



BALTIMORE LEADERSHIP SCHOOL
for young women



HEAD OF SCHOOL SEARCH

Baltimore, Maryland

Position Starts July 1, 2025



EDUCATORS COLLABORATIVE

EXPERTS IN SEARCH, TRANSITION & STRATEGY



Educators Collaborative is pleased to assist Baltimore Leadership School for Young Women (BLSYW pronounced Bliss) in its search for a Head of School to begin July 1, 2025 or sooner.

OVERVIEW

Serving young Baltimore women in grades 6 through 12, BLSYW is a college preparatory, public charter school under the auspices of the Baltimore City Public Schools System (BCPSS) of Maryland. The BLSYW Head of School will report to the Board of Trustees for the Foundation for the Baltimore Leadership School for Young Women. This is a fantastic opportunity for a person who is drawn to making a difference in an urban public school. It is the right opportunity for an innovative, resilient, compassionate leader who will be persistent in using the flexibility and additional resources granted by the charter to realize the school's vision of "Transforming Baltimore One Young Woman at a Time."

Under the direction of the Board of Trustees, the Head of School is responsible for overall management and operation of the Baltimore Leadership School for Young Women. The Head of School works with the Board of Trustees to determine organizational goals, oversees activities to achieve those goals, including supervising the Senior Leadership Team, which includes the Principal, Director of Whole Girl Wellness, Director of College and Career Success, Director of Operations and Finance, and Director of Development and External Affairs. As such, the Head is responsible for managing fundraising activities, financial operations, program execution, and internal and external communications.





Baltimore, Maryland

Baltimore, Maryland, is a vibrant and historically rich city. Located in the heart of downtown Baltimore, BLSYW is ideally located among a wealth of attractions, educational institutions, and professional opportunities that could be ideal for someone leading the school. The communities surrounding BLSYW combine the energy of an urban center with the depth of historical and academic institutions, providing a stimulating environment for personal growth, leadership, and student development. Leading BLSYW in the heart of Baltimore means contributing to a transformative educational experience in a dynamic city filled with opportunities, diversity, and a commitment to empowerment. It's a chance to mentor the next generation of leaders in a supportive and engaging environment, all while being centered in Baltimore's vibrant culture and community.

BLSYW AT A GLANCE

Founding: 2009

Current Charter: June 30, 2026

Expiration: 128 W Franklin Street,

Location: Baltimore, MD

Enrollment: Annual Lottery for Grades 6 and 9

Total Enrollment: 464

- Middle School (6-8): 205
 - * 73 - G6
 - * 68 - G7
 - * 64 - G8
- Upper School (9-12): 259
 - * 94 - G9
 - * 68 - G10
 - * 32 - G11
 - * 65 - G12

Faculty & Staff: Average/Max Class Size: 23/25

Total Faculty and Staff: 82

Total Contracted Staff: 22

(Co-curricular programs, well-being services, security and other)

Board of Trustees: 24 Trustees

Financials: Operating Budget: \$10.2MM

Reserves (FY24): \$5.3MM

Annual Giving: \$1.9MM

Grant Funding (FY24+FY25): \$315.7K



THE APPEAL FOR A SCHOOL LEADER

The combination of the Inner Harbor, Mount Vernon, and esteemed universities creates a unique environment for someone leading the Baltimore Leadership School for Young Women. The opportunity to engage with a diverse and educated community, alongside Baltimore's cultural and historical richness, makes this an ideal location for someone dedicated to empowering young women and fostering leadership.

The close proximity to several universities provides both academic and professional opportunities for partnerships, mentorships, and student engagement. Being located in an area with such a strong emphasis on education, culture, and community allows a school leader to draw on a broad network of resources and opportunities. The academic institutions can serve as collaborators for research, career development, and college preparation, while the cultural institutions in Mount Vernon offer enriching experiences for students. Together, these elements create an inspiring and dynamic atmosphere for someone committed to leading and shaping the future of young women in Baltimore.

