



Position Title: **Dean of Academics**

Location: **Southern Preparatory Academy, Camp Hill, AL**

Classification: Permanent, Full-Time | Yearly Contract

The Dean of Academics serves as the visionary leader and administrator for all academic programming at Southern Preparatory Academy. This position is responsible for implementing an innovative, rigorous, and mission-aligned academic program that supports the Academy's **whole-person philosophy**—developing mind, body, and spirit—and reflects its strategic commitment to **academic excellence, applied STEM education, and college/military readiness**.

This role is central to shaping the evolving academic identity of the school, including the establishment and future development of the **Polytechnic Institute at Southern Prep**.

Key Responsibilities

Academic Leadership & Program Development

- Provide leadership and oversight of the academic program, ensuring alignment with the strategic vision for honors, AP, and emerging STEM offerings (e.g., robotics, AI, cybersecurity, aeronautics, and agriculture tech).
- Lead curriculum planning, innovation, and instructional excellence across grades 8–12.
- Oversee development and implementation of technical and polytechnic programming in collaboration with faculty, industry partners, and grant stakeholders.
- Promote a culture of academic integrity, high expectations, and continuous improvement.

Faculty Supervision & Development

- Recruit, develop, and evaluate academic faculty, supporting growth through professional development, mentorship, and performance reviews.
- Foster a culture of professional excellence, accountability, and mission-aligned conduct.
- Model and uphold standards for faculty dress, communication, and professionalism.

Operational Oversight & Budget

- Develop and manage the academic budget in collaboration with administration and finance teams.
- Oversee academic scheduling, transcripts, course activations, and student academic records.
- Support compliance with accreditation and state requirements.

Student Experience & Outcomes

- Ensure a personalized academic environment where students are challenged and supported in preparing for college, the military, and technical careers.
- Monitor academic performance and intervene proactively to support student success.

- Collaborate with the Commandant of Cadets to support cadet character development and leadership initiatives.

Strategic Collaboration

- Partner with the President, Vice President, Commandant of Cadets, and future Polytechnic Director on school-wide strategic priorities.
- Represent academic programs to stakeholders including board members, donors, parents, and potential partners.
- Support marketing and recruitment efforts by showcasing academic strengths and future-focused initiatives.

Qualifications

Required:

- Master's degree in Education or related field
- Senior leadership experience in academic administration (Dean, Principal, etc.)
Strong record of curriculum development and teacher supervision
- Experience managing academic budgets
- Passion for developing young men and women of character and leadership
- Excellent communication, problem-solving, and team-building skills

Preferred:

- Doctorate in Education or related discipline
- Experience with STEM program development or career/technical education
- Familiarity with JROTC programs and college/career readiness models

Terms & Compensation

- **Job Type:** Full-Time
- **Salary:** \$60,000 – \$70,000/year
- **Schedule:** Monday to Friday; additional hours as needed for school events
- **Benefits:**
 - 401(k) matching
 - Health, Dental, and Vision insurance
 - Paid time off

Interested Applicants should send the following to Ms. Jenifer Isbell, Vice President, jenifer.isbell@southernprepacademy.org.

- Letter of interest
- Resume/CV
- Statement of teaching philosophy