

Executive Director of The STEAD School

The STEAD School

📍 Commerce City, Adams County, Colorado, United States



Job Description

Position:

Executive Director of the STEAD School Position Overview

Are you ready to lead an evolution in high school education? The STEAD School is on the hunt for a bold, student-centered, and visionary Executive Director who's as passionate about reimagining learning as we are.

At STEAD, we don't do "traditional." As a Science, Technology, Environmental, Agricultural, and Systems Design high school, we're all about empowering students to tackle the world's biggest challenges—think food security, renewable energy, and global health. We need a leader who gets it: education is about more than textbooks; it's about equipping the next generation of thinkers, doers, and changemakers.

This role is for someone who thrives on building connections, inspiring diverse learners and educators, and steering a one-of-a-kind school into the future. If you're ready to dream big, innovate boldly, and make a real impact, we want you at STEAD.

About The STEAD School

The STEAD School is a trailblazing 9th-12th grade charter school located in Commerce City, CO, just northeast of Denver. For four years, STEAD has been redefining education with its unique focus on Science, Technology, Environment, Agriculture, and systems Design. Rated as a Performance (green) school and proudly Cognia STEM Certified, STEAD combines rigorous academics with hands-on, real-world learning. One of its standout programs is the student-powered lunch initiative, where fresh ingredients grown on the STEAD farm are transformed into delicious meals, showcasing the school's commitment to sustainability and innovation.

Set on a dynamic, multi-building campus currently in its final phase of development, STEAD offers state-of-the-art facilities that reflect its mission. Once complete, the campus will include three academic buildings, greenhouses, a working farm, sports fields, stables, an orchard, and the Cultivate Center—a shared learning space designed to inspire collaboration and creativity. At STEAD, students don't just learn—they explore, design, and lead their way into a future filled with possibility. Learn more about STEAD's innovative approach to education at www.thesteadschool.org.

Philosophy and Vision Alignment

Our Why:

At STEAD, we're here to shake up the status quo.

- We believe education should prepare young people to tackle the world's most complex challenges—whether it's food security, clean energy, or global health.
- We see limitless potential in our students to dream up and build realities the world hasn't even imagined yet.
- And we know Colorado is the perfect place to lead this movement, connecting rural, urban, and suburban communities with our trailblazing NextGen Agricultural Secondary School model.

Our How:

Here's how we bring this vision to life:

- By ditching lectures for hands-on, project-based learning that's all about collaboration, creativity, and real-world impact.
- By empowering students to take the wheel, and designing their own college and career pathways fueled by their passions.
- By opening doors to incredible opportunities across industries like food, health, energy, and environmental science.

Our What:

This is what sets us apart:

- We're not just a school-we're explorers, collaborators, and stewards of the planet.
- We're a launchpad for Colorado's future leaders, problem-solvers, and innovators.
- We make sure every graduate walks out the door with a killer portfolio, real-world experience, college credit, and a plan for what's next.

As Executive Director, you'll bring this vision to life, creating a dynamic, inclusive space where students thrive as lifelong learners, fearless thinkers, creative makers, and change-driving activists. Let's make education extraordinary together!

Key Responsibilities:

Visionary Leadership

- Be the champion of STEAD's mission, vision, and unique personality-where innovation, inclusivity, and curiosity drive everything we do.
- Lead with heart and purpose, preparing our students to be change-makers in fields like biomedicine, food security, renewable energy, animal science, and environmental stewardship.
- Keep STEAD's culture vibrant, embracing "out-of-the-box" ideas while staying grounded in what makes us extraordinary: students first, always.

Operational Ninja Skills

- Keep the wheels turning-manage campus operations like a pro, from facility expansions to financial strategy, ensuring we have the resources to grow and thrive.
- Plan for the future with bold strategies that align with our mission while tackling today's challenges with creative solutions.
- Bring in the dollars! Oversee fundraising, resource allocation, and partnerships to fuel our innovative programming.
- Flex your financial savvy-lead budgeting, fiscal planning, and resource management with transparency and efficiency, ensuring every dollar advances our mission.

