

DSST PUBLIC SCHOOLS

Leadership Opportunities Overview at DSST Public Schools

2025-2026 School Year

Positions are available for Middle School (6th - 8th) and High School (9th - 12th)

School Director (SD):

- The SD provides exemplary leadership to all members of the school community to achieve outstanding performance in the school's mission of preparing each student for college and success in the 21st century.

Ideal Qualifications:

- 3+ years teaching preferably in urban schools and/or communities
- 3+ years of experience as a Dean Students, Director of Curriculum and Instruction, or Associate School Director or equivalent leadership role highly preferred
- Experience at a high-performing charter school is highly preferred but not required.
- Experience in a Principal/School Director role preferred.
- Experience in a Principal/School Director Development Program is highly preferred
- Evidence of driving meaningful and lasting results at the school level

Salary: Starting at \$117,000 - \$135,500 with up to 10 years of aligned experience

School Director in Training (SDIT):

- The School Director in Training (SDIT) Program serves as DSST's multi-year advanced leadership development pathway for rising School Directors while working alongside a Mentor School Director as a school-based leader
- Demonstrated excellence in People Leadership; Culture; Instruction, Coaching, and Evaluation; Systems Management
- Year 1: SDITs engage in rigorous professional development through intensive coaching, observation/debrief cycles tightly aligned to individual growth plans, targeted development sessions, and on-the-job stretch opportunities
- Year 2: SDITs continue to engage in the rigorous on-the-job and supplemental development of Year 1 while layering on additional opportunities designed to prepare them to assume the role of School Director.
- The multi-year program may be accelerated to allow a SDIT to assume the role of School Director after a single year.

Ideal Qualifications:

- Demonstrated evidence of success coaching, leading, and managing adults towards exceptional results
- Demonstrated conviction and unyielding commitment to equity
- A deep love for students, teachers, families, and making a school a place where everyone can thrive
- 5+ years of experience working in schools and classrooms
- 3+ years of experience in school-based leadership
- Experience as a principal, assistant principal, and/or other senior school-based leader highly preferred

Salary: Starting at \$90,000-\$108,500 with up to 10 years of aligned experience

Associate School Director (ASD):

- The ASD serves as a systems, culture, and curriculum/instruction leader on the campus in partnership with the School Director. They are responsible for coaching and managing people in both their teaching practice and leadership practice as well as their continuous growth

Ideal Qualifications:

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- Bachelor's Degree from an accredited university
- At least 5 years working in schools and classrooms
- At least 2 years of experience in 6-12 grade school-based leadership
- Demonstrated ability to coach, manage and lead adults to successful outcomes

Salary: Starting at \$90,000- \$108,500

Campus Director of Curriculum and Instruction (DCI):

- The DCI is responsible for coaching and managing people in both their teaching practice as well as their own continuous growth at their school site

Ideal Qualifications:

- Bachelor's Degree from an accredited university required
- At least 3 years 6-12th grade teaching experience required
- Demonstrated ability to coach, manage and lead adults to successful outcomes

Salary: Starting at \$72,000 - \$87,000 with up to ten years of aligned experience

Dean of Students:

- The Dean is the school culture leader on the campus by coaching and supporting students and staff members to ensure each member of the community is living our core values and committing to a strong community.

Ideal Qualifications:

- Bachelor's Degree from an accredited university or in process
- At least 3 years working with students in 6-12 grade schools and classrooms

Salary: Starting at \$72,000 - \$87,000 with up to ten years of aligned experience

Campus Director of College Success (High School Only):

- The Campus Director of College Success is the college culture leader on campus and is responsible for leading the school team in ensuring students have ample and viable college matriculation options and the knowledge, skills, and mindsets they need to truly succeed in college.

Ideal Qualifications:

- Bachelor's degree from an accredited university.
- At least 3 years classroom teaching experience required
- Spanish language proficiency required
- College Success experience required

Salary: Starting at \$72,000 - \$87,000 with up to ten years of aligned experience

Application Process:

- 1) Submit online application
- 2) One Way Video Interview or Phone Interview
- 3) Hiring Task
- 4) Conversation with Talent Team
- 5) Invitation to participate in Leadership Hiring Day
- 6) Reference Check
- 7) Offer