

## Associate Director of Student Investment (Part-Time)

**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 lead to strong student investment and bold student achievement outcomes. Reporting to the Regional Superintendent who oversees school culture and student investment, this person will collaborate with the Director of Student Investment to lead our efforts around Compass Circles. The ideal candidate is 1) an expert in the Compass Circle model, 2) leads through a strong commitment to diversity and inclusiveness, and 3) is someone who can codify a vision, invest key stakeholders, and lead trainings that build the 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.

**This is a 50% part-time role. Responsibilities include:**

- **Lead a Scholar Compass Circle Working Group**
  - Design the vision, strategy and outcomes for the working group
  - Facilitate the cohort to align on a common bar, critique their own practice and drive towards outcomes
  - Observe Scholar Circle video footage from across working group schools to monitor impact
  - Facilitate the cohort to align on best practices and strategy for scaling Scholar Compass Circles across AF in the 2019-2020 school year
  
- **Oversee the Midyear Elementary and High School Scholar Circle Pilot Launch**
  - Collaboratively set the vision and strategy for the pilot launch
  - Codify a set of tools, resources and trainings to support the 2-3 pilot schools
  - Lead trainings for teachers / leaders in the pilot schools
  
- **Collaboratively Define the 19-20 Network-wide Scholar Circle Strategy, Codify Resources, and Lead Trainings**
  - Collaborate with Team School Culture members to set the vision and strategy for the 2019-2020 school year's network-wide launch of Scholar Circles
  - Work with other network teams to align network values, commitments and the compass
  - Leverage existing resources coming from Valor Academies, the working group and the midyear pilot to codify systems and tools to support Scholar Circles in the 2019-2020 school year
  - Design and lead trainings for teachers / leaders

### **Skills and Characteristics**

- Proven track record of success leading Compass Circles, designing and facilitating Circle training, and investing key stakeholders in the ritual
- Proven skills in a school leadership 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 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
- Compass Circle training and development provided by Valor Academies

This position will require some 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/>.