

**match** | Charter  
Public  
School  
**Seeks Executive Director**

### **About Match**

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Founded in 2000 and on the cusp of its 25-year anniversary, [Match Charter Public School \(“Match”\)](#) is a high-performing PreK-12 charter school in Boston which serves 1,250 students, preparing them for success in college and careers so they achieve economic security and mobility. Match families bring amazing racial and cultural diversity to the school community, since families represent over twenty different countries of origin, speak over twenty different languages at home, and are 94% people of color. Also, Match meets the diverse learning needs of all students, including 21% of whom qualify for special education services and 18% of whom are English language learners.

Match’s [core values](#) are equity, freedom, teamwork, innovation, and accountability. Match works to reframe its organizational processes and policies to be truly anti-racist. At Match, three aspects of the work and organization are vital to its goals and mission: a staff that is diverse by race and other factors; a professional environment that is inclusive of all perspectives; and a curriculum throughout the PreK-12 grade span that is culturally competent.

Match Education is the shared brand name of Match Charter Public School and The Match Foundation, and the Executive Director manages all affiliated entities and programs. As part of the PreK to twelve school, Match Education focuses on:

- [Match Corps](#): Match Corps is a yearlong education fellowship where members serve as full-time tutors and mentors to both middle and high school students. Recent college graduates from universities across the country commit to a year of service through AmeriCorps to help close the achievement gap in Boston, one student at a time.
- [Match Associate Teacher \(“MAT”\) Program](#): The MAT Program prepares candidates with 1-2 years of prior student-facing experience to serve as highly effective, first-year teachers in charter and turnaround schools. Throughout the year, MATs are coached and mentored by leaders and teachers and slowly take on more classroom responsibilities.

Operating out of three school properties owned by Match in Hyde Park, Jamaica Plain, and on Commonwealth Avenue and with an annual operating budget of approximately \$40 million, Match is in an enviable financial position and has substantial reserves, resources, and assets. Collectively, Match employs 300 teachers and other staff members. The school is overseen by a volunteer [Board of Trustees](#) comprised of nine dedicated community and education leaders.

### **About the Transition**

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Since 2017, Match has been extremely well-led by its current Executive Director, who has been with Match since 2012. She will remain in her position into the fall after which a senior Match leader will assume the Interim Executive Director position through the remainder of the 2024-25 school year. Match will consider candidates who can start employment during the current school year as well as those who require a July 1, 2025 start date.

## **The Opportunity**

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The Executive Director will have the opportunity to lead one of Boston's most respected and lauded charter schools which has received many [awards and been studied extensively](#). In addition to effectively and efficiently overseeing all ongoing school operations, finances, culture, governance, and resource development, high priorities for the Executive Director are:

- Encouraging and empowering highly skilled and dedicated staff to innovate, create, and deliver post-pandemic strategies to bolster student achievement and growth across all grade spans but particularly in grades PreK-8.
- Sustaining Match's unique school culture and adhering to its core values.
- Demonstrating a steadfast commitment to educating the whole child and providing the individual support each child needs to achieve personal success.
- Serving as a trusted representative and unwavering ambassador of the school to the entire community of family, students, partners, and donors.
- Maximizing the informed perspective and impact of an accomplished senior leadership team.
- Developing and implementing strategies to recruit talented educators and retain them while expanding staff diversity, particularly at the most senior levels, so Match's workforce better reflects the communities it serves.
- Creating deeper, yet realistic, connections and stronger communications amongst Match's three geographically dispersed campuses to the benefit of students, families, and staff.
- Increasing transparency of decision making and ensuring that protocols, systems, and platforms are thoughtfully considered, developed for the long-term, and consistently implemented over time.
- Effectively managing the school's finances and securing the resources needed, beyond per pupil revenue, to deliver the educational program Match's students need to reach their potential.

## **Profile of the Ideal Candidate**

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Desired Credentials:

- Passion for and commitment to Match's mission, vision, core values, and its exceptionally diverse school community.
- A minimum of five years of senior educational leadership or equivalent experience.
- Knowledge and understanding of Boston's neighborhoods, its unique public education history, and its broader educational landscape.
- Understanding of and experience in the charter public school sector is a plus along with exposure to K-12 educational principles and practices.

Skills and Attributes:

Culture and Team Builder

- Approachable and present leader able to make deep and meaningful connections with students, parents, teachers, administrators, staff, and partners, with the ability to lead with both heart and mind, showing genuine care and support for staff and students and being actively involved in the daily life of Match's schools.
- High emotional and cultural intelligence with a down-to-earth, humble, and non-hierarchical orientation and the ability to foster a positive, trusting, and inclusive atmosphere where everyone feels heard and respected.
- Strong listening skills, openness to feedback, and able to build relationships and collaborate with all of Match's stakeholders.
- Unwavering advocate for diversity, equity, and inclusion and able to understand and represent Match's predominantly Black and brown community of families and students.

### Experienced and Strategic Educational Administrator

- Strategic thinker who can develop and execute a vision for Match's future with the ability to navigate the changing funding context, right-size the budget, and drive innovation and growth.
- Commitment to academic excellence and high achievement across all grades while simultaneously tending to social-emotional learning and student well-being.
- Able to analyze and commit to a long-term approach and implement long-term plans for the school's improvement even if approaches and plans require challenging and difficult choices.
- Successful track record leading a school or educational organization of similar scale and size in terms of educational program, students, and staff.
- Able to influence, advise, coach, and delegate effectively to the school's academic and/or instructional leaders to accelerate academic gains.
- Skilled at developing and managing budgets, understanding and reporting on financials, and raising the philanthropic funds needed to supplement Match's per pupil revenue.

### Engaged Manager of People and Community

- Prior personnel management experience with the ability to delegate authority to senior leadership and hold others highly accountable.
- Able to leverage strong educational knowledge to address issues and effectively foster open communication with educators.
- Value and promote individuals' well-being and embrace diverse cultures and backgrounds to sustain an inclusive environment.
- Acknowledge the importance of family, community engagement, and student voice, ensuring all are heard and respected through active listening and open, honest communication.
- Maintain a cool, calm, and collected demeanor, handling conflicts with a deliberative approach and making thoughtful and collaborative decisions.

### Application Guidelines

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This is a full-time, salaried, exempt position with a starting salary range of \$175,000 to \$200,000. Match also offers a comprehensive benefits package. Match prohibits discrimination based on race, color, sex, gender identity, sexual orientation, age, national origin, physical or mental disability, religion, veteran status, and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of students in its programs and activities, or in employment and application for employment.

Candidates should include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of Match. Applications will be accepted until the position is filled. Submit required documents at: <https://eostransitions.applicantpool.com/jobs/>.

Eos Transition Partners consultant John Tarvin is managing this executive search. All submissions will be acknowledged and are confidential, and any questions must be submitted to John at: [itarvin@eostransitions.com](mailto:itarvin@eostransitions.com).