



Overview: Avondale Meadows Academy (AMA), established in 2006, is a K-5 public charter school in the United Schools of Indianapolis (USI) network, authorized by the Indianapolis Mayor's Office of Education Innovation. The purpose of United Schools of Indianapolis is to provide an equitable education to prepare all students for college and beyond while leaving a lasting impact in the communities we serve.

The Position The Principal of Avondale Meadows Academy is the chief academic and administrative officer, responsible for the daily operation of all personnel, programs and services. The Principal reports to the Executive Director of United Schools of Indianapolis.

The Mission The mission of Avondale Meadows Academy is to provide a rigorous and relevant college-preparatory program, grounded in our belief in the ability of every child to succeed at high levels. Through well-coordinated support, a strong partnership with families and close attention to results, our students will consistently meet and exceed academic standards ensuring their success as future college graduates and lifelong learners.

Background. Since 2006, AMA has provided almost 2,000 children with a rigorous, college-preparatory education in their elementary years. USI makes huge strides, not only in closing the achievement gap, but also in helping transform Indianapolis neighborhoods that have struggled for decades with crime, poverty, and underfunded, poorly performing schools. Under the close oversight of the USI Board, USI has steadily improved both its academic performance and financial stability.

Philosophy At United Schools of Indianapolis, we believe it is critical to equip scholars with the knowledge necessary to master life, prepare them for success in college, inspire a lifelong love of learning, and foster responsible citizenship. We promote student growth and achievement by ensuring the following elements of effective instruction are present in the learning environment:

- We teach a rigorous, standards-based curriculum.
- We sustain student attention.
- We have a warm and structured environment for learning.
- We engage students by pushing the thinking and the doing onto them.
- We respond to data in the moment.
- We are professional and prepared.



At United Schools of Indianapolis, we believe that every child deserves to learn in a safe, positive environment. Therefore, in our structured environment, adults are consistently positive, yet firm so that scholars are learning in a happy and focused school setting. This positive and firm approach nurtures a culture within our school and within each classroom where scholars have the confidence to take academic risks and learn from their mistakes.

The Avondale Meadows Academy Community

Students: Enrollment is currently at 450 students, Grades Kindergarten – 5. The elementary is at capacity with three sections of each grade. Each kindergarten class has co-teachers to promote a strong foundation for each child’s development and achievement. Class size is typically 26 students and 96% of the enrolled students are African-American. The school’s population is at 83% free and reduced qualified. Breakfast and lunch are provided daily.

Students come from approximately a twenty mile radius of the school, some from outside the city limits. Parents transport students to and from school – allowing greater opportunity each day for parental interaction. The School partners with the YMCA in offering before and after school care for families – currently, USI serves as the Y’s largest partnership site.

Faculty and Staff: Approximately forty-five teachers and staff will work under the school’s leadership. Additionally, services are contracted for behavioral health, special education and related services, facilities cleaning, food service and preparation, and before and after school care. Staff includes specialists in Reading, Art, Music and Physical Education, special education, speech, and related services. Teachers and support personnel are recruited and hired based on their proven capabilities to support and implement the school’s mission. Ten days per year are dedicated to professional staff development, and there is an instructional focus within each quarter to promote student achievement and success.

Parents: The USI philosophy embraces and expects strong family involvement, and encourages parents to be active in the school as volunteers and mentors to the student population. Family nights, Parent University, Dad’s Day and Mornings with Mom are examples of the many opportunities for parent empowerment and engagement.



The Opportunity For the new school leader, USI offers:

- A highly competitive salary and benefits package that includes bonus and merit incentives;
- Networking and professional development within an award winning charter school community;
- Leadership of a school of an established network;
- A mission driven focus within a high needs' urban environment;

The Ideal Candidate will present:

- A minimum of five years of proven inspirational elementary or middle level leadership experience in a school that has a record of high student achievement
- A proof of collaboration with other school leaders to ensure consistency in culture, processes and policies;
- Fluency in effective practices – curriculum, instruction, administration, supervision, data driven instruction, education law and policy;
- A passion and talent for working with high needs' populations in urban settings;
- A commitment to excellence and hard work;
- A talent and proven track record for recruiting and guiding teachers as highly effective practitioners;
- The ability to work effectively in supporting fundraising and grant writing efforts;
- Evidence of a strong work ethic, high degree of organizational skills, outstanding interpersonal and communication skills; and
- Adequate technological skills related to administrative work.

To apply for this position, submit the following:

- Letter of interest explaining why candidate believe his/her qualifications match those sought
- Current resume
- Transcripts
- Copy of valid Indiana License or evidence of eligibility for reciprocal license
- At least three (3) professional references listed (letters of recommendation do not replace the need for 3 professional references) with one being present supervisor.



Include current telephone numbers.

Search Process Will Continue Until Suitable Candidate is Selected

Starting Date for Principal: July 1, 2020

Submit Material To:

Kelly Herron, Executive Director
United Schools of Indianapolis
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