



Position Statement
Director *of* Cranbrook Schools Horizons-Upward Bound

Cranbrook Educational Community seeks an experienced educational professional to lead its Horizons-Upward Bound Program.

Cranbrook Schools Horizons-Upward Bound

One of the oldest, largest and most successful programs of its kind in the nation, Cranbrook Schools Horizons-Upward Bound (HUB) program prepares students with limited opportunities from the Detroit Metropolitan area to attain the benefits of higher education.

Cranbrook's HUB program is a transformational four-year, year-round, intensive, academic program that supports the efforts of the students' families and home schools. Students join HUB the summer prior to their freshman year of high school. The 12-month program is divided into two phases: a six-week summer residential phase, and a Saturday winter phase during the academic year. Currently 175 students, in grades 9 through 12, participate in the program. Subsequent to graduation, students matriculate to college, university or other post-secondary programs. Students are supported by HUB for six years after high school graduation.

Program Details

During the six-week summer phase, under the supervision of HUB staff, HUB students attend classes and participate in daily activities on the campus of Cranbrook Schools. Rising ninth graders are bussed from their homes daily to and from Cranbrook, while 10th-12th graders are residential students living in the dormitories on the historic Cranbrook campus.

During the academic year, students attend 24 Saturday sessions at Cranbrook and receive academic instruction, one-on-one academic assistance, standardized test preparation, college preparation as well as career guidance.

HUB traditionally focuses on academic intervention and college readiness - two aspects of creating well-rounded students. HUB also offers a comprehensive program of student services that build life skills, create opportunities and provide immersive educational experiences within the landscape of the Cranbrook Educational Community. HUB has identified four key priorities that promote the long-term development and success of our students: reading and academic proficiency; college access; character development; health and wellbeing.

Because Cranbrook's program is fully funded by a Federal Grant and private funds, there is no monetary cost to the student or family for participation. HUB students are provided transportation, meals during program sessions, academic enrichment classes and support, tutoring, college advising and related materials, ACT/SAT prep classes, as well as health and wellness programs.

The HUB program recruits 8th grade students from Detroit Public Schools Community District middle schools. Eligible students meet criteria set by the United States Department of Education Federal TRIO programs annual low-income levels; admission is selective and restricted to those students and/or students with "potential first-generation college bound" status. Successful applicants best exemplify the

qualities of dedication, determination and discipline. Selected students are required to make a four-year commitment to the program and are encouraged to take full advantage of the opportunities offered by both HUB and their home schools during their high school years. HUB does not eliminate students based on prior academic performance. If a student displays the desire to improve, has the work ethic, and familial encouragement, the student will be considered for admission into the program.

Approximately 80% of HUB students enroll in a college or university. Historically, HUB students have performed at proficiency or higher on standardized college entrance exams. HUB graduates claim a life-long connection with Cranbrook and abiding fellowship within the HUB program; many credit their preparedness for personal and professional success to the HUB experience.

Program History

With the guidance of faculty member Mr. Ben Snyder, and others from Cranbrook Schools, HUB began at Cranbrook in 1965 under the "Horizons" banner with a grant from the Ford Foundation. That same year, the U.S. Department of Education started the nationwide "Upward Bound" program as part of President Johnson's Great Society. When it became apparent that the local "Horizons" and the national "Upward Bound" programs were essentially the same, Cranbrook applied for and received a federal Upward Bound Grant in 1966 that resulted in what became Cranbrook Schools Horizons-Upward Bound. HUB remains an integral, well-supported, and esteemed part of the Cranbrook Educational Community. Since 1965 nearly 3,000 students have been served by the program, which has enjoyed tremendously strong leadership, with only four directors in its 55-year history. The next director will enjoy the opportunity to build upon the program's success and rich legacy, as well as the freedom to envision and define the program's next impressive chapter.

Opportunities for the Next Director

HUB's Director oversees the vision, continued development, and implementation of all facets of the program. The Director inspires and motivates HUB students and provides leadership to faculty and staff during the academic year and summer component, including a Program Manager; Academic Dean; College Counselor; Admissions Coordinator; Senior Administrative Assistance; and Director of Development. Current faculty and staff are experienced educators, many of whom come from Cranbrook Schools and Detroit Public Schools Community District. Some are retired educators who have the desire to continue assisting students in reaching their educational and personal goals.

This leader exhibits a combination of strengths, including creativity, energy, professional knowledge, empathy, organizational expertise, and outstanding communication skills. As required by the TRIO program, HUB's Director reports to the Director of Cranbrook Schools and works in close partnership with President of the Cranbrook Educational Community. The Director of HUB is a member of the Schools' administrative team. This individual acts as a spokesperson and liaison to countless stakeholders within the Cranbrook Educational Community as well as in the local community, with Detroit Public Schools, and at the national level with Federal funding agencies.

The successful candidate will have a social conscience and strong commitment to students and families from under-resourced or under-served urban communities. Administrative experience with reviewing and evaluating organizational needs, implementing educational programs, as well as experience with budgeting and fiscal management is essential. The ideal candidate should have a commitment to lifelong learning, personal and professional integrity, and the capacity to organize and collaborate with a wide community of stakeholders. As required by the TRIO program, HUB's director must hold a master's degree or its equivalent.

Cranbrook Educational Community

Cranbrook's Horizons-Upward Bound program is a vibrant entity within the Cranbrook Educational Community, which occupies a stunning 319-acre campus and contains Cranbrook Art Academy, Cranbrook Art Museum, and Cranbrook Institute of Science in addition to the elementary, middle and secondary divisions that comprise the PK-12 program for Cranbrook Schools. Cranbrook was founded in 1904 by George and Ellen Booth who later engaged with Finnish architect Eliel Saarinen to design most of the school buildings and create a campus-wide aesthetic. The buildings have received designations as National Historic Landmarks.

Cranbrook is located 24 miles from Detroit; the metropolitan area's importance as a hub of the global auto industry and as a growing center of technology has drawn significant populations of residents from around the world to the region. A renewed creative community is also taking hold in the city, exemplified by the many makers' studio spaces, incubators, galleries, and creative businesses. For Detroit's youth this is an exciting time to take advantage of the educational opportunity offered by HUB; likewise, the city's renaissance provides an ideal environment in which to forge innovative educational programs and partnerships for the benefit of HUB students.

Application Details

Recruitment will continue until the position is filled; for fullest consideration, interested candidates are advised to submit credentials immediately. Candidates must have at least a master's degree or its equivalent. A valid driver's license with satisfactory driving record is required. Interested candidates should submit nominations, credentials and letters of interest (in electronic form), a curriculum vitae that includes a resume and completed Employee Application, writing samples, and the names of at least three references to: Cranbrook HR, P.O. Box 801, Bloomfield Hills, MI 48303, or fax (248) 645-3014, or email humanresources@cranbrook.edu. Our Employee Application can be downloaded from the Employment page on our website at www.cranbrook.edu.