Inner Harbor

Just a short distance from the school, the Inner Harbor is a vibrant and iconic destination. Known for its picturesque waterfront, the Inner Harbor features attractions such as the National Aquarium, the Maryland Science Center, and historic ships like the USS Constellation. It's a hub for tourism, business, and cultural activities, offering numerous opportunities for educational experiences, internships, and community partnerships. The proximity to the Inner Harbor allows BLSYW students to engage with a wide range of industries, from science and technology to arts and hospitality, enhancing their learning and career prospects. For a leader, the Inner Harbor represents both the vibrancy of the city and the possibilities for collaboration between education, business, and the arts.

Historic Mount Vernon

The Mount Vernon neighborhood, located just a few blocks from BLSYW, is one of Baltimore's most historic and culturally rich areas. Known for its stunning 19th-century architecture, including the prominent Washington Monument, Mount Vernon is home to museums, theaters, galleries, and cultural institutions like the Peabody Institute and the Baltimore Museum of Art. It's also the center of Baltimore's Arts & Entertainment District, making it an ideal neighborhood for a school leader focused on fostering creativity, cultural awareness, and artistic development. For students, Mount Vernon offers access to artistic programs, internships, and cultural events that can broaden their perspectives.



HISTORY OF BLSYW: EMBRACE, EDUCATE, EMPOWER

The Baltimore Leadership School for Young Women was founded by Brenda Brown Rever in 2009 as a public charter school dedicated to empowering young women in Baltimore through a rigorous education focused on leadership and personal development. The school was established to provide high-quality education to girls, particularly from underserved communities and helping them become confident leaders and critical thinkers. BLSYW's current charter expires June 30, 2026. As such the school will begin its third renewal application in 2025.

BLSYW operates on the belief that education is a powerful tool for change and that young women can rise to their fullest potential when given the right support and resources. The school emphasizes a curriculum that blends academic rigor with leadership training, character development, and community service, fostering a holistic approach to education.

Universities in the Area

The region around BLSYW is also home to several prestigious universities, creating an intellectual and collaborative atmosphere that enriches the educational environment. The presence of these universities offers several benefits to a school leader, including access to research, internships, faculty collaboration, and opportunities for BLSYW students to connect with peers and mentors in higher education. Notable institutions include:

Johns Hopkins University: Located just a short distance from BLSYW, Johns Hopkins University is one of the world's leading research universities. Its proximity offers tremendous opportunities for collaboration in fields such as healthcare, engineering, public policy, and the arts. The university's commitment to social impact aligns well with BLSYW's mission to empower young women.

University of Baltimore: Situated near Mount Vernon, the University of Baltimore offers programs in business, law, and the arts, with a strong focus on practical, career-oriented education. Its urban setting and emphasis on community engagement make it a natural partner for creating pathways to higher education for BLSYW students.

Morgan State University: Located a bit further north, Morgan State University is a historically Black university that plays a vital role in the community. It offers a diverse range of academic programs and is known for its commitment to leadership development, making it a strong ally for BLSYW students aspiring to pursue higher education and leadership roles.



Since its inception, BLSYW has made significant strides in improving educational outcomes for its students. It has cultivated a strong community of educators, parents, and alumni who support the school's mission and contribute to a nurturing and empowering environment. The school's innovative programs, including mentorship opportunities and partnerships with local organizations, have enhanced the educational experience for its students.

Over the years, BLSYW has continued to grow and adapt to the changing needs of its community, celebrating the achievements of its graduates who pursue higher education and leadership roles in various fields. The school remains a vital part of the Baltimore community, committed to its vision of empowering young women to become leaders and change-makers in their lives and society. Their vision is strongly reflected in their approach to providing holistic education.

