

Associate Director of English Language Learners

Start Date: Flexible
Team: Team Special Services
Location: Rhode Island

About Achievement First

Achievement First, a non-profit 501(c)3 charter school management organization, operates 37 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 14,000 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

Achievement First is committed to meeting the needs of all scholars who enter our schools. As we grow roots within our communities and seek to educate student populations that mirror our neighboring community school districts, we have the opportunity to serve students with more diverse needs. Over the past few years, we have seen an increase in the number of English Language Learners in our buildings, with several of our schools seeing populations of almost 30% ELLs.

As such, we have a need for ELL program building at the network level. The primary role of the Associate Director of ELLs is to develop data collection practices, certification pathways, and other systems and structures that will lead to improved outcomes for English Language learners.

The ideal candidate will have specialized expertise working with data, be passionate about meeting the needs of all students, and have a “make it happen” attitude. RI ELLs administrative certification (or ability to attain such certification) is a requirement for the role.

The charter movement evolved to be innovative in the world of public education and this is an opportunity to revolutionize our program to truly serve the needs of all children. ***We are seeking hard-working candidates who are fanatical about doing right by English Language Learners.***

Primary Responsibilities Include:

- **Data Analysis and Management: Analyze the performance of our ELL scholars and determine simple ways to streamline ELLs data collection**
 - Compile and deeply analyze available ELLs data (state tests, internal assessments) to clearly articulate areas of growth and concern
 - Partner with AF Team Data to create simple, strong data capture systems to consistently monitor ELLs data in coming years
 - Clearly communicate ELLs performance, including how and when to use data capture systems to school-based teams

- **Rhode Island-Specific ELLs Support: Collaborate with various partners to develop an alternative pathway to ESL certification and support with ELLs funding allocations**
 - Partner with AF Team Operations to explore alternative pathways to RI ESL certification for our general education teachers
 - On behalf of our district in RI, attend monthly ELLs Director Meetings and turnkey need-to-know information to our schools
 - Work with AF Team Finance to apply for federal and state funds (Title III and ELL Categorical)
- **Research and Codification: Create ELLs state testing playbook and research and develop “newcomers toolkit”**
 - Research ELL testing practices across our three regions and use this information to drive the creation of an ELLs testing playbook for use at our schools
 - Articulate and clearly communicate testing practices for ELLs to our school-based teams
 - Research recommended interventions for brand new to English ELLs and seek out best practices and bright spots from our existing schools
 - Compile research into a “Newcomer Toolkit” for our schools to use to support our newest English Language Learners

Skills and Characteristics

- Passion for serving English Language Learners and their families
- Knowledge of the education of ELLs law in Rhode Island and nationally
- Ability to thrive in a fast-paced, entrepreneurial environment
- Flexible, able to work autonomously as well as take direction as needed
- Commitment to the Achievement First mission and educational model
- Maturity, humility, strong work ethic, sense of humor and roll-up-my-sleeves attitude
- Bilingual (Spanish-speaking) **strongly preferred**

Educational Background and Work Experience

- Bachelor’s degree from a competitive college or university
- At least two years of highly effective teaching experience demonstrating a strong track record of student performance gains with students who are identified ELLs
- **Required:** ESL Certification from Rhode Island; **Strongly preferred:** ELL Administrator certification from Rhode Island

To Apply:

Interested applicants should send a resume and cover letter to:

Paige Carstensen

Senior Director of Special Services, Network Support, Team Special Services

paigecarstensen@achievementfirst.org (cc Team Associate, emilysiefkin@achievementfirst.org)

Achievement First is an equal opportunity employer and people from all diverse backgrounds are strongly encouraged to apply. We place particular emphasis on recruiting individuals who share the racial or socio-economic backgrounds of the students we teach, 90% of whom are Black or Latino. Learn more about diversity at Achievement First here: <http://www.achievementfirst.org/about-us/diversity/>.