



# Wildflower Schools

## New York

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Partner - Charter Governance and Operations

### **Application Deadline: November 2**

#### **Who are we?**

Wildflower schools are 1-2 room, teacher-led Montessori schools that are deeply embedded in neighborhoods, committed to equity and mindfulness practices and grounded in a deep belief in the awe-inspiring potential of human beings - both children and adults. The [Wildflower Foundation](#) nurtures the conditions for Wildflower schools to organically grow across the U.S. and eventually around the world.

Wildflower started in 2013 as a single school affiliated with the MIT Media Lab and has since grown into a decentralized, non-hierarchical network of 15 schools in Massachusetts, Puerto Rico, Minnesota, Rhode Island, Indiana and Kentucky, with many more under development in communities across the country and around the world.

The Wildflower Foundation operates a bit differently from a typical non-profit organization. We are guided by the transparency and self-management principles and practices outlined in Frederic Laloux's book [Reinventing Organizations](#).

#### **An Invitation**

We invite a Partner to develop the governance and operational processes for a totally new model: Wildflower New York Charter School, a network of single-classroom Montessori schools in the South Bronx, each run by teachers and united as one public charter school. We are interested in designing beyond the edge of conventional school governance and operational systems. Wildflower practices [self-management](#): an organizational approach where the people *doing* the work (in a one-room schoolhouse, that's usually the teachers) hold decision-rights and accountability about that work - from school schedules to assessment timelines to budgets.

## **Responsibilities**

The big question you'll ask: "what does excellent charter board governance and school operations look like in a system that encourages self-management?"

- Develop the capacity within the board to independently fulfill its legal and fiduciary responsibilities and support the conditions for self-management within the charter
- Collaborate with The Wildflower Foundation's (TWF) School Supports circle on the design and implementation of Wildflower New York Charter School's financial management and student information data systems
- Determine the content of the contract between the central Wildflower Foundation and Wildflower New York Charter School, and fulfill the commitments therein (like coordinating with SUNY and the NYC DOE for PreK contracts)
- Developing the CSP, State Stimulus and Pre-K for All application processes
- Assign roles within the charter schools, select and coordinate with vendors/service providers, create guidance and tools for Teacher Leaders, facilitate the school's transition into Holacracy.
- Create and implementing a Year 0 startup and operations plan for Wildflower New York Charter School, in alignment with authorizer expectations

## **Who are we looking for?**

- Deep knowledge of charter operations and authorizer compliance in New York, combined with a strong feeling that there has to be a more soulful way to accomplish these same objectives.
- Skill and love for creating new systems and processes.
- A blend of detail-orientation and creativity.
- An appreciation of the Montessori approach and the educators who bring it to life.
- Audacious and humble – You seek advice openly and are curious about working in a non-hierarchical organization. You are flexible, open-minded, see opportunity in obstacles, and are energized by using creativity and resourcefulness to create something new
- Willingness to be uncomfortable and have courageous conversations as you seek truth in coming to the best solutions for creating beautiful, child-centered schools.

## **Why Wildflower?**

In addition to a nurturing, reinvented workspace, The Wildflower Foundation offers a competitive salary and comprehensive health benefits package along with 401(k) plan with employer matching. We also offer a flexible and generous vacation policy as well as an inclusive environment where staff are encouraged to bring their whole selves to work every day.

## **Apply:**

We encourage interested persons to apply online quickly as we are currently reviewing applications and expect this pool to be competitive. We suggest a cover letter that explains your interest in Wildflower Schools and this role and require a current resume or CV. Wildflower Schools is an equal opportunity employer and actively seeks candidates of diverse backgrounds.

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