

# HYA



## LEADERSHIP PROFILE REPORT

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Jersey City Global Charter  
School  
June 2026

## EXECUTIVE SUMMARY

This report presents the findings of the Leadership Profile Assessment conducted by Hazard, Young, Attea & Associates (HYA) in June 2026 for the new Head of Schools of the Jersey City Global Charter School. The data contained herein were obtained from input the HYA consultants received when they met with individuals and groups in either individual interviews or focus group settings. The interviews, and focus group meetings were structured to gather input to assist the Board in determining the primary characteristics desired in the new Head of Schools. Additionally, the stakeholder interviews and focus groups collected information regarding the strengths of JCGCS and some of the challenges that it will be facing in the coming years.

## PARTICIPATION

The numbers of participants, by stakeholder group, in the methods of data gathering are listed below:

Group	Personal interviews or focus groups
Board	9
Central office administrators	6
Faculty & Support Staff	29
Parents	6
Students	33
Total	83

The community draft of the desired characteristics is provided under separate cover and is meant to be a stand-alone complementary piece to the Leadership Profile Report.

It should be emphasized that the data are not a scientific sampling, nor should they necessarily be viewed as representing the majority opinion of the respective

groups to which they are attributed. Items are included if, in the consultants' judgment, they warranted the Board's attention.

## **STRENGTHS OF THE DISTRICT**

Jersey City Global Charter School is widely recognized for its strong, family-oriented culture, which serves as a cornerstone of the school's environment. Stakeholders across all groups—including the Board, staff, parents, and students—frequently describe the school as a warm, nurturing, and safe "home away from home". This inclusive atmosphere is bolstered by a diverse population that celebrates different cultures and backgrounds, fostering a supportive community where students feel valued and cared for by staff and peers alike.

Academically, the school is defined by its commitment to rigorous standards and its signature MicroSociety program, which provides students with hands-on, real-world learning experiences regarding financial responsibility and practical skills. This innovative curriculum is paired with high expectations for student achievement and a collaborative spirit among educators who are noted for going above and beyond to ensure student success. The dedication of the staff, combined with an interactive and engaging educational model, consistently makes the school a place where students are motivated to learn and thrive.

## **CHALLENGES AND ISSUES FACING THE DISTRICT**

### **Leadership Stability and Trust**

The Jersey City Global Charter School is navigating a critical period where organizational stability and the restoration of trust are paramount. A pervasive challenge identified across all stakeholder groups is the high rate of turnover within both administrative leadership and teaching staff. This "revolving door" environment has significantly eroded staff morale and created a perceived disconnect between the school's administration and its community. To address this, the incoming leader must prioritize transparency and authentic engagement. Rebuilding the school's cultural foundation will require a visible, accessible leader who can communicate the rationale behind key decisions effectively and foster a sense of security and long-term commitment among all stakeholders.

## **Enrollment Stability and Strategic Growth**

Maintaining enrollment stability remains a strategic concern, exacerbated by shifting demographics and gentrification within Jersey City. Increased competition from traditional public, technical, and other charter schools has created pressure, particularly within the middle school grades. Stakeholders noted a trend where top-performing students often transition to other institutions better positioned for competitive high school placements. To combat this, there is a clear need for robust promotion of the school's unique academic value proposition. Ensuring that programming—most notably the signature MicroSociety model—remains intellectually engaging and competitive as students mature is vital for retention and long-term growth.

## **Operational and Cultural Development**

Operational excellence and cultural cohesion are essential for the school's continued success. Current challenges include the necessity for unified student discipline policies that are applied consistently across all grade levels and classrooms. Furthermore, addressing the physical condition of school facilities, specifically the elementary building, is a prioritized need to ensure a professional and inviting learning environment. The successor Head of Schools must navigate Jersey City's diverse and evolving population while remaining steadfast to the school's core philosophy. Strategic priorities include implementing deeper parent engagement strategies and refining instructional support to address the varied academic and social needs of today's student body.

HYA and the Board intend to meet the challenge of finding an individual who possesses most of the skills and character traits required to meet the needs of JCGCS. The search team will seek a Head of Schools who can work with the Board to provide the leadership needed to continue to raise academic standards and student performance, while meeting the unique needs of each of its schools and communities.

The search team thanks all the participants who participated in interviews or attended focus groups meetings and the Jersey City Global Charter School staff members who assisted with our meetings, particularly Ankita Patel who organized the search team's time and schedule with stakeholders