

VP, Student Experience

Team: Team Student Experience
Location: Brooklyn, Connecticut, or Rhode Island

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.

Summary

Over the next five years, AF is focusing on Great Instruction to power an Exceptional Student Experience. The VP, Student Experience will lead our efforts to define and create an exceptional student experience for students ... including teacher warm demanding mindsets, relationship building, core management skills, school behavior systems, school common pictures, SEL work, Tier 2 and 3 interventions, ritual & tradition, and family engagement. The job combines refining our vision, developing and refining strong core practices, training school leaders and teachers, and reflecting and acting on data. The VP leads a team of student experience directors (who have dotted line reporting to academy-level regional superintendent point people) who define our core practices, lead PD, and provide site-based support.

Responsibilities of the VP Student Experience will include but are not limited to:

Key Outcome Goals to hit by 2023 (aligned to AF Report Card Goals)

- 80% of AF schools strong on Student Inv. Survey (exact measures TBA)
- TBA qualitative observational measure of school cultures
- <5% Choice Attrition
- >85% ES, 75% MS & HS Parents giving school overall "A" or "B"
- <8% ES, <10% MS & HS students OSS 1 or more times
- >97.5% Student Attendance (shared goal with Team Ops)

Core Team

- VP, Student Experience
- Director, Student Experience ES (1 or 2 ... likely 1 in 19-20)
- Director, Student Experience MS (1 or 2 ... likely 1 in 19-20)
- Director, Student Experience HS (1 or 2 ... likely 1 in 19-20)
- Director, Socio-Emotional Learning (2) *Focus on Circle & Relationship work across K-12 with 3-8 focus*
- Program Developer, Socio-Emotional Learning *Focus on K-4 program development (part-time role in 19-20)*

Note: Training & Logistical support provided by Academic Operations ... and we could determine if additional strategy and coordination capacity was needed. This is meant to be a lean description of the team, not necessarily all the positions on the team.

Essential responsibilities of the VP include but are not limited to:

- ***Drive student achievement by defining the vision for an exceptional K-12 student experience.***
 - Clarify and codify definitions of Excellence with strong Knowledge Management (often differentiated by academy level) for the following:
 - Tier 1 Culture
 - Warm Demanding Mindsets
 - Relationships (mindsets, moves, reflections)
 - Week 1-6 (with both focus & investment)
 - Dean of School Culture core R & R (and coaching protocols)
 - School Culture Systems, Common Picture
 - Discipline guidance, including major discipline
 - Use of data (daily, weekly, monthly protocols and actions for DOSC + school)
 - Core SEL Work
 - Circle & Phase work
 - ES SEL program
 - Restorative work (consequence + Circle-based-or-inspired work)
 - Tier 2 & 3 Interventions
 - Family Engagement
 - Rituals & Traditions, including core sample calendar
- ***Create and influence the conditions for excellence, alignment, and investment around an exceptional K-12 student experience.***
 - Deeply understand the diverse perspectives of regional superintendents, principals, and other school leaders through various communication and input structures, and cultivate positive and productive partnerships
 - Use data to drive outcomes
 - Setting / refining targets for the Student Investment Survey on AF Report Card
 - Leading Team Super 2-3X/year in reflecting / action planning on Student Experience-related data
 - Actively monitor Student Experience data, looking for trends ... and where to celebrate and lean in
 - Creating a Student Experience review process (pilot then share) to evaluate schools on qualitative and quantitative measures (this is likely a 20-21 or beyond project)
 - Support Student Experience Directors to lead strong cohort/academy data reviews

- Oversee continued R & D of student experience best practices (looking internally and externally) that result in continued refinement of our vision of the student experience -- and our practice and training
 - Lead / support ES, MS, and HS Student Experience working groups
 - Lead / support visits to high-performing schools with strong student experience (inside & outside AF)
 - Support the finding, sharing, and studying of best research and resources
- **Ensure high quality training for all key stakeholders.**
 - Define the vision for Dean of School Culture development, including competencies to focus on
 - Collaborate with RS academy points to ensure the training best meets cohort/academy needs
 - Define the core AF competencies for dean development - and align work to them
 - Dean of School Culture + Principal monthly PD (and some DOSC-only PD)
 - New Dean of School Culture Training
 - All Dean of School Culture Summer Training
 - Oversee Circle and SEL training including (but not limited to)
 - ES core SEL Training
 - Circle and phase work training
 - Oversee improvements to and execution of New Teacher Training
- **Lead a high performing and cohesive Team Student Experience (>80% on Q9).**
 - Ensure Directors of Student Experience are successful (clear R&R and measures for success), learning (working toward transferable development goals, frequent mechanisms for formal and informal feedback), and happy (80%+ team retention)
 - Create conditions for collaboration and communication across the team (shared team norms, meeting matrix, structures for coordination)
 - Create and execute management structures (weekly check-ins, stepbacks, career conversations)
- **Ensure cohesion with and support other NS Teams as they own the following work:**
 - Advisory / Goal Teams to drive great GPA (especially in MS/HS) ... and then ECC (HS) (Team College)
 - Academic Independence (Team T & L)
 - Excellence in Enrichment (Team T & L)
 - Family Engagement in College Process (Team College)
 - Greenfield R & D in key areas (Team Greenfield)
 - Dean of School Culture Selection (Team Recruit)
 - Career Championing of DOSCs (Team Talent)
 - Tier 3 & Social Worker/Counselor Development (Team Special Services/Director of Social Work)

For more detail on the charge for Great Teaching fueling an Exceptional Student Experience in our [5 year vision](#). This will take most of the bullets above and take them one level more with detail.

Interested in applying?

If you are interested in applying for the VP of Student Experience role, first talk to your manager. Then, send a letter of interest to Christina Braganza at christinabraganza@achievementfirst.org and Brittany Kirkland at BrittanyKirkland@achievementfirst.org by 2/8/19. In your letter, please explain why you are interested in the



position and what experiences make you qualified for this role. We will follow up with candidates to name the next steps in the process from there.

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/>.