

*An Invitation to Apply for the Position of
Superintendent & CEO*



*The Gold Standard in
Virtual Education*

THE POSITION



The Board of Directors of **Compass Charter Schools**, headquartered in **Thousand Oaks, California**, is seeking a highly qualified, educational leader to serve as **Superintendent & CEO**. The Board wishes to have the successful candidate assume the responsibilities of the position in **January 2023**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Directors in identifying and screening the candidates.

Enrollment: 2,677

Central Office Location: 40 miles west of Los Angeles

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership.

The Compass Charter Schools Board of Directors are seeking a Superintendent & CEO who has successful experience leading a creative and innovative learning organization and embodies the following characteristics:

- Is an active listener, a skilled creative, persistent, an innovative problem solver, and leader who is able and willing to admit mistakes.
- Approachable, with clear, effective, and precise communication.
- A thoughtful, well planned, visionary, and inspirational leader that is aligned with the Compass mission, vision, values, our Blueprint for Success and has the ability to develop strong professional relationships and will promote and nurture the Compass Family spirit.
- A reflective leader who has the ability to support others to achieve their highest potential, whose actions inspire loyalty and longevity among staff.
- An equity-oriented leader who understands the landscape of public charter schools and personalized learning.
- Knowledge of the California Education Code, instructional best practices in a personalized learning model, school finance, school law, and basic functions of a public charter school.
- Has a high level of Integrity and a proven ability to make tough decisions to keep scholars first during all decision making.
- Is fiscally responsible and a leader who maintains high standards for all.
- Willing to give a long-term commitment to Compass.

THE DISTRICT

Compass Charter Schools (Compass) is one of California's leading WASC-accredited virtual charter schools of choice.

Compass exceeds expectations for how education can be taught through personalized virtual learning. Forming deep partnerships with teachers, scholars, and families, Compass responds to each scholar's unique needs, dreams, and backgrounds while preparing them to successfully pursue their goals after graduation. In partnership with families and a dynamic staff, Compass brings a variety of teaching experiences, learning styles, and wrap-around supports to equitably serve California scholars along their educational journey.

We believe every scholar has the potential to thrive and be successful if they are supported in the right environment. We encourage a personalized approach where scholars are seen for who they are and can choose their best educational path to find academic success. We believe every scholar, family, and staff member is an important stakeholder and is welcomed, appreciated, and heard as part of charting their course through Compass.

What do we do at Compass?

- **We intentionally match scholars and families with virtual, at-home, and in-person learning programs that support their lifestyle and vision for success**
- **We provide coordinated academic, social emotional, and college & career readiness support**
- **We hire passionate and knowledgeable staff, inspire collaboration, and encourage professional learning**
- **We continuously improve our personalized learning models and influence a more individualized approach to learning throughout the education sector**

How is this done?

- **By acknowledging scholars' lived realities to appropriately engage, challenge, and prepare them to lead fulfilling lives**
- **By coaching families through their challenges and goals and offering trainings on personalized education**
- **By connecting and equipping counselors, educators, and families to thoroughly understand scholars' needs and deliver individualized supports**
- **By investing in resources to support professional growth and building trust among staff**
- **By monitoring new trends, capturing best practices across Compass programs, and creating opportunities to share knowledge back to the field**

We support and celebrate many paths to personal fulfillment. Upon graduation, scholars have the foundational knowledge, motivation, and abilities to successfully progress to the next stage of their journey – be that through entry into a career, additional training and service, entrepreneurship, or further education at a college or university. Graduates and their families are proud of their achievements and recognize the positive impact the Compass community had on their confidence, sense of pride, and self-awareness.

Long term, Compass alumni are independent thinkers with the capability to forge their own path. They understand what's essential to their continued personal growth and possess the skills and values to not only become, but maintain being productive, contributing members of their communities.

BOARD OF DIRECTORS

The Board of Directors consists of six members, elected to serve three-year terms.

The incumbency of the members ranges from newly elected to two years.

Name	Years Served
Mr. Thomas Arnett	2 years
Mrs. Therese Christopher	1 year
Ms. Samantha Herrod	Newly Elected
Dr. Isaac Olvera	Newly Elected
Mrs. Lainie Rowell	1 year
Dr. William Stinde	Newly Elected

MISSION STATEMENT

Our mission is to inspire and develop innovative, creative, self-directed learners, one scholar at a time.

DISTRICT WEBSITE

www.compasscharters.org



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APPLICATION

available at

www.macnjake.com



An application for Superintendent & CEO should include:

- ♦ A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- ♦ A current résumé.
- ♦ A completed application form.
- ♦ Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so will eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district or place of employment of the candidate, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

- ♦ Closing date for applications: **October 19, 2022**
- ♦ Board of Directors selects finalists to interview: **About November 9, 2022**
- ♦ Interviews with the Board of Directors: **Week of November 14, 2022**
- ♦ Selection of new Superintendent/CEO: **December 3, 2022**
- ♦ Start date: **January 2023**

The Compass Charter Schools is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin, or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.