

## Regional Superintendent

**Start Date:** Immediate

**Team:** Superintendent

**Location:** Brooklyn, NY

### About Achievement First:

Achievement First is a charter school management organization started in July 2003 by the leaders of Amistad Academy, a high performing charter school in New Haven, CT. A non-profit, 501 (c)(3) organization, Achievement First is creating a network of achievement-gap closing charter schools in Connecticut and New York to bring to scale the dramatic, life changing student achievement results produced at Amistad Academy. Achievement First currently operates 26 schools in CT, NY and RI. Over the five years, Achievement First will grow to support approximately 40 schools serving over 12,000 students across the full K-12 spectrum. Beyond our students and schools, Achievement First is an engaged and prominent partner in the larger conversation about how to improve public education and student achievement in our country. For more information about the Achievement First mission, model, our schools and team, please visit our website at [www.achievementfirst.org](http://www.achievementfirst.org).

### Summary:

Achievement First seeks a Regional Superintendent to coach, support and develop school leaders to meet their ambitious school performance goals. The regional superintendent will oversee the instructional and operational program in a portfolio of three to five elementary schools in Brooklyn, NY. This is an extraordinary opportunity for an educator to work closely with high performing, results-oriented principals and serve as a thought partner with principals, multiple teams throughout the network and the organization's senior leaders.

The regional superintendent reports directly to the co-CEO/superintendent or another regional superintendent and the team works together to ensure that all AF schools succeed. The regional superintendent is a key member of the senior leadership team, will be involved in the overall leadership of AF during its critical multi-city expansion, and will help the leadership team to meet the challenges of scale.

### Responsibilities:

- *Ensure that all schools meet core performance outcomes and achieve dramatic gap-closing student performance gains in all subject areas. Examples of this work include:*
  - Plan frequent co-observation days; highlight areas of strength and improvement in feedback during the day and prepare a more formal write-up after the observation day; work hand-in-hand with principals to address areas of school improvement.
  - Regularly review data to spot strengths and growth areas; work with principals to develop clear plans to address growth areas.
  - Work with principals to set teacher professional development priorities for the year and to design outstanding site-based and network-wide professional development.
  - Problem-solve solutions to challenges common to all schools in network-wide forums (meetings, conference calls, etc.).
  - Work with principals to design and implement rigorous intervention programs.

- *Drive strong talent practices at schools, and support, coach, train and supervise principals and deans to help develop leadership power skills:*
  - Hold monthly 1-on-1 meetings with each principal (monthly reflection/data review, problem-solve around pressing issues, professional development planning).
  - Work with the other members of the school support and talent development teams to design principal and dean training; coordinate principal meetings and conference calls.
  - Create mid-year and end-of-year Professional Growth Plans (evaluations) for all principals in your portfolio.
  - Serve on committee to select new principals; become the primary point-of-contact for top candidates during the process; spend 1-2 days with each final candidate in rigorous final interview process.
  - Achieve strong survey data on key measures of principal happiness/development and Team Super functioning
  
- *Provide organizational development support to the AF Network Support staff and the schools*
  - Understand the concerns and constraints of both the schools and AF Network Support teams in order to facilitate good working relationships
  - Ensure that schools are getting top-quality service from all AF Network Support Teams (recruitment, budget/finance, operations, curriculum, external, IT)

**Skills and Characteristics:**

- At least four years of experience as a principal, assistant principal, leadership coach, or similar support position at a highly successful school demonstrating a strong track record of student performance gains
- Strong coaching, people and project management skills
- Bachelor’s degree from a competitive college or university
- Results-oriented individual – a determined leader willing to do “whatever it takes”
- Ability to thrive in a fast-paced, entrepreneurial environment; flexible, able to work autonomously as well as take direction as needed
- Ability to inspire and influence others
- Ability to differentiate coaching
- Solid analytical, communication, influence and negotiation skills
- Belief in the Achievement First mission and educational model

**Salary & Benefits:**

Salary is competitive and commensurate with experience, and includes excellent benefits.

**To Apply:**

Achievement First reviews applications on a rolling basis – please apply immediately. Your cover letter should describe your student achievement results and leadership experience. Due to a high volume of applicants, not all written applications will be personally addressed.

Send resume and cover letter to:

Becca Howlett

[beccahowlett@achievementfirst.org](mailto:beccahowlett@achievementfirst.org)

Achievement First is an equal opportunity employer  
People of color and individuals from diverse backgrounds are strongly encouraged to apply.