

Kansas City International Academy (KCIA)

Superintendent of Schools – Opportunity

KCIA Overview

Kansas City International Academy is committed to excellence in education, inspiring and empowering children from all nationalities and diverse backgrounds, giving them the foundation they need to achieve the highest level of success in life.

KC International Academy (KCIA) is a pre-kindergarten through 8th grade charter school located serving 650 students in the Kansas City, Missouri School District. KCIA originally opened as Della Lamb Charter School, the very first charter school in the State of Missouri in 1999.

KCIA's focus is creating a world class school with an international focus. Many of KCIA's students are members of families who have immigrated to Kansas City from more than 25 different countries. Approximately 60% of our students are English Language Learners, who speak over 15 different languages. We embrace the diversity of our student body and we are honored to make a difference in the lives of our vibrant international community of students every day.

KCIA has an extensive, rigorous, and robust PreK-8 English Language Program. We have highly trained and experienced English language development teachers/specialists equipped to support our students' language needs. Translators support newcomer students who need enriched language instruction.

The entire KCIA community is excited about the continued academic success of our students. KCIA is a very special place for our students and staff. We continue to develop as one of the state's exemplary charter schools. KCIA is a special place that offers a community of love and care to our students, and an adult culture of substantial, personalized instructional support.

The Next KCIA Superintendent

The next KCIA Superintendent must be an experienced leader who can create and maintain stability with a proven track record of accelerating academic success for all student groups in a diverse, urban school whose students and families are multilingual and highly mobile.

KCIA's next leader will have experience with implementing, evaluating, and growing successful education programs in multicultural settings. They will also have demonstrated experience in building and maintaining a highly effective teaching staff with supportive operational systems and facilities.

KCIA is seeking a leader who can provide stability and is committed and loyal to longevity with the school.

Members of the KCIA Board and staff participated in providing valuable input for the search process. Their input highlighted a set of important criteria to be considered in screening Superintendent candidates. Key findings from staff and Board members includes:

KCIA critical school issues in the next three years:

1. Facilities
2. Teacher recruitment and pay

3. Accelerating academic achievement
4. School culture, diversity and inclusion

Professional experiences you would like to see in next Superintendent:

1. Major decision making
2. Strategic planning for schools
3. School system leadership
4. Personnel management

Most important characteristics you would like a superintendent to exhibit:

1. Cooperative
2. Confident
3. Ethical/Honest
4. Flexible/Innovative
5. Leadership/Judgement

Leadership Profile—Skills and Personal Characteristics

Board members and staff identified the qualities they believe will lead to success for the next Superintendent. The Board seeks candidates who can demonstrate a “match and fit” with the following qualities and characteristics. (The following are representative excerpts from the feedback received from the KCIA team; while all these characteristics are important, they are not ranked in any order.)

The individual appointed will be a leader who:

- ✓ Has experience in strategic planning in a multicultural environment;
- ✓ Can bring leadership that inspires progress toward the existing KCIA vision/mission;
- ✓ Has the personnel know-how to identify and support good staff and will be able to build a strong, supportive team that will collaborate with all segments of the community using data and good judgement to make decisions;
- ✓ Has been a teacher with experience in instruction, a variety of programs such as Special Education and technology and who has demonstrated success in improving student; achievement by reducing or eliminating achievement gaps;
- ✓ Is an innovator and out-of-the-box thinker;
- ✓ Has experience in building, designing, financing, or creating effective facilities for teaching and learning;
- ✓ Is able to seek available partnerships with universities, foundations, medical centers, and businesses;
- ✓ Demonstrates integrity and has a strong backbone, is thick skinned and is able to make tough decisions;
- ✓ Is strong in community relations, visible, approachable, accessible, and culturally responsive;
- ✓ Is caring, transparent, compassionate and is a relationship-builder who will foster unity and promote trust;
- ✓ Has strong and effective communication skills and the ability to connect with all facets of the community;
- ✓ Understands finances and prioritizing resources; and
- ✓ Is politically savvy and has experience in the politics of equity that is guided by what is best for all students.

To Apply

Qualified and interested education leaders should send 1) a letter of interest detailing your “match and fit” for the KCIA Superintendent position as well as 2) a current resume’ with three references to kciasuperintendent@strategic-org.com.