



## North/Excel HackSchool Center Director (High School)

The HadaNōu Collective

### ### HOW TO APPLY ###

Please send a resume and a letter about yourself, of no more than 2 pages each, to [Nathan@HackSchool.org](mailto:Nathan@HackSchool.org) (**Subject line: "Application: HackSchool Director Position"**). We're interested in who you are as a person—we don't need to see a traditional cover letter. This position will receive competitive full-time pay, benefits, and in the coming years, the potential for equity in ventures that emerge from HackSchool. **Applications will be considered on a rolling basis until EOD Friday, May 12, 2017.** Position starts July 1, 2017 with some room for flexibility and is based in Denver, CO.

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**About HNC:** The HadaNōu Collective is paving the way for the Authentic Education movement. Over the next 100 years, students will learn not by sitting in lectures, but by solving *real* problems that affect *real* people. We are developing a method of educating in which purpose, inspiration, frustration, and perseverance are the norm, not the exception, because our students know that their work benefits real people across the street and across the globe. Our first high school will be opening Fall 2019, and we're in the fortunate position to have the freedom to solve some of the hard problems of new school models *years before* we open the doors of our high school. The work in our three centers is helping us understand how to run a fully center-based high school. The position below will serve as the team lead of our flagship center, HackSchool, then move to build out the HackSchool center at our high school Fall 2019.

**Position mission:** To lead and accelerate the development of HNC's flagship "socially conscious makerspace," HackSchool, (on the North High School/ Excel campus) into a national model of the Authentic Education; to formalize curricular and pedagogical materials while (1) tracking student growth/mastery and (2) creating a lasting positive impact in the community, and (3) leading the organizational growth of HackSchool.

Before you continue reading, please dig around our website and blog ([HNCCollective.org](http://HNCCollective.org)) to get a feel for us.

**Position narrative:** This is an early hire in a very fast moving organization, and this role will be well positioned for big picture influence within the national and international education landscape immediately and in the coming years. This position is not for the faint of heart, and it is well-suited to those who love working hard to solve difficult problems, and someone who can balance thoughtfulness, non-stop world-class execution, and self-care...because again, this is hard work!

The HackSchool Director (HSD) will teach one elective course per day of 130 minutes (Monday-Friday), and four 120-minute after school sessions per week (Monday-Thursday) in which students learn fully through solving real community members' problems (community across the street and community across the globe). The HSD will manage external partnerships, curricular documentation, and student data tracking of academic/social/emotional/cognitive growth and mastery. The HSD will also manage requests from media, foundations, and other educational organizations--this may require some public speaking, as this is all part of building a world-class organization as an entrepreneur.

After two years, the HSD will hire a long-term HackSchool Director to take over their position at the North High School/Excel HackSchool center, and hire/lead a team of 7 educators and technology professionals as the HackSchool Center Director at the HNC High School (opening Fall 2019).

Real talk: again, this is very difficult work and we demand the highest quality from all members of our HNC family...but we also like to have a good time and we focus on what really matters (not formalities). **We believe the best way to enable our team to do world-class work is to provide everyone with the freedom and resources they need to do their life's work. This role is much more similar to that of a startup founder than a traditional teaching position.**

### Outcomes

1. **Facilitate two 2-hour sessions per day with high school students, and work with HNC leadership to design and use cutting edge educational approaches.**
  - Facilitation of student-led technology projects that solve real community problems (expectation of 2-4 major projects per year per student).
2. **Grow total Center enrollment demand 2x year over year for the first two years.**
  - Grow deep relationships with students and families in the North Denver community.
  - Increase demand at least 2x year over year (enrollment requests:capacity ratio).
3. **Thoroughly document development in curricular and pedagogical approach by the end of each year.**
  - Work with the HNC Curriculum Team to create comprehensive project plans with and/or for students (comparable to traditional Scope & Sequence, Unit Plans, Lesson Plans, and Daily Materials).
4. **Develop cutting edge system for tracking student growth and mastery of academic, social, emotional, and cognitive capacities by the end of year one.**
  - Collaborate with HNC data team and leadership to design sustainable data systems that rigorously track student growth and mastery while maintaining the authenticity of the student experience.
5. **Create a HackSchool environment in which students say that it feels like home.**
  - Develop and articulate clear informal practices/systems that building appropriate personal relationships with students, families, and community members.
  - Attend a majority of student lunch periods, staff gatherings, etc., building relationships with students and staff.
  - Create and maintain a beautiful and orderly work space that expresses your personality and the personalities of our students.
6. **Lead the hiring process to build a HackSchool team within HNC in both the Excel/North HackSchool Center and the HNC High School (2019).**
  - Collaborate with HNC leadership to hire a long-term HackSchool Director (to start July 2019) as you transition into building out the HackSchool team within the HNC High School to open Fall 2019.
7. **Successfully execute coaching plans created in collaboration with HNC leadership & engage in collaborative peer coaching with other Center Directors to increase progress towards outcomes as determined by OKR progress meetings.**
  - Collaborate with HNC leadership and peers to create own coaching plan.
  - Engage in regular peer coaching and planning meetings to increase effectiveness across centers.

## Who We're Looking For

We know that no one is perfectly well-rounded. The first five bullets below are required because we need you to hit the ground running and move quickly. The rest of the competencies are a major plus, but not required because we can coach you to develop these skills quickly.

- **REQUIRED: Entrepreneurial orientation and hustle**--the ability to create something amazing from nothing by turning constant failure into extreme success, hustling hard, and by maintaining extreme ownership over everything related to your success.
  - HackSchool was built into something great through this approach and will only continue to thrive under a leader who is maniacally determined to create something world-class that changes lives and the way society thinks about education.
- **REQUIRED: Emotional intelligence and communication skills**--must love working with high school students and helping to guide them through the emotional rollercoaster that is high school.
  - Many of our students come from very difficult life conditions and backgrounds. Keen and empathetic perception of “where students are at” and an ability to connect deeply and quickly with students is critical to success in this position.
- **REQUIRED: Critical consciousness and deep understanding of living as a marginalized person**--any work in education today takes place within an inequitable system, and you must be able to identify, parse, and address these issues with students through their work. This is human work, and it is critical that you can be *real* with students and serve as an example as they navigate the world.
- **HIGHLY PREFERRED: Computer programming**--ability to write, troubleshoot, and execute basic programs in a language comparable to C++ or Python.
  - Students primarily work with Processing (a C++ based language), Python, and HTML/CSS. Web development is a plus, but not required. It is not required that you already know Processing and Python, but that you can quickly learn them given fluency in at least one language of comparable syntax.
- **HIGHLY PREFERRED: Knowledge of circuitry and electronics**--students work primarily with Arduino, Raspberry Pi, and other microcontrollers/microprocessors. Given this, most projects involve both hardware and software, and applicants should be comfortable working with both, though expert knowledge is not required. Knowledge of the physics of circuits and computers is a plus, but not required if the applicant is willing to learn independently.
- **An ability to build powerful networks**--HackSchool will only thrive if its leader has the skills to build authentic relationships and partnerships at local, national, and international levels. HNC is very good at this and will provide coaching, but it's a major advantage to come in with these skills.
- **Comfort building and using data systems**--data is a significant area of innovation for HNC, so while expertise in specific data systems or methods of tracking growth/mastery are not required, an ability to quickly learn to design and utilize these systems will be critical to the success of this leader.
- **Experience creating formal thorough curricular and pedagogical documentation**--we thoroughly document the work that happens with our students at a level comparable to rigorous Scope & Sequence, Unit Plan, Lesson Plan, and Daily Materials documents in high performing traditional school models.