

## Charter School Director

### Job Description:

The Bdote Learning Center Director will demonstrate the mindsets and commitment that high-performing school leaders must possess including an urgent focus on results, commitment to data-driven decision-making, a whatever it takes mindset, and belief that every child can learn. The Director role requires a deep personal responsibility on the part of the leader for the school's academic success and operational integrity as an indigenous language immersion school.

The Bdote Learning Center Director will report directly to the Bdote Board of Directors. They will be responsible for the overall performance, organizational management, school culture, and achievement of all goals and measures in the school's contract with the authorizer and its compact with the community. All instructional and academic support staff will report directly to the Director. The Director and Board share responsibility for the school's long-term viability.

### Responsibilities:

1. Set and meet academic and language fluency goals of the school
2. Create and implement teacher professional development and evaluation plans and strategies
3. Effectively manage the resources of the school in pursuit of student success
4. Communicate with stakeholders regarding Bdote operations and results
5. Promote Bdote within the education community and to the broader public
6. Protect and maintain the fidelity to the Bdote school vision, mission, and education model
7. Serve as point of contact for staff, student, and family complaints and issues regarding school policies

### Qualifications:

- Strong organizational skills; careful attention to detail and follow-through
- Strong analytical and problem-solving skills
- Strong communication and negotiating skills
- Ability to lead a team
- Exceptional ability to bridge and enhance cooperative working relationships
- Ability to create, monitor, and maintain systems that enhance organizational efficiency
- Passion for student academic success and indigenous language revitalization

### Required Mindsets:

- **Urgent Focus on Results:** The school leader must maintain a relentless focus on high student performance as measured by standardized tests, portfolios, and other authentic measures. The school leader must also understand the nature of how immersion educational systems often do not align with evaluative and informative measures that are meant for and created for English only schools.
- **Commitment to Data-Driven Decision Making:** The school leader commits to fact-based decision making at every level of their school's operations, including collecting, analyzing, and interpreting sound data as they make instructional, staffing, budgeting, and programmatic decisions for the school.
- **Whatever it Takes Orientation:** The school leader believes and models that it is neither appropriate nor correct to blame poverty, family challenges, or any other external conditions for their students' poor academic results or the presence of a damaging school culture in their building.
- **Every Child Can Learn Mindset:** The school leader will have extremely high academic and cultural expectations for all students regardless of their race or socio-economic background. They expect that all

their students will be on track to apply and be accepted into college upon high school graduation and/or have the skills to determine their own future.

**Minimum Education Level:** Master's Degree in Education, Doctorate preferred.

**Background and Experience:**

- Teaching license required; Administrative license preferred
- A minimum of 5 years of successful experience in a school leadership position; charter school experience preferred
- Knowledge of and experience working with the American Indian community
- Expertise in language immersion instruction preferred
- Familiarity with the Dakota or Ojibwe language
- Experience and expertise in the hiring and supervision of staff
- Experience and expertise in board development
- Demonstrated experience establishing and nurturing partnerships
- Prior successful experience managing a school budget
- Excellent verbal and written communications skills and knowledge and facility with various computer applications including MS Word, Excel, and PowerPoint

**Compensation:** A competitive compensation package including health benefits, paid leave, and retirement contribution

**To Apply:** Send cover letter outlining your qualifications, commitment to language immersion, and passion for our language revitalization mission, references, and resume to the following e-mail address: [info@bdote.org](mailto:info@bdote.org)  
Applications accepted until position filled. **Preference given to applications received before March 31, 2021.**

Bdote Learning Center is a K-8th Grade Ojibwe and Dakota language immersion charter school that opened in Minneapolis, Minnesota in the fall of 2014. The mission of Bdote Learning Center is to develop culturally aware, successful, high performing students by providing them with an academically rigorous education that is place-based and rooted in the language and cultures of indigenous people. A goal of the school is to expand to serve high school students in the future.

Bdote is committed to unleashing the brilliance in every student, but especially those students from groups that have historically been failed by the education system. Toward this end, the school has incorporated many innovative features designed to enhance student learning, and build strong connections with families and the community including the following:

- ✓ Students receive 90% of academic instruction in Ojibwe or Dakota languages
- ✓ School envisioned, developed, and governed by American Indian community members
- ✓ Experiential, interdisciplinary learning opportunities
- ✓ Individual learning plan for every student focused on postsecondary preparation and language fluency
- ✓ Educational compact signed with every family
- ✓ Year round, extended-day school calendar
- ✓ Place-based education that immerses students in learning through the local history, culture, geography, environment, and people of the area and provides learning beyond the walls of the school
- ✓ Flexible scheduling including days of core instruction followed by intercessions to provide opportunities for enrichment and remediation

- ✓ Active and engaged community partners to extend and broaden learning opportunities for students
- ✓ Ojibwe and Dakota Language tables for parents and school staff.

**Bdote's Vision:** All students will develop a love of lifelong learning, language and cultural fluency, the skills and education to determine their own future, and a commitment to give back to family, community, and nation.

**Bdote's Mission:** To develop culturally aware, successful, high-performing students by providing them with an academically rigorous education that is place-based and rooted in the languages and cultures of indigenous peoples.

***As an equal opportunity employer, we hire without consideration of race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status, or disability.***

