



Position Statement
Associate Head of School Search
Aspen Academy

Greenwood Village, Colorado
Start Date: July 1, 2024



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articulation of the distinct and comprehensive PK to Eighth-grade LiFE (Leadership, Finance, Entrepreneurship) program, Aspen Academy empowers students with the tools to fulfill this commitment. From their earliest days in school, Aspen Academy students learn the mindset, skills, and actions of impactful entrepreneurs. In their final years as students, they are afforded the opportunity to run the various school businesses and design their own business as a capstone project.

The incoming Associate Head of School will step into a pivotal role within the leadership team during an exciting phase as Aspen Academy kicks off its 20th years of operations. Aspen Academy has clearly defined its identity: an entrepreneurial innovation school. Forward-thinking Founders are actively engaged in strategic planning for future growth and development. A dedicated faculty, consistently involved in reviewing and considering best-practice academic programs that suit the Academy, eagerly anticipates collaborating with the incoming Associate Head, who will lead as the chief academic officer, to envision the program's future evolution. As a kind, value-focused leader, the Associate Head will find success in partnering with students to Be Kind, Do Good, Work Hard, and Make The World Better.

OVERVIEW

Aspen Academy is searching for an Associate Head of School to begin service in July 2024. As a new addition to the leadership team, the Associate Head of School will collaborate with Aspen Academy's dynamic Founders in steering the community forward and will serve as the community's chief academic officer. In addition to the day-to-day leadership inherent in this role, the Associate Head of School will be responsible for supervising the development of an exceptional academic curriculum for approximately 400 students spanning Pre-Kindergarten through Eighth grade.

Situated on the south side of the Denver Metro Area and minutes away from the Denver Tech Center to the East and the mountains to the West, Aspen Academy has experienced rapid growth since its inception nearly two decades ago. The school has one rule: Be Kind. This rule, along with the school's values, are infused into every classroom and program. Aspen has fostered connections within its community, aligning and connecting well with Denver's rise as a center for innovation and entrepreneurship. One of the Academy's core values is to inspire and equip students with the skills to Make The World Better. Through the creation and



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VALUES, MISSION & VISION

Aspen Academy Values

Be Kind.
Do Good.
Work Hard.
Make The World Better.

Mission

We edify and inspire students, parents and educators to grow, learn and lead.

Vision

We are a national leader in innovative and transformative education.

HISTORY AND FOUNDERS

Aspen Academy was founded in 2005 by three women dedicated to the idea of providing an educational opportunity where what you know is equally as important as who you are. It was important to the founders that Aspen Academy become a place where when children left at the end of the day, they couldn't wait to come back in the morning. Now with 400 students, Aspen Academy is the fastest growing private school in the state of Colorado. The scope and complexity of the academic programs in reading, language arts, mathematics, science, social studies, technology, world languages and visual and performing arts, coupled with Aspen Academy's demonstrated commitment to character and leadership instruction have continued to evolve and expand over the years while staying true to the school's mission and vision to edify and inspire students and educators to grow, learn and lead. The school strives to be a national leader in innovative and transformative education. The character and accomplishments of Aspen Academy graduates provide powerful testimony to the success of the School's programs.

Read more about the school's history and Aspen Academy's Founders (and check out the videos that further tell the story) here: <https://www.aspenacademy.org/about>



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Pre-Kindergarten

In Pre-Kindergarten, Aspen Academy is committed to equipping students with the skills, habits, attitudes and content needed to successfully develop and navigate an extraordinary and purposeful life. Pre-K begins with social and emotional education fundamentals to support thriving lives for our students.

Learn more about early education at Aspen Academy here: <https://www.aspenacademy.org/program/prek>

Lower School

Aspen Academy looks at learning as a way to ignite the personal passions and interests of each and every student - whoever you are, whatever you love, or wherever you want to go. With a highly differentiated, individualized, and data driven approach, the lower school is able to zone in on what each student uniquely needs with regard to their performance levels, personal interests, learning styles, and strengths. Students are held to high expectations and the core academic curriculum reflects a clear commitment to the essential building blocks of child development in language, mathematics, social studies, science, the arts, fitness, and character and leadership. Aspen Academy provides exceptional training in fundamental skills and analytical thinking, while encouraging independence of mind, intellectual curiosity, and creative growth.

