



Director of Student Support at Independence Charter School West (ICS West)

The Organization

Who We Are

- ICS West exists to equip and empower global citizens, so that our communities are united. Our students are becoming the leaders who will bring a divided world back together, and as a team, it is our responsibility to give them everything they need to do so.
- We believe that every student, with no exception, can achieve at the highest level, and our Big Goal reflects this - within the next two years, we will ensure that every student is at or above grade level in all subject areas. Right now, many of our students are not at this level. Supporting them in getting there is the focus of everything we do as a team.
- We believe deeply in being an open enrollment, neighborhood public school, with the responsibility to meet the needs of every student who enrolls, with no exception. Special education students currently make up 23% of our student population.
- Finally, we believe that being a cohesive team is the way to realize our vision. Building trust with each other enables us to honor the unique perspectives that every team member brings, talk candidly about these perspectives as we commit to decisions, and hold each other accountable for the results our students deserve.

Fast Facts

- Founded in 2016
- Serving 700 students in grades K-7 in the 20-21 school year, and growing to K-8 in 21-22
- 85 team members and growing
- All students are taught Spanish starting in Kindergarten
- Located in the Kingsessing neighborhood of Southwest Philadelphia
- We have recently purchased our four-building school campus

The Position

Your Job

- In this new role, you will lead our Special Education team, Counselors, and Student Support Specialists in creating a vision for supporting our students with special needs of



- all types, so they can make the academic growth necessary in all subject areas to be at or above grade level within the next two years (by the end of the 21-22 school year), or within the timeline set out in their IEPs (ideally within the next two years).
- You will work with our Principal to become an expert in all aspects of instructional leadership, especially coaching of teachers, ensuring that every special needs student in every classroom is working and thinking at an appropriately rigorous level, all the time.
- You will work with our Principal, Special Education team, and Content Specialists to design our curriculum and instruction plan for all special needs students, ensuring seamless integration with our overall curriculum and instruction plan.
- You will lead the creation of our new student support program, including a school-wide multi-tiered system of supports (MTSS), moving ICS West from a school that reacts to our students' social and emotional needs, to a school that sees our students and adults as part of the same team, with a comprehensive system of social and emotional supports for all team members, driven by what we all believe and value.

Your Teams

- You will lead the new Student Support team consisting of yourself, the Supervisor of Special Education, Special Education teachers and assistants, Counselors, Student Support Specialists, and ELL teacher.
- Your team is supported by our Principal, Assistant Principals, Content Specialists, Instructional Coach, Operations Manager and team, and CEO.
- You will be a member of our leadership team.
- You will also be part of the team composed of the entire staff of the school, meeting weekly to celebrate each other for living our values and doing our best to support our students.

Your Life

- ICS West is located at 56th St. and Chester Ave. in Southwest Philadelphia. The 13 trolley stops at our front door, and we have limited off-street parking.
- Your start date will be July 1, 2020.
- The salary range for this position is \$75,000 to \$90,000, depending on experience.
- ICS West pays for 100% of the cost of employee and dependent health benefits, and matches 403b contributions up to 5%. We do not participate in PSERS.



You

This role is a fit if...

- You know that it is our responsibility as educators to give every single student everything they need.
- You are excited about having a coach and becoming the best leader you can be.
- You are excited about being a coach and helping teachers and team members become the best they can be for our students.
- You know that a team can accomplish more than an individual, and are excited to get to know your teammates, build trust with them, and have candid conversations with them.
- You have a bachelor's degree and a valid Special Education certificate.
- You have at least 3 years of Special Education teaching experience, with at least 1 year of experience leading a Special Education team or department.

Your Impact

- In two years, the students you and your team have supported will all have made clear incremental progress toward being at or above grade level in every subject, and if applicable, will have met all of their IEP goals, placing them on a path toward a rigorous, college preparatory high school, and the ability to choose the life they dream of.
- A generation from now, the students you and your team have supported will be the global citizens and leaders that our world so desperately needs, uniting communities in Philadelphia, across the country, and around the world.

Application Details

If reading about ICS West and this position excites you, we want to meet you! Please send your resume and a cover letter to icswesthiring@icswest.org, and we will be in touch shortly with next steps.