



Hyde Leadership Charter School
Executive Director
Bronx, NY





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About Hyde Leadership Charter School

Hyde Leadership Charter School is the only K-12 college-preparatory school serving students and families in the Hunts Point section of the South Bronx, in one of the highest-risk communities for children in New York City. With its Family-Based Character Education Model, on average 90% of Hyde's students graduate from high school every year preparing them for college and for life.

Hyde's mission is to develop the deeper character and unique potential of each student. Hyde strives to unite students, families and teachers in helping each child achieve his or her best. Rigorous learning attitudes, leadership skills, and social conscience lay the foundation for success in college and fulfillment in life.

The Hyde approach is unlike any other. Hyde believes that all children, regardless of their neighborhood, race, or income, are gifted with special talents to offer the world, and that school is a place for students to develop the skills and mindsets needed to become their best selves. The teachers and administrators actively seek to build relationships with families and see parents as partners in Hyde's mission to develop the unique potential of each student. They are firm in asserting that human beings are more complex than data points, and that the fulfillment of a person's life correlates not simply to test scores, but even more so to their relationship with others and the content of a person's character.

Using its Family-Based Character Education Model, Hyde focuses on helping students develop their character and the skills they need for life through academics, self-discovery, and family involvement. This distinct model is guided by their K-12 character program, including the Hyde Words and Principles.

Community partnerships are essential to Hyde in both philosophy and practice. The Hunts Point neighborhood has several high-quality education organizations, and Hyde is committed to strengthening those relationships to support both students and their families. The collaboration with community partners provides additional resources and learning opportunities for their students and supports student engagement and growth.

With a focus designed to challenge, engage, develop and support lifelong learning at every classroom level, students are encouraged by teachers and peers to go after their best. Hyde's curriculum and learning structures cultivate curiosity and ultimately prepare students for independence and the rigors of their education.

For more information on Hyde Leadership Charter Schools please visit www.hydebronxny.org.



The Opportunity

The Hyde Leadership Charter School Executive Director (ED) role is an exciting opportunity for an experienced leader in education who brings a track record of success within schools and a deep commitment to the power of character education and changing lives. Reporting to the Board of Trustees, the ED will have proven experience across key internal and external functions including but not limited to: team leadership, operations across three schools, fundraising, change management and deep expertise in building relationships with a variety of stakeholders, all with a lens of diversity, equity, inclusion and anti-racism. This leader will recognize the tremendous opportunity to further elevate Hyde's distinctions in the NYC Charter landscape while leading a well-established, cohesive school environment for families and to continue positioning itself as an educational leader and community resource in Hunts Point.

Internally, the ED will set bold and ambitious goals, motivate and retain talented teachers and staff and maintain excellence with Hyde's character education model. The ED will work to develop strong relationships with all teams across elementary, middle and high school divisions to continue to amplify Hyde's "one school" mantra. The ED will adapt and innovate to best strengthen student outcomes while also meeting the professional growth of the teachers, the engagement with families, and the partnerships with community organizations in Hunts Point.

Externally, the ED will embrace the opportunity to serve as an advocate and thought leader as well as the chief communicator and ambassador for Hyde Leadership Charter School in order to elevate the school's profile with prospective and current families, prospective and current staff, community organizations, and prospective and current supporters. The ED will inspire, broaden and deepen relationships with students, parents, donors, and other key stakeholders and community members while ambitiously seeking to improve student outcomes to demonstrate the lasting value of Hyde's mission, vision, strategy and brand.

One of the most necessary and unique requirements of this leader is the focus on personal development and growth as an individual and a member of the Hyde community. In the same way that Hyde encourages a continuous process of personal development and accountability in students, this leader will model that behavior through openness and vulnerability to feedback on one's character grounded in Hyde's five words – Integrity, Curiosity, Concern, Leadership, and Courage.

Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Seasoned Leader and Manager

The Hyde ED is an experienced leader who develops and supports team members throughout the school community and who deepens functional expertise as well as personal professional development in all team members. The successful candidate will create and champion effective internal processes characterized by transparent decision-making, coordination among teams, and an inclusive work environment. They will use data to measure impact, inform decisions, and advance the work of Hyde. The ED will also be an external champion for Hyde working in partnership with the Board to promote and enhance the brand of Hyde within Hunt's Point and the NYC education community.

Diversity Equity and Inclusion

The ED possesses a deep personal and professional commitment to anti-racism, belonging and inclusion. The ED will have experience creating space for staff to connect about diversity, equity, inclusion and anti-racism topics while also holding space for individuals as they share experiences, vulnerabilities and perspectives. The ED is comfortable challenging and educating both internal and external stakeholders on DEI practices and methodologies while simultaneously serving as a thought leader and champion for



the importance and value of a diverse, equitable, inclusive, anti-racist school environment. The ED will lead the ongoing enhancement of organizational culture to ensure a safe, inclusive and emotionally supportive environment for all.

Cultural Competence

The successful person in this role will have strong observational skills combined with empathic depth. These cultural competencies would manifest in an ability to notice and understand the perceptions, concerns and insights of internal constituents and external stakeholders. They recognize and respect the different cultural environments and practices of students, families, staff and the Hyde community. This person leads with sensitivity, self-awareness, and emotional intelligence as they consistently center the impact of Hyde to its students and families in all decisions and initiatives. The ED will have a hyper-awareness of culture and environment across the larger school and community combined with a healing approach to cultural challenges and changes that serves as an accelerant and amplifier of the mission.

Education Experience

While the ED will lead the administration of Hyde, they consider themselves to always be an educator first. The successful candidate will have a successful track record in an educational environment like Hyde – a secondary educational environment in an urban setting serving primarily children of color and their families. They possess a deep understanding of character education in a school environment and have the ability to understand and prioritize the differing needs of teachers, staff, students, parents and the community. This educator and administrator is a lifelong learner who brings a learning-centered approach to their work.

Relationship and Stakeholder Management

With success as a hands-on and collaborative leader, the ED serves as a thought partner to the constituents across the Hyde community. With an approachable, accessible style, the ED will be a natural relationship-builder with the ability to develop, enhance, and sustain productive relationships with stakeholders from different backgrounds spanning the Hunts Point community. They have the ability to embrace Hyde's culture while continually enhancing it through learning from the many stakeholders within the Hyde community. The ED will be an empathic leader and an individual of unquestioned integrity, ethics and values, who has a passion for what an effective family-focused school can do for individuals and communities.

Superior Communication Skills

The ED is a confident, influential and effective communicator with the ability to work across all levels of the school with a high degree of competence. They are a charismatic, high-energy visionary who can convey organizational, programmatic and mission-oriented objectives across various audiences both internally and externally. The ED is an exceptional presenter, facilitator, and communicator with strong interpersonal skills and a natural ability to convey Hyde's priorities in a way that builds trust and galvanizes support. Possessing an inherent ability to listen, think, and respond effectively to a variety of inquiries and challenges, the ED will be able to remain firm and steady in delicate situations and also in high-level strategic discussion. A strong preference is given to candidates who are fluent in Spanish as well as English.



Contact

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Christy Farrell is leading this search. To make recommendations or to express your interest in this role please visit this link [here](#) or email cfarrell@koyapartners.com. All nominations, inquiries, and discussions will be considered strictly confidential.

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Hyde Leadership Charter School is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+, and other underrepresented applicants.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Leadership Partners, visit www.koyapartners.com.