HOLISTIC EDUCATION

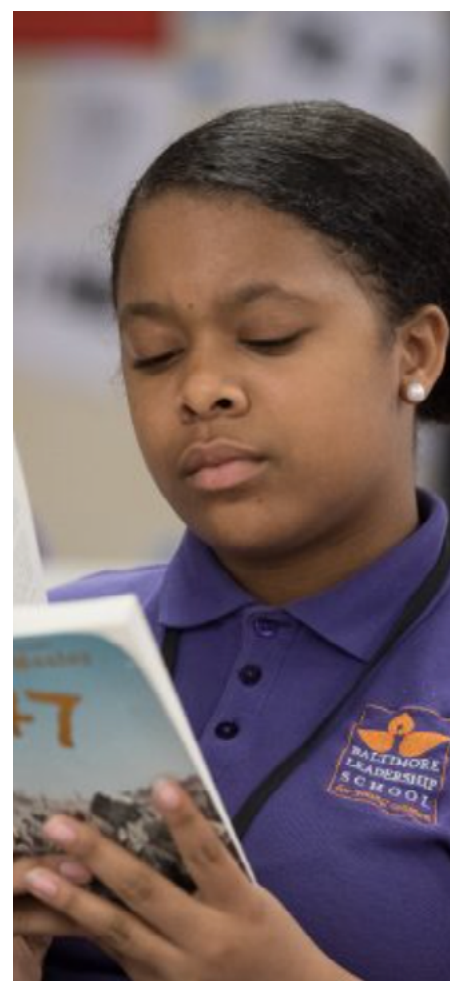
The school focuses on excellence in delivering a holistic education for girls, executing innovative teaching and learning practices with attention to fields where women are underrepresented while also cultivating the arts and humanities, areas that have tended to draw out women's leadership. Hence, BLSYW has a vibrant dance program and historic step team, which has bolstered the school's reputation since the early years of its founding.

Whole Girl Wellness

Valuing Whole Girl Wellness, BLSYW empowers young women to lead in college and the broader world and sets a high bar for their social responsibility and engagement. Through a newly formed Whole Girl Wellness department, which serves and compliments Teaching and Learning, the aim is to develop a strong sense of self, sisterhood, compassion, and ethically thoughtful decision-making in young women. Led by the Director of Whole Girl Wellness, the department is well-staffed which engage a team members such as Climate Associates, Whole Girl Wellness Coordinator, Social Worker, School Counselor, Community Schools Specialist and a host of community partners.

College and Career Success

The school takes pride in its College and Career Success department and its results. BLSYW has earned national recognition for its 100% college acceptance rate and efforts to meet the school's strategic plan objective for a 75% college graduation rate.





BALTIMORE CITY PUBLIC SCHOOLS SYSTEM (BCPSS)

The BCPSS encompasses many schools, serving a diverse student population in an effort to provide equitable education options to all students within the city. The system includes a variety of educational models, including traditional public schools, magnet schools, and charter schools. BCPSS provides support and resources for charter schools, with an aim to foster collaboration, innovation, equity and access. Charter school operators must adhere to accountability, training and reporting requirements mandated by BCPSS and enforced by their appointed leaders as they strive to take advantage of any autonomy and flexibility afforded to them. The district provides support in various forms, including resources, guidance, and compliance assistance, to help charter schools succeed. If leveraged appropriately, this support can help charter schools remain focused on their missions while contributing to the overall goals of the district.

Professional Development and Training

The district provides ongoing professional development opportunities for educators, including charter leaders. In addition to an on-going series of training for new charter school Heads, other professional development topics address various topics, including instructional strategies, leadership development, and cultural competency. Charter schools can access these professional development resources to enhance teacher effectiveness and improve student outcomes.

Student Support Services

The Baltimore City Public Schools system offers a variety of support services that extend to charter schools, including special education resources, counseling, and mental health support. By partnering with the district, charter schools can ensure that students receive the comprehensive support they need to thrive academically and emotionally.

Community Engagement Initiatives

The district fosters strong community engagement across all schools, including charter institutions. BCPSS actively encourages partnerships with local organizations, parents, and community leaders to enhance educational opportunities for students and better connect schools with their local communities. BCPSS staffs each of its charter schools with a Community Engagement Specialist.



