



FREE KIDS ACADEMY

Free Kids Academy is the future of education. A K-8 school nestled among the charming historic streetscape of Hastings, Florida, students are immersed in the natural world, where authentic, experience-based learning nurtures the unlimited curiosity and boundless creativity inherent in each child. At Free Kids Academy, the classroom is a community where children are celebrated and supported as individuals, allowing their infinite potential to be expressed in unique ways.

Here, you will guide and grow each child's connection to their emotional, social, physical, environmental, and spiritual consciousness, co-creating opportunities that unfold every child's inner genius. You know that all students are capable of greatness and achievement far beyond what society has been conditioned to accept.

Free Kids Academy will debut during the 2024-2025 school year. Located in the deeply rooted and historic Hastings Main Street community, we offer a hybrid or full-time education for children in grades K-8.

We seek educators who can skillfully create and implement an interdisciplinary approach to learning that fosters free thinking and open-ended exploration in a positive, holistic learning environment. At this time, we are accepting applications for Head of School and four lead teachers. Additional openings will be announced at a later date. To learn more about Free Kids Academy and register for employment openings updates, please visit <https://freekidsacademy.com> and sign up for newsletters.



Open Position: Head of School

Job Description:

Responsibilities of the position include but are not limited to:

Curriculum and Instruction:

- Serve as the school's instructional leader
- Build a common vision and execute a strategic plan to increase student achievement and opportunities for real world, problem- based learning
- Monitor curriculum development and design to ensure the inclusion of best practices
- Monitor classroom instruction and provide timely feedback to teachers
- Analyze assessment data and set goals with faculty for ongoing improvement
- Develop and implement long-range plans for curriculum, instructional evaluation, and school improvement

Accountability and Professional Development:

- Build an environment that fosters collaboration and continuous improvement
- Define expectations for faculty performance to include instructional strategies, classroom management, and communication with families
- Observe employee performance, record observations and conduct evaluation conferences
- Confer with faculty regarding professional growth and work with faculty to develop and accomplish improvement goals
- Plan and facilitate professional development opportunities connected to educator goals and school priorities

School Culture:

- Create a safe welcoming school community where staff and families are supported, respected, and empowered
- Manage diverse opinions, ideologies, and expertise to achieve school vision and objectives
- Promote collaboration and encourage creative and innovative ways of thinking

- Encourage frequent communication between faculty, students, parents, and the community
- Develop and follow articulated plans for daily operations and implementation of student services, including support services, discipline management, and crisis intervention

Recruitment and Community Outreach:

- Serve as the school's advocate, regularly promoting school activities, events, performances, and achievements
- Be an active member of the Free Kids Academy community through participation in activities outside of the classroom including, but not limited to, Back to School Night(s), parent, teacher, and student conferences, retreats, faculty meetings, field trips, and special activities and performance events
- Develop a recruitment strategy to attract and maintain a diverse staff and student population
- Develop partnerships with businesses and organizations to further enhance the Free Kids Academy mission

Operations and Budget:

- Manage the daily operations of the school
- Develop, monitor, and implement a budget to support school operations
- Lead fundraising efforts, secure and maintain grants and scholarships, and skillfully allocate resources to promote the mission of Free Kids Academy and student learning and outcomes
- Oversee the physical plant, security structure, and transportation logistics to ensure a safe and efficient learning environment that promotes student learning and success.

Qualifications and Key Attributes:

- Valid Certification in Educational Leadership approved by the State Department of Education (preferred). This may include certification in Educational Leadership, Administration, Administration/Supervision, Vocational Education Director, Principal of Vocational Technical School, or School Principal.
- Administrative experience at the elementary and/or middle school level preferred

- A minimum of five years of successful teaching experience (preferred experience with elementary and middle school-aged children)
- Evidence of significant student achievement results
- Professional experience working in a diverse setting
- Knowledge of all federal and state mandates and regulations (IDEA, 504, Title IX, etc.)
- Demonstrated ability to motivate and empower staff, recognize success, and promote accountability
- Demonstrated ability to effectively analyze and utilize data to drive instruction, operations, and organizational decision-making
- Commitment to the vision, mission, values, and goals of Free Kids Academy
- Strong and collaborative leadership with an honest, transparent, and inclusive style that supports high student outcomes and educational excellence
- Knowledge of pedagogy for development of curriculum and assessment that supports student learning
- Experience developing and sustaining a culture of innovation in a school or other organization
- Excellence in communication with the ability to energize and inspire faculty, students, staff, parents, and community stakeholders
- Exceptional verbal and written communication skills: thoughtful, inspiring, and authentic possessing the ability to craft tailored messages for a range of audiences or constituency groups
Exceptional interpersonal skills and the ability to communicate with inspiration and clarity.
- First Aid/CPR Certification or ability to complete upon employment
- A valid US driver's license and a personal vehicle required
- Must be able to complete a Criminal History Record Check

Compensation and Benefits:

- This is a full time, 10 month position
- Flexible scheduling and summer programming an option
- Health and wellness package incentives
- Family tuition incentives
- Competitive salary negotiable upon experience

Free Kids Academy is currently accepting applications.
To apply, please email the following documents to Lead@freekidsacademy.com

- **Cover Letter:** Please include in a cover letter of 2 pages or less a description of why you would be a good fit for this position and answer the following: “I believe students learn best when...”
- **Statement of Educational Leadership Philosophy**
- **Resume (2 pages or less):** Please include contact information for 3 peer or professional references.
- **2 Letters of Reference:** At least one should be from a supervisor of a past education position, supervisor of teaching position, or professor of education.

Application Process:

1. Apply
 - Application (Online)
 - Cover Letter (Emailed)
 - Statement of Educational Leadership Philosophy (Emailed)
 - Resume (Emailed)
 - Letters of Reference (Emailed)
2. Interview(s)
3. Present a Lesson (Applicable to teacher positions)

Free Kids Academy is an equal opportunity employer and is committed to welcoming and celebrating a diverse student and faculty population. We believe every employee has the right to work in an environment free from all forms of unlawful discrimination. It is the policy of the school that employment decisions for all applicants and employees will be made without regard to race, color, religion, sex, age, national origin, genetic information, marital status, veteran status, disability or other characteristics protected under local, state or federal law. We seek each employee’s contribution and assistance in helping us maintain equal employment opportunity.