

Director of Student Motivation and Culture, Greenfield



Imagine. Innovate. Empower.

We believe school should be a partnership between students, teachers, families and communities. That students must learn academics, social emotional skills, goal setting skills and how to learn independently in order to succeed in college and life. We believe that motivation is rooted in a scholar's personal why and that it's our job to help all of our scholars deepen their sense of self, drive and sense of belonging.

We believe success takes a team. Help lead ours.

Start Date: July 1, 2018 (With Immediate Start Available)
Team: Greenfield
Location: New York City, NY or New Haven, CT

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.

About Greenfield

Greenfield is an innovative school model designed to help students thrive in our changing world. Achievement First’s Greenfield schools provide rigorous, high-quality instruction within a nurturing school community focused on developing self-motivated learners, problem-solvers and leaders. Students benefit from:

- More small group learning
- 1-1 Chromebooks that go home with scholars each night
- Self-directed learning opportunities with targeted support
- Deep and meaningful enrichment opportunities (such as music, martial arts & STEM)
- Expeditions (short units of project-based learning) that allow students to go deeper in an area of interest and experience hands-on learning in more authentic and engaging ways

Motivation, Culture & Goal-Setting at Greenfield

At Greenfield Schools, personal growth and student motivation are just as important as academic growth. We integrate social-emotional learning and student-driven goal-setting into all aspects of our program.

The Greenfield model has four unique structures that support bringing these priorities to life:

- **Goal Teams:** A group of 12-18 students who work with a “Goal Coach” or mentor to build a community of support, set goals and reflect on progress.
- **Dream Teams:** A group of family members and community mentors who come together several times per year to hear scholars present on their progress and to support scholars on their journey to meet goals and uncover individual students’ passions, strengths, and dreams.
- **Self-Directed Learning:** Daily opportunities to learn independently (with teacher coaching) and build the skills and habits needed to thrive in college.
- **Circle and Compass Habits:** Social-emotional learning at Greenfield is based on the Compass framework developed at Valor Collegiate in Nashville. We call the work we do to grow, both individually and in relationships, “Working the Compass,” and it is an integral part of our daily routines. Students work through a self-directed Compass Curriculum during Goal Teams to explore their own identity, consider the perspective of others, and practice Compass Habits such as growth mindset and gratitude. Students share their Compass work and build connections with teachers and peers in powerful twice-weekly circles. Working the Compass also allows students to discuss and grapple with complex issues within their school and community.



Through development of compass habits and short cycles of goal-setting and reflection, students take greater ownership over their learning. The connection between hard work and accomplishment becomes more explicit--building students’ sense of self-efficacy and desire to set increasingly ambitious and meaningful goals.

Summary

The Director of Student Motivation and Culture is responsible for supporting strong execution of our vision for motivation, goal-setting, social emotional learning and self-direction at Greenfield schools. This person will also play a critical role in setting the vision for culture and goal-setting for our 7th and 8th grade program (Greenfield will expand to these grade levels beginning in the 2019-2020 school year) and will work with others across the Achievement First Network to



grow and spread best practices related to student investment, motivation and culture. The Director of Student Motivation and Culture will report to the Greenfield Team Lead.

Responsibilities will include but are not limited to:

- **Lead Vision and Direction Setting:** Refine vision and approach to student motivation, goal setting, dream teams, compass habits and self-direction.
- **Design Robust Curriculum, Tools and Resources:** Design and iterate on tools, curriculum, and cultural routines that are aligned to the school model, and pedagogical principles of habit and child development.
- **Support Diversity, Equity and Inclusiveness:** Ensure curriculum, tools, resources and student experiences are relevant, affirm student identity and foster a diverse array of perspectives.
- **Drive Evaluation and iteration:** Analyze program efficacy and provide resources, professional development and support to help us realize our vision of excellence.
- **Support Codification and Scaling:** Codify knowledge (practices & content) and prepare for sharing that knowledge both within and beyond the Achievement First Network.
- **Lead / Partner with Schools to Drive Excellence:** Lead in-school coaching & adult development around student motivation and goal-setting. Work in partnership with school teams to fully realize our vision of student motivation and social emotional support and to ensure students are on fire and passionate about learning.
- **Build and Maintain Relationships & Diverse and Inclusive Networks:** Liaise with key internal and external stakeholders to strengthen our motivation vision. Foster a collaborative workspace where a diversity of views, backgrounds and perspectives are valued. Fully leverage the diversity of our network, families and community partners.
- **Row with the Team:** Report to and serve as a critical thought partner to Greenfield Team Lead; Ensure strong partnership with our operations teams who publish curriculum to schools; Travel to Greenfield team meetings and to visit our Greenfield schools to observe, prototype, or work with small groups of students/teachers to learn about the strengths and weaknesses in our model.

Skills and Characteristics

- **Passion:** You are passionate about social-emotional learning, student motivation and ensuring equity for students of color. You are eager to share this passion with both students and teachers.
- **Leadership:** You have strong people management skills and experience in coaching and training adults.



- **Design Heart:** You love to design and plan engaging, relevant curriculum, tools and resources that build compass habits and self-directed skill to help drive student motivation.
- **Project Management:** You have strong project management skills (including project planning and execution).
- **Entrepreneurial Drive and Spirit:** You are an entrepreneurial and ambitious educator with a passion for innovation and an eagerness to strategically redesign schools.
- **Dynamic:** You embrace change, are a team player, are flexible and adaptive, and strive for continuous development and creative solutions.
- **Organization:** You have exceptional organizational skills and are able to execute tasks with an acute attention to detail.
- **Flexibility:** You are eager to work in a dynamic environment to support execution of an ambitious vision.

Educational Background and Work Experience

- Bachelor's degree from a competitive college or university, master's degree preferred
- A minimum of 5-7 years of relevant work experience as an educator or in a related field working directly with schools, preferably as a school leader, program designer, or design consultant.
- Proven record of success
 - Training and coaching school level administrators, teachers, and support staff
 - Implementing and revising social-emotional programming and curriculum
 - Developing and sustaining a school culture

Special Work Requirements

The position can be based in New Haven, CT or in Brooklyn, NY. Some travel between Brooklyn, NY and New Haven, CT as well as occasional travel to Providence, RI will be 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 with the job title in the subject line to: greenfield@achievementfirst.org

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/>.