Read an overview by grade level here: <https://www.aspenacademy.org/program/lower-school-academics>

Middle School

Middle School academics, partnered with a focused leadership development sequence, prepare students for the most demanding secondary schools. Students thrive as they build lasting relationships with peers and teachers through small class sizes and a community focus.

LOCATION

Many are familiar with the resort town of Aspen, Colorado and so one might *incorrectly* assume that the school is located near the famous ski spot. Rather, Aspen Academy occupies a well-resourced campus within the metropolitan area of Denver, Colorado and enjoys access to all that this thriving city has to offer. At 5,280 feet, Denver is located where the Great Plains meet the Rocky Mountains. Known as the Mile High City, residents can expect to enjoy 300 days of sunshine, greenspace and parks, a thriving cultural scene, diverse neighborhoods, beautiful architecture, and spectacular views of the mountain panorama near the city.

To learn more, visit: <https://www.denver.org/>

THE PROGRAM

For a better understanding for the full scope of all that goes into Aspen Academy's top rated program, information is available here: <https://www.aspenacademy.org/program>

Below are some of the highlights of the program and its philosophy.

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In Middle School, Aspen's Essentials Program offers performance-based courses that continue to build leadership, confidence and pride for each student. Expeditionary Learning opportunities are intentionally designed to support a variety of curriculum content and provide students an opportunity to apply, extend, and enrich their learning within the world.

See more about the Academic Domains and how the program expands in the Middle School here: <https://www.aspenacademy.org/program/middle-school-academics>

All of Aspen Academy programs intentionally and consistently cultivate:

- Critical Thinking and Problem-Solving
- Collaboration Across Networks
- Agility and Adaptability
- Initiative and Entrepreneurialism
- Effective Oral and Written Communication
- Accessing and Analyzing Information
- Curiosity and Imagination

HOW YOU LEAD YOUR LIFE MATTERS

One-of-a-Kind LiFE Curriculum

Aspen Academy students are resilient leaders, curious scholars, strategic thinkers, innovative creators, and avid communicators. LiFE (Leadership, Finance and Entrepreneurship) equips Aspen Academy students with the skills, habits, attitudes and knowledge to lead themselves, others, ideas, and organizations well. The program fosters confidence, curiosity, and innovation in our lifelong learners. LiFE is the integration of Leadership, Financial Acumen, and Entrepreneurship curriculum with a robust suite of proprietary programs designed to bring the principles and lessons in the curriculum to life through "real-life" application in every classroom on a daily basis.

As one of the primary differentiators of Aspen Academy, the program has several hallmarks each year, including a school-wide Entrepreneurs Expo, where Pre-Kindergarten through 8th Grade students bring grade-wide, classroom and individual businesses to life. Another is BSE (Bear's Student Enterprises) where 7th and 8th graders own and operate the school's cafe, store, and broadcast and media productions. BSE's Executive Team is the youngest C-suite in the country.

Get a sense of the scope of this unique program and how it is embedded throughout the school here: <https://www.aspenacademy.org/program/life>



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SCHOOL DATA

Year Founded:	2005
Grades Served:	PK-8
Total Enrollment:	Approximately 400
Lower School Enrollment:	Approximately 60%
Middle School Enrollment (Gr. 5-8):	Approximately 40%
Boys %:	54%
Girls %:	46%
Diversity %:	12%
Students Receiving Aid %:	4.3%
Total Aid Given:	\$152,085
Total Faculty:	50
Female Faculty %:	78%
Male Faculty %:	22%
Student/Faculty Ratio:	8:1
Average Class Size:	18
Average Faculty Tenure at School:	3 years
Highest Tuition:	\$22,450
Annual Budget:	Operating Budget \$12M
Endowment:	None
Most Recent Accreditation:	ACIS
Accreditations, Memberships, Affiliations:	ACIS, NBOA, NAIS, ATLIS, CASE, CAGT, NAGC, SHRM, ISM



RESPONSIBILITIES

The Associate Head of School reports directly to the Head of School, serves as the Chief Academic Officer and is an active Member of the school's Senior Leadership Team. While the Head of School is responsible for providing strategic vision and institutional direction, articulating mission and defining purpose, the Associate Head is primarily responsible for ensuring mission consistency and execution across Aspen Academy's academic and program divisions. The Associate Head of School is responsible for the daily management of the school, including the oversight of the Lower and Middle Divisions, Programs, Elevate, the overall curriculum, all matters related to student learning, student discipline, parent communication of student progress, as well as supervision and professional development of the instructional staff.

