



HOWARD GARDNER  
MULTIPLE INTELLIGENCE  
CHARTER SCHOOL

**CEO  
SEARCH**

Scranton, Pennsylvania  
[howardgardnerschool.com](http://howardgardnerschool.com)

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# SCHOOL OVERVIEW



The Howard Gardner Multiple Intelligence School (Charter School) is a tuition-free public charter school in Scranton, Pennsylvania. The Charter School is located on 9+ acres in the scenic setting of the East Mountain section of Scranton with nearby parks, trails, and lakes. As a school of choice, 320 students are enrolled in elementary and middle school grades (K-8). Class sizes are small and dedicated teachers are supported within their classrooms by Instructional Assistants, Coaches, Literacy and STEM specialists, and the latest in curricular and technological resources. A robust humanities curriculum provides all required core courses along with Spanish & World Languages, Health and Physical Education, Art, and Music to all students, from Kindergarten through 8th grade. Extracurricular activities provide varied afterschool opportunities for sports, band, clubs, and enrichment programs that further develop students' interests and potential. Engaged families are a hallmark of the school and provide support for the School and the student experience in numerous ways.

The school's mission is influenced by Dr. Howard Gardner, a Scranton native and Professor Emeritus of Cognition and Education at Harvard University, whose Theory of Multiple Intelligences identified a holistic, experiential, and personalized approach to educating children. The School faculty and students have had the unique opportunity to engage with Dr. Gardner via zoom sessions.

The School complies with PA Charter School Law and PA School Code and provides a PA standards-aligned curriculum. Enrollment is conducted through a public lottery held each spring for the following school year, in which applications far exceed available spaces and thus produce an annual waitlist that averages 150. There is a total enrollment of 320 students who represent 12 nearby school districts, with the majority residing in the Scranton School District.

Chartered in 2012 as a regional PA Charter School, the School is authorized by the Scranton and Abington Heights School Districts. The second five-year charter renewal application was recently approved for the 2022-2027 timeframe. The School has had a historical presence in the Scranton area since the mid-70's as a Laboratory School for the University of Scranton, then a private Montessori preschool and Multiple Intelligences elementary school, with legacy alumni and families who continue to support the school and its evolution over subsequent decades.

# SCHOOL OVERVIEW

The Howard Gardner Charter School Foundation is a separate non-profit entity established to support the goals and operations of the Charter School and to steward funds received for both restricted and/or unrestricted purposes. Current fundraising efforts include an annual golf tournament, EITC donations, private foundations and federal & state grants. Expansion of development and fundraising is a strategic priority with the short-term need to establish an Annual Fund drive. Long-term plans include establishing an endowment, as well as instituting a Capital Campaign to support the need for an auditorium and gymnasium.

The Charter School attracts qualified faculty and experiences minimal turnover. The majority of the 26 faculty have achieved their PA Level II certification and many have additional certifications, as required. Ten Instructional Assistants support faculty and students from Kindergarten through 6th grade. Kindergarten is the only single-grade classroom with 32 students, two certified Teachers, and 2 Instructional Assistants. Multi-age/grade classrooms exist for elementary (grades 1-4) and middle school students (grades 5-8), with a two-year looping cycle for each Pod - Primary Pod (grades 1 & 2); Intermediate Pod (grades 3 & 4); Upper Pod (grades 5 & 6) and Senior Pod (grades 7 & 8). Academic leadership is provided by highly qualified Principal and Director, Student Services. Elementary and Middle School class sizes number 24 students, comprised of 12 students from one grade and 12 students from the other grade.

The Student Services Department provides a full range of services provided by eight full-time professional staff that includes Psychologist, Counselor, Social Worker, School Nurse, 3 Learning Support Teachers certified in Special Education, and one Paraprofessional. Special Education students represent 17% of the student population. The most recent monitoring visit from the PA Bureau of Special Education resulted in a commendation for the quality of the School's Special Education Program. The Department also coordinates the Social Emotional Learning (SEL) curriculum and related services.

A state-recognized Positive Behavior Intervention Support (PBIS) program is fully integrated with the Multi-tiered System of Support (MTSS) and Schoolwide Title I program that provide an integrated approach to academic, social, behavioral, and emotional success for every student.

Led by a Master Facility Plan, the Charter School recently completed a 12,000 sq. ft. expansion that resulted in an additional 7 classrooms for Middle School students, new entrance, improved parking and vehicular circulation, and the ability to make full use of the campus for educational and recreational purposes.



# AT A GLANCE

Enrollment - 320

Total Employees - 59

Average Class Size - 24

Operating Budget - \$5.2 M

Building Size - 30,000 sq. ft.

Campus Size - 9+ acres





# MISSION AND VISION

## **MISSION**

Howard Gardner Multiple Intelligence Charter School provides an approach to Kindergarten through Eighth grade education that cultivates the potential of each student through the development of their Multiple Intelligences (MI). By focusing on project-based experiences and real-world applications of knowledge, we aim to empower our young people to become independent, self-directed learners, who proactively problem-solve to positively change the world.

