

## Director of School Culture

**Start Date:** July 2018  
**Team:** School Culture  
**Location:** Brooklyn, NY (preferred), New Haven, CT or Providence, RI

### About Achievement First

Achievement First, a non-profit 501(c)3 charter school management organization, operates over 30 public charter schools in Brooklyn, Connecticut and Rhode Island. The mission of Achievement First is to deliver on the promise of equal educational opportunity for all children, regardless of race or economic status. Achievement First currently educates more than 12,600 students in historically underserved neighborhoods, with over 90% of our students identifying as Black and Latino. With its college-preparatory focus, the Achievement First approach is attaining breakthrough academic gains throughout the network. 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.

Achievement First's approach to teaching and learning enables every student to succeed at the highest levels. This involves:

- Recruiting and developing successful teachers and school leaders and empowering them to use student data to strategically drive instruction;
- Creating a joyful school culture where it is "cool to be smart" that emphasizes character education and focuses students on college;
- Providing students with more time on task and intense intervention when they are struggling so that no child falls through the cracks.

For more information about Achievement First's mission, approach, schools and team, please visit our website at [www.achievementfirst.org](http://www.achievementfirst.org).

### About the Role

Team School Culture is charged with creating vibrant school cultures that support bold student achievement outcomes as well as the cultivation of future leaders in our communities. Reporting to the Regional Superintendent who oversees school culture and student investment, this person will collaborate with the other Team School Culture directors to train and develop leaders across the organization to actualize our school culture vision. The ideal candidate leads through a strong commitment to diversity and inclusiveness, knows how to invest leaders in a bold school culture vision, and can design and facilitate trainings that build critical mindsets and tangible skill sets so that schools can implement that vision with a high level of success. This is an extraordinary opportunity for an educator to work closely with school and network leaders to ensure unprecedented outcomes for our students.

## Responsibilities:

- **Collaboratively Strengthen Achievement First’s Approach to School Culture**
  - Partner with key stakeholders to clarify the organization’s approach to school culture, essential culture leadership skills and the strategy to align all schools to this approach
  - Strengthen and codify school culture resources and tools to disseminate to the network
  
- **Lead Dean of Students Cohort Development**
  - In collaboration with the other Director of School Culture, tailor a yearlong professional development training strategy for Deans of Students aligned to AF’s approach to school culture
  - Design and lead high quality professional development sessions for participants
  - Collaborate with operations coordinator who plans logistics and communication for cohort days
  - Strategically work to retain and advance leaders within the cohort through direct development and /or leveraging the support of other leaders
  
- **Provide On the Ground Support to Strengthen School Culture**
  - Partner with a cohort of schools to support their beginning of year culture launch
  - Build the capacity of school leaders to manage change at their school sites; this includes systems oversight, teacher skill building and data driven action planning
  - Design and deliver school culture trainings to teachers and leaders across the organization at various times of the year
  
- **Design and Oversee AF’s Approach to “Tier 2” Behavioral Support**
  - Partner with Team Special Services to develop and pilot best practices and strategies to support scholars who are not yet responsive to a school’s behavior system
  - Design a network-wide data-driven approach to Tier 2 behavioral support, to be launched in the 19-20 school year, that includes systems guidance, tools and training modules
  - Train relevant school leaders in Tier 2 behavioral implementation and ownership at their school sites
  - Provide on-site coaching to schools

## Skills and Characteristics

- Proven skills in a school leadership position, preferably a school culture position; past experience driving results, managing and/or coaching people, and overseeing strategic initiatives
- Strong professional development leader; experience designing and facilitating high-quality professional development.
- Ability to interact with and motivate diverse stakeholders and create adult learning communities committed to diversity and inclusiveness

- Ability to thrive in a fast-paced, entrepreneurial environment; flexible, able to work autonomously as well as take direction as needed, highly organized and accountable to outcomes
- Focused on results – a flexible thinker who deeply believes that the chief metric is student achievement
- Maturity, humility, strong work ethic, sense of humor, and roll-up-my-sleeves attitude
- Belief in the Achievement First mission and educational model

#### **Educational Background and Work Experience**

- Bachelor's degree
- At least 3 years of teaching experience
- At least 2 years working in a school leadership position (preferably focused on school culture)

This position will require routine travel and candidates must be willing to work nights and weekends when necessary.

#### **Compensation**

Salary for this position is competitive and commensurate with experience. Additionally, Achievement First offers a comprehensive benefits package.

#### **To Apply**

Send resume and cover letter to:

Gillette Eckler

Senior Director of Instructional Leadership

gilletteeckler@achievementfirst.org

Please visit the Achievement First careers site at <http://www.achievementfirst.org/careers/>.

Achievement First is an equal opportunity employer and an organization that values diversity. People from all diverse backgrounds are strongly encouraged to apply. Spanish language proficiency is a plus.

You can learn more about diversity at Achievement First here: <http://www.achievementfirst.org/about-us/diversity/>.