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OPPORTUNITIES AND CHALLENGES

The new Associate Head of School at Aspen Academy should be prepared to collaborate with a forward-thinking and dedicated community to fulfill the school's mission, uphold the community's core values, and lead Aspen Academy confidently into the future. This involves embracing current challenges and seizing new opportunities. These challenges and opportunities include, but are not limited to:

At the start of nearly every day, Aspen Academy students engage in LiFE coursework before moving onto the rest of the academic curriculum. As a community standard, each academic department revisits, reviews, and reimagines its curriculum on a regular cycle. Serving as the chief academic officer at Aspen Academy, the Associate Head of School will oversee and lead this process of academic evolution. They will ensure that curricular choices are well-considered, data-driven, and aligned with the school's mission and values.

The operational aspects of Aspen Academy are fast-paced and multifaceted. The Associate Head of School will closely collaborate with and lead two division

heads, Program Director, and Elevate Director to ensure efficient management of all program components and the well-being of every student. This includes providing guidance for the various school businesses under the umbrella of Bear's Student Enterprises: BSE Café, BSE Store, and BSE Broadcast and Media Productions.

As the academic leader, the Associate Head will model, coach, and guide the community in embodying the practice of a 21st Century Educator, dedicated to envisioning and implementing what is next and possible in independent school education for young and developing learners.

The Associate Head of School must possess strong communication skills to effectively convey Aspen Academy's values, mission, and vision for its unique, innovative program to the school team, families, the Denver community, and beyond.

Aspen Academy benefits from the continuous strategic guidance of its visionary Founders. The Associate Head will join the community as a leadership partner, contributing their expertise and academic proficiency to the future development of the community and its programs.

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LEADERSHIP ATTRIBUTES AND QUALITIES OF THE NEXT ASSOCIATE HEAD OF SCHOOL

- Demonstrates superb collaboration and organizational skills.
- Exhibits highly developed interpersonal skills with an effective oral and written communication style.
- Fosters trust through open and honest communication, building cohesiveness within the school community.
- Displays a comprehensive understanding of the diverse needs of varied age groups, with a passion for students and the ability to form authentic relationships with students.
- Brings teaching experience with preschool, lower, and/or middle school students.
- Experience organizing and coordinating academic programs.
- Demonstrates proficiency in utilizing data for decision-making, implementing strategies to enhance student learning outcomes.
- Possesses knowledge of academic curriculum, social-emotional curriculum, behavior management, special education, and child development.
- Exhibits experience in curriculum development and a commitment to fostering innovation in teaching and learning methodologies.
- Expresses a genuine love for, appreciation of, and connection with children.
- Proves ability to contribute to strategic planning and provide visionary leadership for academic programs aligned with the school's mission and long-term goals.
- Thrives in a high-energy, fast-paced environment, demonstrating adaptability and resilience.



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SALARY RANGE

Commensurate with education and experience the salary, the full-time salary range for this position is \$160,000 - \$180,000.

APPLICATION PROCESS

Candidates interested in applying to be the Associate Head of School at Aspen Academy may apply online at: <https://rg175.com/candidate/signup>

The application includes:

- Letter of Interest that addresses: Why Aspen Academy and why now?
- Resume
- Personal Statement/Education Philosophy
- List of Five References with contact information (References will not be contacted without prior notice)

The deadline for receipt of full application materials: **December 29.**

If you have any questions about the search, please contact the consultant from Resource Group 175 who is supporting the search: adam.peichert@rg175.com

Thank you for your interest in Aspen Academy. We look forward to hearing more about your interest in this rare opportunity for an outstanding educator.

Aspen Academy maintains a strict policy of nondiscrimination in regard to employment. All aspects of employment at Aspen Academy are governed on the basis of competence, merit, and qualifications, and will not be influenced in any manner by race, color, religion, sex, age, national origin, ancestry, veteran's status, disability, or any other classes referred in applicable state and federal laws.