## **VISION**

By 2030, Howard Gardner Multiple Intelligence (MI) Charter School will become a model MI institution that initiates innovation and sustains growth through robust engagement with students, families, colleagues, alumni, community, and educational organizations.

# OPPORTUNITIES & CHALLENGES



Led by an 11 member Board of Trustees and 8 member School Administrative Team, a collaborative, inclusive strategic planning process guides the establishment of strategic themes and goals. Following the successful achievement of Strategic Goals for the 2018-2022 timeframe, the 2023-2027 Strategic Plan was recently approved and will guide the work of the next CEO. The four strategic themes and the opportunities and challenges facing the Charter School are described below.

## THEME I: THE MULTIPLE INTELLIGENCES (MI) MODEL

The Charter School will continue to develop faculty's understanding and application of Gardner's Theory of Multiple Intelligences. The School will capitalize on its unique Mission to expand the scope of educators, schools, families, colleagues, and communities who are aware of and engaged with the School.

## THEME II: ACADEMIC INTEGRITY AND STUDENT SUCCESS

The focus of Academic Integrity is on fidelity to the Charter School's mission-driven pedagogy by upholding the Multiple Intelligences (MI) instructional and assessment Model espoused by Dr. Gardner and Harvard's Project Zero Program. The Charter School responds to students' needs by ensuring a continuum of services appropriate for a Free Appropriate Public Education (FAPE). Students' success is evidenced by performance and learning outcomes, and personal and professional achievements that are monitored by the Charter School and communicated to multiple stakeholders.



# OPPORTUNITIES & CHALLENGES



## THEME III: PARTNERSHIPS AND AFFILIATIONS

Northeastern Pennsylvania has many excellent businesses, non-profit organizations, and educational institutions. From the classroom to the community, increased partnerships and affiliations will be explored that enhance the student experience, provide resources for the Charter School, and support community needs. Alumni, families, and members of the community present opportunities to illustrate the apprenticeship model for our students and enrich the educational experience for students.

## THEME IV: SUSTAINABILITY

HGMICS relies on enrollment revenue to operate the school that poses challenges if limited or declining state revenue is experienced. Additionally, there is the challenge associated with the infusion of COVID-related federal money that ends June 2024, which has supported increased staff, afterschool programming, professional development, curriculum development, technology, and safety/security needs. Additionally, Phase III and Phase IV of the Master Facility Plan requires the Charter School to secure additional sources of revenue.



# QUALIFICATIONS & PERSONAL ATTRIBUTES



The Charter School seeks an experienced, inspirational, and innovative leader committed to the School's Values, and the multiple intelligences "MI" Mission and Vision. The CEO has the final responsibility for promoting a rigorous educational program while providing a strategic path for financial sustainability and institutional advancement. The CEO should have the ability and willingness to work in collaboration with a dynamic Leadership Team and a strong Board of Trustees to provide visionary initiatives for the future. The CEO is directly responsible to the Charter School's Board of Trustees.

The CEO should be the institution-builder, fundraiser, vision-setter, and advocate of the Charter School's unique mission in the greater community. Working in collaboration with a seven-member Leadership Team, the CEO provides strategic oversight and involvement in the operations of the School. The CEO will be data-driven and results-oriented while promoting a collaborative, transparent, and inclusive community. The CEO will focus on strategies that raise the profile and value proposition of the Charter School and provide the resources to recruit and retain an excellent faculty and staff.

While knowledge of education and school operations is preferred, other qualities and experiences will be considered including candidates who have had proven results in fundraising and have experience in ensuring financial sustainability within a not-for-profit arena. Further, the next CEO will need to be, and want to be, a strong presence in all facets of the Charter School community, both externally and internally, knowing the staff, students, and their families. As a role model for educators and a staunch supporter of school choice, a Graduate Degree is required, a Doctorate preferred.

Specific qualities and characteristics also include being a relationship-oriented and approachable servant leader; a person of high energy with a passion for education and commitment to serving children; an excellent, articulate communicator; a leader with high emotional intelligence, who is proactive, and who can lead and delegate when necessary.



## TO APPLY

Electronic Submission no later than March 1, 2023 to  
CEOsearch@myhgsd.com:

- A cover letter;
- A current résumé;
- A one-page statement of educational or leadership philosophy and practice; and
- -A list of five professional references with name, relationship, phone number, and email address of each. References must include at least 2 supervisors and 2 direct reports. References will not be contacted without the candidate's permission.

Position Available July 1, 2023

Competitive Salary and Excellent Benefits

*Howard Gardner Multiple Intelligence Charter School does not discriminate against any employee or applicant for employment on the basis of race, color, religion, creed, ancestry, national origin, sex, age, disability, marital status, citizenship status, sexual orientation or any other basis that is prohibited by applicable law.*