



Advanced Math and Science Academy Seeks Executive Director

About the School

Founded in 2005, [Advanced Math and Science Academy \("AMSA"\)](#) is a seven-year, comprehensive, regional public charter school, educating students in grades 6-12. While preference in admission is given to families from AMSA's core towns of Clinton, Hudson, Marlborough, and Maynard, students travel to AMSA from more than thirty different communities.

AMSA's goal is to bring quality education, typically available only at exclusive private or exam schools, to an all-inclusive public-school setting. AMSA's teaching model is centered on providing a rigorous college-oriented education for all students, with challenging abstract learning beginning in middle school. AMSA believes that children of diverse backgrounds with a wide range of abilities can achieve a world-class education if given the opportunity to apply themselves diligently. Today, AMSA is ranked the #2 public high school in Massachusetts (US News & World Report), and its students regularly excel on standardized and AP tests – not only in math and science, but also in humanities.

The school is committed to the [AMSA Way](#), which is centered around three core values: integrity, excellence, and community:

- Model Integrity by being truthful in our work and caring in our relationships with people.
- Pursue Your Excellence by embracing the joy of learning, by being curious, by working hard, by persevering in the face of obstacles, by embracing creativity and innovation, and by constantly striving to improve. Reach for the stars!
- Foster Community by being good citizens, by helping others, by appreciating and celebrating diversity, and by collaborating kindly and supportively.

AMSA, located Marlborough, MA, currently educates 966 students, employs 144 staff members, and has an annual operating budget of approximately \$21 million. The school is overseen by a 12-member volunteer board of trustees, comprised of parents and community leaders.

About the Transition

AMSA has been very well-led for three years by Ellen Linzey, its current Executive Director, who will step down from that role effective June 30, 2023. For at least a year, Ellen will serve as the Director of Capital Projects reporting directly to the board of trustees with the responsibility for completing AMSA's new building project and the associated capital fundraising campaign. She will have no day-to-day operating oversight of the school, which will be the sole responsibility of the new Executive Director. AMSA has a history of former administrative leaders remaining with the school, so Anders Lewis, who currently serves as the Assistant Executive Director, will vacate that position at the end of the school year, returning to teaching full-time in the history department next academic year. The preferred start date for the new Executive Director is July 1, 2023.

The Opportunity

The Executive Director will have the opportunity to lead a prominent charter public school that has been recognized as the #2 Best High School in the State. As the Executive Director strives to deepen and broaden AMSA's mission into the future, the new leader will benefit from the strong foundational work completed by

previous leadership, which includes the ongoing construction of a new campus building with the necessary financial support; well-established trust amongst the entire AMSA community, inclusive of parents, teachers, stakeholders, and supporters; and a collaborative and accomplished faculty as well as a team of experienced and dedicated administrators.

In addition to effectively and efficiently overseeing all ongoing operations, high priorities for the Executive Director include:

- Providing leadership, direction, and oversight to a senior leadership team, comprised of the Principal, Director of Finance and Operations, and the Director of Accountability, who collectively manage all school operations.
- Nurturing and sustaining a work environment that is collaborative and inclusive, one which seeks the input and perspective of the entire school community and honors and values diverse opinions.
- Providing informed guidance and insight to the school's academic leaders to influence instruction, maximize student achievement, build a cohesive school culture, and implement AMSA's vision with fidelity.
- Collaborating with the entire school community to strike the appropriate balance between academic achievement and the care and nurturing of whole child development.
- Clarifying decision making, improving efficiencies, and ensuring equitable distribution of workload.
- Providing support to the board as it grows its capacity and improves its governance effectiveness.
- Cultivating, sustaining, and growing external relationships with partners, corporations, sponsors, and funders, growing the number of those who want to contribute to AMSA's success.
- Staying abreast and understanding critical trends and issues of the charter sector which could impact AMSA's long-term health.

Profile of the Ideal Candidate

Desired Credentials:

- Passion for and commitment to AMSA's mission, vision, and educational model.
- A minimum of five years of educational leadership, or equivalent experience, along with prior teaching experience.
- Advanced degree in education desired.
- Understanding of and experience in the charter public school sector is highly desired.

Skills and Attributes:

Commitment to AMSA Model and Culture

- Understanding, belief in, and willingness to remain faithful to AMSA's founding vision and to adapt to the school's model.
- Commitment to high expectations and a rigorous academic program that challenges AMSA's students.
- Able to inform the school's goal to integrate whole child development with rigorous academic expectations.
- Able to incorporate strategic vision and innovative ideas within an established and extraordinarily successful school.
- Commitment to meeting the individual needs of each student.

Collaborative and Empowering Manager of People and Culture

- Empathetic, humble, self-aware, inquisitive, and humanistic leader who is an active listener able to relate to and value the diverse experiences and opinions of all members of the AMSA community.

- High emotional intelligence with the ability to build and sustain an inclusive community and culture where collaboration and transparency are valued over formal authority and top-down decision-making.
- Committed to ensuring that administrative leadership seeks advice from an experienced corps of teachers to inform the academic program, curriculum, and instruction.
- Able to work in partnership with the school's union to create a strong and supportive work environment and to deliver the best program for AMSA's students.
- Inspired to and skilled at engaging parents to increase their involvement with AMSA to support the school and their students' education.

Educational Leadership

- Experience leading a school or educational organization of similar scale and size in terms of students, staff, and budget.
- Understanding of charter school governance and AMSA's place in the educational landscape, regionally and statewide.
- Ability to influence, advise, and coach academic and/or instructional leaders and to inform practice to maximize student achievement.
- Executive experience managing and supporting a senior leadership team with the ability to analyze and inform organizational structure and reporting relationships.
- Prior teaching experience with an understanding of the role of a teacher and classroom management.

Decisive and Accountable Leadership

- Able to bring strategic leadership and informed change to the school within the parameters of the school's founding vision.
- Decisive leader who is assured, yet humble, and willing to solicit and consider the views of the school's many stakeholders.
- Wisdom to know when to step up and step back, with the confidence to make an informed decision.
- Able to hold self and others to high levels of accountability and address underperformance when necessary.
- Prior experience maximizing the potential of a board of trustees in support of the school's mission.

Excellent Communicator and Networker

- Able to serve effectively as AMSA's primary external representative.
- Excellent communication skills to present the school's vision and successes to prospective parents, funders, partners, sponsors, the media, and the public.
- Willingness to be a tireless advocate for the school, its students, and families.
- Able to build trust and foster respectful communications and engage in difficult conversations that reach resolution.
- Experience raising philanthropic funds to supplement AMSA's delivery of a robust educational model.

Application Guidelines

This is a full-time, salaried, exempt position with a very starting salary range of \$160,000 to \$185,000. AMSA also offers a comprehensive benefits package. AMSA is an equal opportunity employer and does not discriminate based on race, color, age, religion, sex, national origin, disability, or sexual orientation.

Candidates should include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of AMSA. Applications will be accepted until the position has been filled. Submit required documents at: <https://eostransitions.applicantpool.com/jobs/>

Eos Transition Partners consultant John Tarvin is conducting this executive search. All submissions will be acknowledged and are confidential, and any questions must be submitted to John at: jtarkin@eostransitions.com.