BCPSS CHARTER OPERATOR FUNDING AND REPORTING MODEL

Baltimore City public charter schools operate within a funding and reporting framework that emphasizes equitable funding, accountability for educational outcomes, and compliance with relevant regulations. This model is designed to support the unique needs of charter schools while ensuring that they maintain high educational standards and effectively serve their student populations.

Operator Funding Model

Per-Student Funding

Baltimore City public charter schools receive funding primarily through a per-pupil funding formula. This means that each charter school receives a certain amount of money for every student enrolled, which is calculated based on the funding allocated for traditional public schools in the district. This funding covers basic operational costs, such as staffing, curriculum, and facilities. Standard (Traditional) staff salaries and benefits are paid directly to staff by BCPSS.

Federal, State and Local Funding

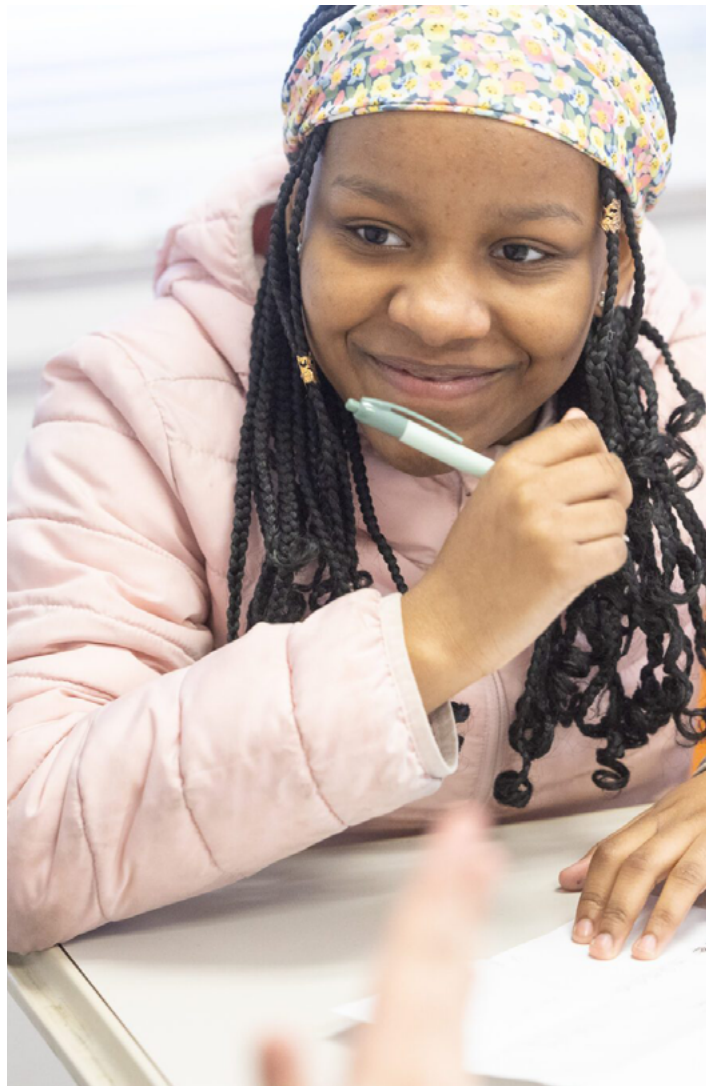
In addition to per-pupil funding from the city, charter schools may receive federal and state grants. These can include Title I funds for low-income students, special education funding, and various competitive grants aimed at enhancing educational programs.

Some charter schools also seek additional funding from local sources, which may include private donations, fundraising events, and partnerships with local businesses or nonprofits. This extra funding can help support specific programs or initiatives within the school.

