

Vice President, Great Teaching

Start Date: July 1 or earlier
Team: High School
Location: Brooklyn, NY (preferred) or New Haven, CT

About Achievement First:

Achievement First, a non-profit 501(c)3 charter school management organization, operates 36 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 of America's children. We know that every child—regardless of race, zip code, or economic status—deserves access to great schools. Achievement First currently educates more than 13,300 students in historically underserved neighborhoods, with over 90% of our students identifying as Black or Latinx. For more information about the Achievement First mission, model, our schools and team, please visit our website at www.achievementfirst.org.

Summary

We are hiring a Vice President to work with our Instructional Teams, which focus specifically on curriculum design, assessment strategy, and professional development for our teachers and school leaders. At Achievement First, we have spent years refining our academic programs, and the next five years are about great teaching fueling an exceptional student experience. The Vice President, Great Teaching will lead our efforts to define a vision for great teaching and support leaders and teachers to meet this vision. With a particular focus on our high school program, the Vice President will ensure that we have the vision, curriculum and assessments, and dean and teacher skill to teach in a way that transform teaching and learning at Achievement First.

This is an opportunity to work closely with some of the leading education reformers in the country while gaining insight about education reform within a top charter school management organization. The ideal candidate has content knowledge steeped in Common Core and APs and is a strong leader of people. A background as a school leader and district content expert are also necessary.

Responsibilities of the Vice President will include but are not limited to:

- **Lead the network-wide Great Teaching Team, which includes elementary, middle, and high school instructional leads, to create and continually evolve a common definition of great teaching at Achievement First. In this work, the Vice President would work with the team to:**
 - Create the vision for K-12 disciplinary alignment
 - Define great teaching by refining our Essentials of Great Teaching, the rubric we use to coach and evaluate teachers
 - Ensure there is clear guidance for how schools leaders can effectively coach teachers
 - Refine our approach to how teachers and their coaches prepare to teach upcoming lessons
 - Help schools and network leaders understand how assessments fit with our curriculum and how both curriculum and assessments fit in the larger scheme of creating a college-ready educational experience for our scholars
- **Leveraging instructional experts within Achievement First and across the nation, conduct Research & Design to ensure we have a best-in-class vision for our programs.** This includes:
 - Work to identify the strongest curriculum experts and schools to help us create a vision of excellence

- Use internal and external experts to audit the curriculum and program, naming strengths and gaps to help us create a multi-year plan to refine our programs
- **With the Great Teaching Lead Team, train network leaders, school leaders, and teachers in strong instruction. This includes:**
 - How to drive discourse for school leaders and content experts on our Teaching & Learning team
 - Ongoing development that aligns to all aspects of great teaching as we define in our revised Essentials of Great Teaching
 - Training for leaders in how to coach teachers using the Essentials of Great Teaching
 - Training for regional superintendents, and our content experts on the Teaching & Learning team, in how to review curriculum for strengths and areas of growth and how to revise our current resources
- **With Great Teaching Lead Team, serve as primary K-12 vetter of curriculum, consistently reviewing curriculum to ensure it is strong.**
 - Serve on multiple curriculum review committees across multiple grade levels
 - Review and give feedback on content-team plans for curriculum development
- **Support the Achievement Directors for math, history, literature, and composition so they can:**
 - Design Core Curriculum, leading Professional Development for teachers and leaders
 - Analyze data of state/national exams, Interim Assessments, mock AP and Regents exams, and ongoing quizzes and unit tests
 - Provide school-based support including trainings on how to intellectually prepare for lessons and how to analyze student work, as well as ongoing content-specific professional development sessions for school leaders and teachers
 - Cultivate and codify bright spots and future leaders

Skills and Characteristics

- Extremely organized and detail-oriented
- Excellent written and verbal communication skills
- Strong skills in working across multiple stakeholders with a variety of perspectives, this includes both the ability to present information clearly and the equally important ability to listen carefully
- Excellent meeting facilitation skills- particularly in explaining a challenge and moving towards resolution
- Highly motivated and capable of seeing projects through from beginning to end
- Results-oriented and willing to do “whatever it takes”
- Ability to thrive in a fast-paced, entrepreneurial environment; flexible, able to work autonomously as well as take direction as needed
- Resourceful; ability to think “outside the box” and provide creative solutions to challenges
- 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

- A bachelor’s degree
- We would prefer a candidate with two or more years of school leadership and two or more years of highly successful leadership experience at the district level.

Occasional weekend or evening work and travel within New York, Connecticut, and Rhode Island are required.

Compensation

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

To Apply

Send resume, cover letter, and a sample lesson plan that you have developed to:

Brittany Kirkland

Brittanykirkland@achievementfirst.org

In your cover letter, please respond to the following questions:

- Why do you want to work at Achievement First?
- How have your experiences and education prepared you for the demanding work, flexibility, and “whatever it takes” attitude that working with the team of a growing non-profit will require?
- Please elaborate on how the skills you possess regarding organization and detail orientation would contribute to your work in this role.

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/>.