across K-12; specifically move all three schools to a 5-star rating over the next three years;
- Inspire, motivate, manage, develop, and retain a high performing team to achieve a common vision;
- Re-invest stakeholders in the mission, vision, and goals of DPAC to ensure the organization's value proposition is compelling so that it can continue to thrive in the community.

The Regional Superintendent reports directly to Democracy Prep's Chief Schools Officer, who sits on the organization's Senior Leadership Team. The Regional Superintendent will also work in active partnership with Democracy Prep's network leadership team (including leaders in the areas of academics, finance, operations, HR, and fundraising), DPAC's local advisory board, and community supporters. Through collaboration with and direct management of the DPAC leadership team, including school principals and leaders in culture and school operations, the Regional Superintendent will ensure that DPAC delivers on its promise to provide students and families with the highest quality education possible.

The ideal candidate is an entrepreneurial champion for children who embraces challenges, thrives in ambiguity, is deeply committed to (or can quickly immerse themselves in) the Las Vegas education community, and will show up as a credible, visible leader of the organization.

Responsibilities

Organizational Leadership

- Manage and evaluate the operation and functioning of DPAC schools consistent with Democracy Prep's philosophy, mission, values, and goals and the expectations set out by the charter;
- Ensure DPAC programs, policies, systems, and services are rigorous, high-quality and in alignment with Democracy Prep Schools and local needs;
- Set clear academic, operational, talent, enrollment, and financial goals and priorities in collaboration with Democracy Prep network leaders and DPAC leaders;
- Develop and maintain a strong working relationship with DPAC's local Advisory Board, charter authorizer, and network leaders.

Team Management

- Develop, coach, and retain a high-performing DPAC leadership team, managing them to achieve ambitious goals;
- Clarify leadership team roles and responsibilities, and create strong collaborative systems/structure locally and with network leadership;
- Foster an inclusive, collaborative, and accountable adult culture where everyone is focused on student success and growth;
- Create and execute strategies to improve teacher and staff retention;
- Strategize, develop, and implement plans for staff and leadership development.

External Partnership, Engagement, and Sustainability

- Externally champion the vision, mission, goals, and values of DPAC, including speaking publicly and communicating widely about the work and accomplishments of the organization;
- Create and execute strategies to increase student enrollment and limit student attrition;
- Rebuild trust and expand partnerships in the local community, including working with key education leaders, government officials, and community-based organizations;
- In collaboration with network finance leaders, ensure that DPAC has a sustainable long-term financial plan;



manage the organizational budget of approximately \$18 MM while laying the groundwork to increase funding opportunities over time; maintain charter, legal, and regulatory compliance.

Qualifications

The ideal Regional Superintendent candidate will bring the following experiences, skills, and mindset/values:

Experience

- At least ten years of professional experience, including a track record leading a school or school network to achieve ambitious student achievement goals;
- Experience teaching and leading at a high performing charter or district elementary, middle, and/or high school with a student population similar to the communities DPAC serves preferred;
- Experience successfully managing, developing, and supporting inclusive, high-performing, diverse teams through layers;
- Experience building and stewarding external partnerships and serving as the face of an organization a plus;
- Experience overseeing a large organizational budget preferred; experience making strategic financial decisions required;
- Experience successfully working with boards and/or network organizations a plus;
- Connection to and/or understanding of the Las Vegas/Nevada educational landscape a plus; commitment to driving educational equity in Nevada required;
- A bachelor's degree from an accredited, four-year university required, advanced degree or equivalent preferred.

Skills

- Ability to collaborate with stakeholders to identify shared priorities with clear metrics for success, and lead a team to execute the plan to accomplish these priorities;
- Superior relationship management and communication skills; the ability to engage and inspire a diverse set of stakeholders internally and externally.

Mindset/Values

- Unwavering belief that all students can succeed; unapologetic about holding a high bar for student outcomes;
- Alignment with the mission and vision of Democracy Prep and an appreciation for the organization's history and legacy in Las Vegas;
- A deep-seated commitment to leading with authenticity, integrity, and transparency;
- Collaborative and accessible leadership style; present and engaged leader;
- Evidence of well-developed emotional intelligence, humility, growth mindset, and receptiveness to feedback.

Compensation and Application

The salary range for this position is \$160,000 to \$190,000 annually, commensurate with experience. Democracy Prep employees are provided with a comprehensive benefits package and the necessary technology and resources to succeed, including health insurance, retirement plan options, and relocation support.

Democracy Prep is an Equal Opportunity Employer and will not discriminate against an applicant or employee on the basis of race, color, religion, creed, national origin, or ancestry, sex, age, physical or mental disability, pregnancy, veteran or military status, genetic information, sexual orientation, gender identity or expression, marital status, familial status, domestic violence victim status, or any other legally recognized protected basis under federal, state or local laws, regulations or ordinances. Democracy Prep strongly encourages candidates of all backgrounds to apply.



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To apply, please email your resume to Jobs@k12searchgroup.com with a subject line of “Democracy Prep Regional Superintendent, Nevada.”

Initial Application Deadline: Midnight PST on April 12, 2024.