Operator Reporting Model

Accountability Framework

Charter schools in Baltimore are held accountable for their academic performance and operational effectiveness through a structured reporting model. This includes submitting annual and periodic reports to the Baltimore City Public Schools system, detailing student achievement outcomes (including standardized test scores), enrollment trends, attendance and graduation rates, financial performance, and other operational metrics. Additionally, the district conducts regular site visits and evaluations to monitor and support charter school operations, ensuring compliance with their agreed-upon charter. These evaluations assess various aspects of school performance, including instructional quality, student support services, and overall school environment. These metrics help ensure that charter schools meet the educational standards set by the district and holds schools accountable for both upholding academic excellence and fostering a secure, supportive learning environment for all students.



Compliance with Regulations and Facilities Maintenance

Charter schools must comply with various federal, state, and local regulations regarding educational standards, special education, and health and safety requirements. Additionally, since BLSYW is housed in a district owned building, the school operates as a tenant of the district and must comply with district maintenance, repair and renovation regulations and requirements.

Charter Renewal Process

The charter agreement is typically reviewed every three to five years or more, depending on the approved term of the school's charter contract. At this time, the school's performance is evaluated, and the charter can be renewed, modified, or revoked based on the school's adherence to its goals and performance standards. This process serves as a key accountability mechanism within the operator reporting model.





FUTURE LEADERSHIP OF THE SCHOOL

Baltimore Leadership School Young Women (BLSYW) seeks a Head of School to honor the BLSYW traditions while leading and advancing the school.

The Board of Trustees of the Foundation of BLSYW is conducting a national search to identify a new Head of School. Joan Beauregard and Carol Santos of Educators Collaborative solicited input from stakeholders during an on-campus visit and gathered additional input from constituents through an online survey. These constituents included faculty, staff, administrators, trustees, and student leaders. Based on this input, impressions of the consultants, and input from the Head of School Search Committee, the following represents a summary of BLSYW's strengths, challenges, and opportunities and the qualities and attributes of the next Head of School.

Strengths of the School

1. BLSYW's founding as a public charter school for girls in grades 6 – 12 that emphasizes leadership, college readiness, and academic leadership.
2. The Foundation for the Baltimore Leadership School for Young Women has earned a 4/4 Star rating on Charity Navigator and provides excellent support to the operations of BLSYW. A solid Development and External Affairs department garners funding and support through their Annual Empowerment Breakfast and other philanthropic grants, fundraising, and an expanding network of partners, that increases the budget, allowing the school to expand its staff and programs in mission-centric ways.
3. The commitment to whole girl wellness through social and emotional learning, restorative practices, health and wellness, and a well-rounded curriculum complemented by ample afterschool programs and activities, including Robotics, Step, Dance, Volleyball, Basketball, and Chess.

4. The College and Career Success department, offers an intentionally progressive college and career counseling program of support for all grades 6-12. Accordingly, the school has earned national recognition for its 10 years of a 100% college acceptance rate. Additionally, students attend classes at the University of Baltimore and have annual trips to colleges and universities and retreats for students in grades 10 and 11.
5. Academic and co-curricular offerings aim to provide challenges and support multiple development levels and learning styles. Class sizes of 23-25 allow a dedicated faculty and staff to deliver on its commitment to the school's vision of "Transforming Baltimore One Young Woman at a Time."
6. Caring, dedicated teachers who enjoy working at BLSYW and are committed to serving urban young women of color. Teachers work hard to execute lesson plans that stretch the minds of every young woman.

Challenges and Opportunities for the next Head of School

- Provide strong, stabilizing leadership to a school community that has experienced a high level of change in key leadership roles over the past several years.
- Expect, encourage, support, and hold everyone at BLSYW accountable to model and adhere to the highest professional standards; establish, document, communicate, and enforce school systems and policies.
- Lead the school through its charter renewal process, strategically charting a clear path forward to a more positive climate and culture supported by major facilities considerations. This is critically important to furthering the ultimate goal of making substantial gains in academic performance and college graduation rates.
- Evaluate and develop, where needed, clear communications with (and within) the different constituencies to support a trusting, understanding, engaged, and supportive school community.