Educational Leadership with a Twist

- Keep our project-based learning (PBL) model fresh and impactful, inspiring hands-on learning that makes students go, "Wow, I didn't know I could do that!"
- Ensure every student has an inclusive, personalized pathway to success-whether it's college, career, or becoming the next climate-change-fighting superhero.
- Promote a culture of continuous growth and lifelong learning, encouraging risk-taking and innovation in both staff and students.
- Focus on results that matter-ensuring that every initiative and decision is driven by the ultimate goal of improving student learning outcomes.
- Dive into the classroom and student activities-don't be the mysterious "person behind the desk." Be present, approachable, and engaged.

Collaborative Leadership: Teaming Up for Greatness

- Love team vibes? Good. Uphold and amplify our distributive leadership model, making sure everyone feels empowered to bring their expertise to the table.
- Tap into the brilliance of our current staff leaders, honoring their programmatic and instructional genius while encouraging new ideas.
- Build systems that make collaboration effortless and distribute responsibility in a way that feels natural and effective.

Community Connector Extraordinaire

- Strengthen bonds across our rural, urban, and suburban communities-because, at STEAD, we know we're better together.
- Be the face (and heart) of STEAD in the community. From families to industry leaders, make connections that matter.
- Celebrate and amplify the diversity of our students and staff. Inclusivity isn't just a checkbox-it's who we are.

Culture Keeper & Builder

- Keep the STEAD vibe alive: innovative, quirky, welcoming, and a little "weird" (in the best way).
- Champion professional development that's relevant, exciting, and helps our team grow.
- Honor the past while looking forward-respect the contributions of our long-standing team members while creating space for new voices and perspectives.

Qualifications and Experience:

Required:

- Proven experience in school leadership, with at least 5+ years in secondary education administration.
- Demonstrated ability to implement a distributive leadership model, paired with the belief that diverse skills, experiences, and expertise enrich decision-making and foster innovative group thinking.
- Expertise in project-based learning, innovative educational practices, and STEAM programming.
- Demonstrated success in managing operational aspects of schools, including effective financial management and facility development.
- Demonstrated expertise and excellence in oral and written communications, public speaking, training, conflict resolution, supervision and negotiation.
- Commitment to equity, inclusivity, and community engagement.

Preferred:

- Colorado Department of Education (CDE) Principal Licensure.
- Master's degree in education.
- Experience in charter school leadership or similar educational environments.
- Background in NextGen Agriculture or STEM-focused programs.
- Knowledge of special needs education, Individualized Education Plans (IEPs), and diverse learner support.
- Experience managing large budgets and leading large scale fundraising initiatives.

Skills and Attributes:

- Visionary leader with a deep commitment to STEAD's mission and philosophy.
- Strong communicator who values transparency and collaboration.
- An empathetic, reflective, student-centered approach to leadership.
- Strategic thinker with the ability to align resources and priorities for maximum impact.
- Inspirational and innovative, fostering a culture of excellence and creativity.
- Comfortable taking a step back, listening, and prioritizing input from a variety of perspectives rather than needing to be the loudest voice in the room.

Compensation and Benefits:

- Competitive salary based on experience and qualifications. The salary range is: \$110,000-\$118,000 with a bonus for meeting enrollment targets.
- Comprehensive benefits package to include:
 - 100% employer paid health, dental, vision & life insurance for employee
 - 12+ hours of vacation per month
 - 401(k) with a 100% match up to 5% of compensation
 - \$500 Wellness Reimbursement

- Staff lunches provided through in-house food service program

How to Apply

Qualified candidates should submit the following via <https://thesteadschool.isolvedhire.com/jobs/1378898>:

1. A cover letter detailing their alignment with STEAD's mission and leadership philosophy.
2. A résumé/CV highlighting relevant experience.
3. Contact information for three professional references.

The application window will remain open through 1/31/25 and screening will begin in January. The anticipated start date is July 1, 2025. The STEAD School is an equal opportunity employer committed to fostering a diverse and inclusive community. Candidates of all backgrounds are encouraged to apply.

 **Bureaus:** Colorado. **Job Categories:** Full-Time. **Job Types:** Operations / Administration. **Salaries:** 100,000 and above.

 **Job expires in 24 days.**