

GoodCitizen

Environmental Charter School
High School Principal
Location: Pittsburgh, PA

About Environmental Charter School

The Environmental Charter School (ECS) is located in Pittsburgh and serves more than 1,000 students from dozens of zip codes. Its K-12 program grows global citizens who are systems thinkers, creative problem solvers, and effective leaders. By integrating environmental content from the natural, built, and social environments into its curriculum, ECS grows citizens who grapple with real-world problems and are the next generation of thought leaders, innovators, and global advocates of our planet. Its talented staff and faculty are dedicated to the ECS mission and committed to providing equitable and accessible opportunities for all students to thrive and reach their full potential. Through innovative, hands-on programs and a strong focus on environmental justice, equity, and literacy, ECS ensures its students are prepared for college, career, and lifelong success.

For more information about Environmental Charter School, visit ecspgh.org.

The Opportunity

The Principal of the Environmental Charter High School (ECHS) will play a transformative role in shaping the next decade of impact for ECS and the wider Pittsburgh community. They will build on the already existing successes of the ECHS and simultaneously grow the student population and further enhance and articulate the high school program. Through its strategic framework, ECS has rededicated itself to environmental education and ensuring students are equipped with the skills, mindsets, and experiences necessary to make decisions that benefit local communities and the wider world. Through their actions and decisions, the Principal will model and support a culture reflective of the ECS guiding principles of catalyst, character, collaboration and commitment. The Principal will lead and oversee the cultivation of a school environment that values advocacy, critical thinking, and interdisciplinary learning while preparing students to become impactful global citizens.

The next few years will be pivotal in the history of ECS and ECHS. In 2024, ECHS graduated its first class of seniors and paved the way for an even brighter future. Today, the board of trustees and executive leadership team are actively working to establish a new facility to meet the needs of the students and ECHS team. The population of students continues to grow and, with the right leadership, will continue to thrive. This Principal, working with a talented team,

will have the opportunity to shape the ECHS into the full manifestation and culmination of the ECS K-12 student experience.

The Principal will bring a deep commitment to the school community, providing stability and vision during this transformative phase. This leadership role requires a passionate dedication to the mission of ECS, and the ability to inspire students, staff, and families to collectively build a culture of excellence, environmental stewardship, and inclusivity. The Principal will be someone who can embrace challenges, build on momentum and see projects through to completion.

Key Responsibilities

Reporting to the Superintendent, the responsibilities of the ECS High School Principal will include but not be limited to the following:

People and Systems Leadership

- Upholding and advancing the ECS commitment to academic excellence, environmental education and the growing of citizens.
- Aligning the ECHS fully with the ECS mission and vision and strengthening the engagement across all parts of ECS.
- Cultivating an environment that elevates all voices and identities in its work and is responsive to diverse needs.
- Communicating effectively with a variety of stakeholder groups including staff, students and families.
- Refining and overseeing the systems designed to support the smooth daily functioning of ECHS.
- Cultivating positive and lasting relationships with students, staff and families.
- Modeling an unwavering commitment to upholding ECS principles and standards for adults and students

Instructional Leadership

- Designing, implementing and evolving the ECHS program offerings.
- Driving continual progress toward a structured, positive learning environment centered on academic excellence for all students.
- Actively championing an inclusive, achievement-driven culture.
- Utilizing data to inform instructional strategies and ensure curricular alignment and rigor.
- Strengthening teacher expertise through continuous professional development, coaching, and collaboration, resulting in improved student outcomes

Engagement Leadership

- Welcoming and orienting parents, highlighting shared responsibilities within the school community.
- Engaging families in enrollment, retention, and school events throughout the year.
- Communicating successes and actively resolving concerns to build strong partnerships with families.
- Fostering support for character development and behavior initiatives through active family participation.
- Cultivating meaningful partnerships with community organizations and thereby increasing access to opportunities for all students.

Ideal Candidate

The ideal candidate is an inspiring leader and administrator deeply committed to the mission and vision of Environmental Charter School (ECS). They bring a proven track record of success in secondary education leadership, including managing and developing high-performing teams, fostering inclusive and innovative school cultures, and driving equitable student outcomes. With a strong belief in the transformative power of environmental education, the ideal candidate has experience integrating sustainability, justice, and global citizenship into academic programming. They are results-oriented, leveraging data and collaborative approaches to enhance both student achievement and teacher efficacy.

Equipped with exceptional interpersonal and organizational skills, the ideal candidate thrives in a dynamic environment, balancing high-level strategic planning with the day-to-day demands of a growing school. They excel in building meaningful partnerships with families, community organizations, and stakeholders to enhance the learning experience for all students. The ideal candidate is an empathetic yet decisive leader who demonstrates resilience and creativity. Their commitment to continuous improvement and equity makes them a catalyst for positive change not just at ECHS but within the wider ECS community.

Qualifications

Strong candidates for the High School Principal role at ECS will bring the following qualifications:

Educational Background and Work Experience

- Minimum of 3-5 years leadership experience at the secondary level required;
- Experience with high school academies, magnet programs, or specialty high school programs preferred;

- Experience in environmental focused curricula including sustainability and systems, environmental justice and equity, global citizenship, or environmental engineering and sustainable design preferred;
- Familiarity with charter schools and/or new school development;
- Experience building strong collaborations within and beyond the walls of school
- Principal certification;
- Bachelor's degree from an accredited institution, Master's degree preferred.

Skills and Characteristics

- Deep belief in the ECS's philosophy and mission;
- Strong accordance with ECS's guiding principles of catalyst, character, collaboration, commitment;
- Exceptional instructional and classroom management expertise and ability to articulate effective strategies in support of the professional growth of others;
- Experience using data and data systems to make instructional decisions and ability to coach others in the use of data to ensure instructional delivery meets the needs of all learners;
- Extraordinary interpersonal skills and desire to work as a team player with teachers and staff;
- Ability to plan strategically and maintain a focus on results;
- Ability to partner and create relationships with parents and community members;
- Understanding of the need for and willingness to do "whatever it takes" to support student achievement in traditionally underserved communities;
- Meticulous organizational ability in order to set priorities, organize workload, handle multiple responsibilities and meet deadlines;
- Positive attitude and maturity sufficient for a demanding position and longer school days.

Compensation and Benefits

This is a full-time, exempt position with a minimum starting salary of \$115,000 annually, subject to negotiations. A comprehensive benefits package includes medical, dental, vision, life insurance, short- and long-term disability insurance, voluntary life & AD&D, critical illness, accident, and hospital indemnity available for employee and dependents, generous paid time off, and participation in a 403b retirement plan.

Environmental Charter School's EEO Statement

Environmental Charter School is an equal opportunity employer. Candidates must pass all Pennsylvania background checks, including Act 151, Act 114, Act 34 and Act 168 requirements.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the "[Become a Candidate](#)" button. Letters may be addressed to Kevin Bryant.

Applicants applying by March 21st will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Environmental Charter School to lead this search. For questions, please contact:

Kevin Bryant
Managing Partner
(213) 647-0119
kevin@goodcitizen.com

Keristian Farra
Associate
206-792-4311
keristian@goodcitizen.com