

Director of Navigator Middle School ELA

Start Date:	June 1, 2019
Team:	Team Partnership
Location:	Flexible

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.

Background on Navigator:

Navigator Literature is a program offered through AF Accelerate to support charter school networks in accelerating their middle school ELA achievement by sharing AF's middle school ELA curriculum and providing intensive, individualized coaching support to networks participating in the program. Navigator is designed to be a two-year program resulting in a significant increase in student achievement.

Summary:

The Director of the Navigator Middle School ELA would serve as both a Navigator Literature coach, and as the leader of the Navigator Literature team. The team leader's main responsibilities include setting the strategy for the team, ensuring highly effective and consistent implementation of the strategy,

directly coaching at least two Navigator Literature coaches, and scaling the program with excellence. Navigator Literature coaches are the primary source of guidance and implementation support for network teams during their Navigator program years. Coaches will coach a portfolio of 5-7 networks in the implementation of the AF middle school ELA curriculum, though the team leader's coaching portfolio will be smaller. Coaches are responsible for conducting weekly coaching and problem solving, virtual and on-site visits to the networks, and providing professional development (live and virtual) to drive the successful implementation of the ELA program components and positive student achievement results at the network. The ideal candidate will possess the proven ability to coach adults to make transformative growth in student achievement outcomes. The role provides a unique opportunity for an individual who is passionate about literacy, about building leaders' long-term capacity and who embraces the challenge to strengthen and grow an innovative program.

Responsibilities of the Director will Include but Are Not Limited to:

- **Set program strategy:** Improve the overall program design, including expanding the program to include additional ELA components starting with writing, and address areas for growth. Build a multi-year strategy, so the program will be able to scale with quality.
- **Manage team:** Manage strong implementation of the Navigator Literature strategy, ensuring the program meets our student outcome goals. Build and sustain a high-performing team.
- **Coaching coaches:** Ensure high-quality, consistent coaching from all Navigator Literature coaches through observation/feedback, co-planning, co-doing, and regular stepbacks.
- **Instructional and programmatic coaching:** Intensive coaching, including observation of, feedback to and co-planning with participants during the program years. Coaching responsibilities will include weekly coaching and problem solving, PD planning feedback, PD observation and feedback, and change management/people leadership support.
- **Design and facilitate professional learning:** Contribute to the design and execution of a long-term scope and sequence that ensures all networks leave the program with a strong instructional model aligned to a college ready bar.
- **Data analysis and action planning:** Regular analysis of and action planning based on achievement data, both as a team and with networks.

Skills and Characteristics:

- Deep passion and knowledge for ELA content area
- Track record of strong student achievement gains as part of a school leadership team, preferably as the principal or dean of a school
- Strong problem analysis and problem resolution at both a strategic and functional level
- Deep experience in coaching of adults and knowledge of adult learning strategies including the ability to differentiate coaching approach to the learner's skill and/or experience level
- Ability to learn and adapt to different contexts and school levels, e.g., charter/district; elementary/middle/high
- Excellent written and verbal communication skills

- Ability to work autonomously as well as take direction as needed
- Highly motivated and capable of seeing projects through from beginning to end
- Belief in the Achievement First mission and educational model
- Maturity, humility, strong work ethic, sense of humor, and “roll-up-my-sleeves” attitude

Educational Background and Work Experience:

- Advanced degree from a competitive college or university
- At least four years of highly effective teaching experience demonstrating a strong track record of student performance gains
- At least 3 years of leadership experience at a charter network or similar organization, driving network gains in their content area by managing academic programs, facilitating professional learning, and coaching network/school leaders
- Experience working with leaders and developing leaders across lines of difference
- Experience as a school leader of a high-performing charter school preferred

Some weekend/evening work required and some travel will be required.

Compensation

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

To Apply

Send resume and letter of interest to:

Elena Knappen
Director, AF Accelerate
elenaknappen@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/>.