

Director of Leadership Development, Greenfield

Start Date: On or before June 1, 2019
Team: Greenfield
Location: Brooklyn, NY or Providence, RI



Watch Our Video: bit.ly/2TfrRjC

Imagine. Innovate. Empower.

Do you believe that schools should build intrinsic motivation so students feel agency over their own learning? Do you believe that schools can be awesomely powerful communities that give all of their members a deep sense of belonging and purpose? Do you want to help design the school of the future? Achievement First Greenfield schools are developing truly transformational experiences for students.

The Director of Leadership Development plays a critical role in supporting and developing Greenfield principals and deans as they grow, implement, and optimize our innovative 5-8 school model.

We believe success takes a team. Help lead ours.

About Achievement First

Achievement First, a non-profit 501(c)3 charter school management organization, operates public charter schools in Connecticut, New York, and Rhode Island. The mission of Achievement First is to close the achievement gap and deliver on the promise of equal educational opportunity for all children, regardless of race or economic status. Achievement First currently educates more than 13,000 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.

What is AF Greenfield?

[Greenfield](#) is Achievement First's innovative school model that prepares all students to be academically, socially, and emotionally prepared to excel in college and beyond. 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:

- Greater access to technology and personalized learning
- Goal Teams and Dream Teams that enable students to set and track goals and build powerful relationships with classmates, family members and the larger community
- Deep and meaningful enrichment opportunities (such as Dance, Theater, and Coding & Robotics)

- Expeditions (two week hands-on courses) that expose students to exciting careers and give them engaging, real-world experiences to help them find and develop their passions
- A socially conscious program that strengthens identity development

At AF Greenfield, we believe:

- Our students will ALL achieve at the highest levels – they’ll be competitive with the best students in the US and abroad.
- Validating our students’ identity and celebrating their background is a crucial part of the educational experience
- Habits of success can and should be taught.
- Students need to experience the joy and excellence that comes from enrichment outside of traditional academics.
- Students can become the agents of their success through ownership and personalization.
- Hands-on, experiential learning deepens and extends what students learn in the classroom.
- Embracing diversity is critical to developing leaders who will fight for a more equitable world

For more information about Achievement First’s mission, approach, schools and team, please visit our website at www.achievementfirst.org.

School Leader Development at Greenfield

At Greenfield, we believe that our school leaders are imperative to our project of reimagining secondary education. As such, we are highly invested in developing our school-based leaders (principals and deans) to be excellent managers of both people and program. We aim to develop our leaders in the following core competencies using a diverse set of individual and team coaching strategies:

- Attention to results: setting and achieving ambitious goals.
- Driving results through others (academic & school culture).
- Leadership of Self (growth mindset, personal organization, self & social awareness).
- Leadership of Others / Team.

Position Overview and Responsibilities

The Director of Leadership Development is responsible for working with directly with SLs across five Greenfield campuses, supporting and developing their leadership skills and, by extension, their ability to rapidly achieve academic and school culture goals. Reporting to the Regional Superintendent, the Director of Leadership development will:

- **Directly coach school leaders to rapidly improve their leadership practice**
 - Co-plan, model, observe, coach, and debrief core leadership practices, including:
 - Program management - unit study, lesson study, scholar work analysis, lesson observation, and real-time coaching.
 - People management - coaching meetings, critical conversations, talent planning
 - Facilitate learning experiences (readings, site visits, work study) to strengthen SLs vision of excellence for academics and school culture.
 - Structure and support leaders’ reflective practice (leader reflection, goal-setting, development planning).

- **Partner with school leaders to construct school-wide improvement plans**
 - Study academic and school culture outcomes to set clear targets for the next calendar cycle.
 - Assess professional development needs of teachers and leaders to deliver on those targets, and craft professional development trajectories to meet those needs.
 - Create, adjust, and optimize leader calendars and time factors to support maximal scholar growth within the calendar cycle.
 - Collect, monitor, and respond to interim data to adjust and optimize plans within the calendar cycle.

- **Partner with Regional Superintendent to design and execute cohort-wide improvement plans.**
 - Study academic and school culture outcomes across five Greenfield campuses
 - Assess cohort-wide professional development needs of teachers and leaders to deliver on those targets, and craft professional development trajectories to meet those needs.
 - Develop and execute differentiated support plans for specific content areas, culture priorities, or campus needs. Example plans could include;
 - Increased support for a particular course (Grade 5 math)
 - Increased support for a particular department (Campus Y ELA).
 - Increased support for a particular scholar cohort (Campus X, Grade 6 classroom management and engagement).
 - Regularly report trends and observations on state of academics and school culture across campus and recommend next steps to the Regional Superintendent.

- **Consult and advise Greenfield design team on resources and implementation**
 - Study and provide feedback on key curricular materials, with particular attention as to how resources can best support teacher/leader implementation.
 - Partner with design directors (ELA, math, science, culture) to plan and facilitate instructional leadership trainings (includes ongoing site trainings and summer teacher/leader trainings).

Skills and Characteristics

- You have a strong vision for instructional and school culture management, fostering a growth mindset, and how to create a high performing team aligned around a high bar for academic excellence.
- You are committed to Achievement First's mission and have an unwavering belief that all students can and will succeed.
- You believe that students are the drivers of their own educational experience and seek to empower and equip them to make choices.
- You believe people and relationships matter and have an ability to understand the motivations and needs of others. You understand the art of managing and resolving conflicts, hearing and validating all sides, and simultaneously having the courage to make tough calls when necessary.
- You are able to model a balance of positivity, warmth and firmness when working with students and adults.
- You can navigate challenging situations with openness, honesty, and humility. You are able to have genuine and difficult conversations when needed.

- You model a growth mindset and are open to constantly improving yourself as a leader. You seek feedback constantly and take complete ownership over outcomes and the projects and people you manage.
- You are a strong communicator (verbal and written), critical thinker, problem solver, and collaborator. You are able to work effectively with a wide range of stakeholders: teachers, leaders, students, family and staff from Team Greenfield.
- You are able to remain calm, cool, and problem solve effectively under pressure.
- You are a proven leader of adults and have a track record of developing teacher skills, building relationships and strong follow through.
- You have strong organizational skills and are able to execute tasks with an acute attention to detail.
- You have robust project management skills or are excited to develop them.
- You embrace change, are a team player with a “roll up your sleeves” attitude, are flexible and adaptive, and strive for continuous development.

Desired Experience and Education

- Bachelor’s degree from a competitive college or university, master’s degree preferred
- 7-10 years of relevant work experience, including at least two years of highly successful school leadership experience.
- Experience leading and managing adults
- Proven record of success training and coaching school level administrators, teachers, and support staff

Special Work Requirements

Some evening and weekend work may be required. The position is based in Brooklyn, NY or Providence, RI. Regular travel between Brooklyn, NY, New Haven, CT and 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**

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/>.