

AIM ACADEMY

Conshohocken, Pennsylvania

HEAD OF SCHOOL
LEADERSHIP
OPPORTUNITY



Heads Up Educational Consulting/Triangle Associates, LLC is pleased to announce the following extraordinary leadership opportunity – Head of School for AIM Academy, commencing July 1, 2018.

QUALIFICATIONS

- Academic Credentials – Advanced professional degree in addition to an undergraduate degree.
- Outstanding administrative and managerial experience and skills.
- Knowledge and experience with best practices for educating children with learning difference and preparing students for college.
- Appreciation for and interest in reading and learning disabilities research.
- Education philosophy consistent with that of AIM Academy.
- Strong, demonstrated ability to promote and lead fundraising and marketing efforts.
- Business acumen and strong fiscal skills.
- Excellent oral and written communication skills to develop relationships with varied constituencies .

ESSENTIAL TRAITS OF THE NEXT LEADER OF AIM ACADEMY

- **Mission-driven:** Knowledgeable about best practices for educating children with learning differences and effective in advocating for and communicating AIM's unique advantage of providing well-designed program – the Academy – derived from original research - the Institute.
- **Leader & Manager:** Being both a *visionary leader*, seeing and articulating the path forward programmatically and institutionally, and a *pragmatic manager*, overseeing enrollment management, extending the financial sustainability of the school, and building the capacity of the board.
- **Team-builder:** Dedicated to supporting the current exceptional staff and finding and attracting their worthy successors.
- **Welcoming/Community-driven:** Adapting to the family-like culture of the school, projecting that he or she “knows and loves” each child.
- **Emotionally Intelligent – High EQ:** Demonstrating strong emotional intelligence that resonates empathy with the students, parents, staff, and donors, while thick-skinned not to be deterred by criticism.
- **Communicator:** Articulate spokesperson to current and future constituents, and effective fund-raiser to current and future contributors.
- **Open-minded & Solution-driven:** Capitalizing on feedback and counsel from the board, the staff, the parents, and the founders, yet driven to reach productive, decisive decisions.
- **Entrepreneurial & Innovative:** Supporting the exploration of new and/or expanded lines of business; systems-thinker.
- **Integrity-centered:** Impressing others to know, “I can trust this person, and this person is competent.”
- **Research-minded:** Conversant with the emerging research in the LD field.

OPPORTUNITIES FOR THE HEAD OF SCHOOL

The AIM Academy Board of Trustees announced in July that it had created a new position for AIM Academy, Head of School. The Head of School will lead the school division of AIM Academy and be the focal point for parents and community members for the school, which has grown from just 24 students when it was founded in 2006 to more than 300 today. The Head of School will have the opportunity to focus on excellence in delivery, evidence-based learning practices and increased opportunities in athletics, arts, engineering and global sciences that unleash the talents of our AIM students. The Head of School joins the Executive Director and Associate Director who will lead the AIM Institute for Learning & Research. Key opportunities awaiting AIM Academy's new Head of School include:

Finance and Development

The school is on sound financial footing with an annual budget of approximately \$13.5 million, \$10.5 million of which comes from tuition. Twenty-three percent (23%) of students receive financial aid and net revenue from tuition has risen in each of the previous 10 years. Other sources of income are fundraising and development (\$1.3 million) and auxiliary income (\$1.7 million) including support services, training programs and summer enrichment. The next leader will also need to continue to ensure employee compensation and benefits packages can be competitive with other educator positions in the region to attract and retain experienced faculty and staff.

Enrollment Management

Over the past 11 years, enrollment has increased from 24 students to 313 students enrolled in 2016-2017. This substantial enrollment growth along with sound financial management has resulted in 10 consecutive years of operational surpluses, allowing for the recent purchase of our 9-acre campus property and capital campaigns projects including the construction of the AIM Community Center, which includes a full-size gymnasium and brings our campus use space to 94,000 square feet. Demand is strong but in a competitive independent school market with strong public schools as well, AIM Academy needs to remain focused on staying ahead of demographic trends and continue to enroll a diverse group of children into our school community. Attention must also be paid to recruiting, retaining and inspiring experienced and well-trained faculty and staff members with specialized knowledge in the field. The new leader will play a vital role in articulating and championing all aspects of AIM Academy's mission and promote new ways to market our unique community and its strengths to parents throughout the Philadelphia region.

Neither AIM Academy nor the search firms discriminate in violation of the law in their hiring practices.

CANDIDATES

Interested parties may discover AIM Academy and explore the opportunity more deeply by perusing the Background Information on the School and Region and the Leadership Opportunity documents at the search website:

<http://educationleadershipsearch.com/Search/AIMAcademy/>. Qualified candidates interested in applying are encouraged to do so at the same site.

Key Calendar Search Dates

- **September 15, 2017:** Application Deadline
- **September 22, 2017:** Notification of applicants who have reached the quarterfinalist round.
- **October 9, 2017:** Fly-in/fly-out, 1-hour semifinalist interviews at hotel near Philadelphia airport. (Candidate names are maintained confidentially until the Finalist Stage, the public phase at the school).
- **October 23, 24 & 25, 2017:** Finalist Full-Day Interviews and Presentations by each of three finalists at AIM Academy.
- **October 26, 2017:** Decision Day – Search Committee recommendation and presentation to the Board.
- **Week of October 30, 2017:** Formal background checks performed by AIM Academy.
- **Week of November 6, 2017:** Announcement to finalists of the decision and contract offer. Public announcement once contract is signed.
- **July 1, 2018:** Start Date

Search Firm: Heads Up Educational Consulting & Triangle Associates

Our two firms combine our resources, contacts, and expertise for executive searches. All four principals of the two firms are involved: Pat Bassett (bassett@headsuned.com); Rich Odell (odell@headsuned.com); Marc Frankel (marc@ta-stl.com); and Judith Schechtman (judy@ta-stl.com).