- Provide leadership and support to efforts toward a renewed commitment to providing a cohesive education experience that acknowledges that the student/family experience and administrative leadership, in the cultivation of teachers as leaders, are the backbone of the organization. The strength, virtues, and working relationships of the program must be lived by all and better communicated with consistency of expectations and according execution and accountability actions.
- Continue strong budgetary leadership and oversight, understanding and managing multiple financial sourcing requirements (District, Foundation for BLSYW, grants, and other philanthropic organizations) to ensure the financial sustainability of the school. Participate in fundraising activities to expand the resources available to the school.
- Boost awareness of BLSYW and its reputation as a public charter school in Baltimore, Maryland. Provide leadership to those who work in the school and to those who send their children to BLSYW to articulate a consistent message about the positive benefits of a BLSYW education.

Qualifications and Attributes of the Next Head of School

The next Head of BLSYW shall demonstrate personal values that align with the vision, mission, and core values of BLSYW as well as honorable cultural competency, finding joy working in diverse communities while encouraging and supporting others who strive for the same. Specifically, the Next Head of BLSYW will be an approachable, strong, determined, and compassionate leader who will demonstrate understanding and enthusiasm to work amongst the BLSYW community and a strong propensity for the following leadership qualifications and attributes:

- Familiarity with running a public Charter School or independent school with the ability to use those experiences to commit to navigating, understanding, and adhering to working with multiple policies and reporting relationships required of a public charter school under the auspices of the Baltimore City Public Schools System (BCPSS) and the Board of Trustees of the Foundation of the Baltimore Leadership School for Young Women.



- Financial acumen and working knowledge of school budgeting, finance, plant maintenance, safety and security, and fiscally sound management within the structure of a public charter school, complemented by a strong knowledge of fundraising and marketing and readiness to play a leadership role in both of these areas.
- Skill and resilience to dedicate steadfast energy and time to uniting a community of faculty, staff, students, and families around working together to achieve the mission of BLSYW. Astute listener and observer, readily taking time to understand the culture, community, and differing viewpoints of BLSYW while assisting others to do the same.
- Visible and present, enjoying engagement in the school community, and showing students that they are important and the driving force behind the Head's work and dedication to the school.
- Authenticity in exhibiting humility and humor while projecting strength and grit to achieve what is best for the BLSYW community of students, families, and staff.
- Innovative, "all-in" visionary, inspiring others by example, with a proven record of identifying, developing, mentoring, supporting, and motivating talented faculty and staff, while holding them accountable for effectively following through on projects and initiatives.
- Articulate spokesperson for BLSYW in the school community and beyond, demonstrating skilled, audience-appropriate interpersonal presentation and written communication skills to facilitate effective relations with the school's constituencies.



The Search Process

By early January 2025, the Search Committee plans to identify a preliminary list of semifinalist candidates they will interview virtually in mid-January. From this group, they will narrow the selection to finalist candidates who will be invited to the School at the end of January/early February for further in-person interviews with a spectrum of school stakeholders on campus at BLSYW. The Trustees expect to reach a decision and appoint a Head-Elect by mid-February, 2025, with the term of office to commence on or about July 1, 2025 (preferably in March/April, if feasible). Salary and benefits are competitive and BLSYW is an equal opportunity employer.

HOW TO APPLY

Application Deadline: December 20, 2024

Application Materials

Candidates interested in this position are asked to submit the following materials as one merged PDF document in the following order:

1. [EC Candidate Summary Sheet](#)
2. Letter of Interest addressed to the Search Committee
3. Current Résumé
4. Statement of Educational Leadership Philosophy
5. A list of five references with contact information. (Include: Name, relationship to you, and contact information [phone and email])
6. [EC Disclosure Form](#)

Inquiries And Recommendations

We are available to receive your inquiries and are appreciative of your recommendations.

Please email to:

Carol Santos, Partner, Educators Collaborative csantos@educatorscollaborative.com and/or
Joan Beauregard, Partner, Educators Collaborative jbeauregard@educatorscollaborative.com