

Achievement First Director of English Language Learners

Start Date: Spring or Summer 2020

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 40% ELLs.

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

The ideal candidate will have specialized expertise working with ELLs, be passionate about meeting the needs of all students, and have a “make it happen” attitude.

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 in Year One of the Role 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 how and when to use these data capture systems to school-based teams

- **Rhode Island-Specific ELLs Support**

- Collaborate with various partners to develop an alternative pathway to ESL certification while serving as the “face” of ELLs in RI
- Partner with AF Team Operations to explore alternative pathways to RI ESL certification for our general education teachers
- Clearly communicate research and development to network stakeholders so that the team can make an informed decision about long-term alternative certification practices
- On behalf of our district in RI, attend monthly ELLs Director Meetings and turnkey need to-know information to our schools
- Oversee a group of “ELLs Ambassadors” – AF general education teachers who have committed to learning more about supporting ELLs – with an emphasis on codifying best practices for the group’s long-term structure
- Cross-laterally manage the school-based ELL teachers who oversee school ELL operations to outcomes

- **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
- Focused on results; understands the chief metric is ELL student achievement
- Ability to inspire and influence others
- Knowledge of the education of ELLs law in Rhode Island and nationally
- Specific experience in differentiating curriculum, implementing accommodations, and providing language supports for scholars

- Exceptional teacher in his/her own right, who achieved dramatic student achievement gains and served as a model or teacher leader for other teachers within their school, network or district
- 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 three years of highly effective teaching experience demonstrating a strong track record of student performance gains with students who are identified ELLs

- At least one of those years include school leadership experience
- Required: ESL Certification from Rhode Island; Strongly preferred: ELL Administrator certification from Rhode Island

Depending on location, this position will some frequent travel amongst regions in Rhode Island, Connecticut and New York (approximately 1 day every other month) so the ideal candidate must comfortable with traveling. Infrequent night or weekend work may be required.

This position is brand new, which means it will be ever-evolving! We are eager to find a candidate who wants to make the role his/her own.

To Apply:

Interested applicants should send a resume and cover letter to:

- Paige Carstensen: Senior Director of Special Services, Network Support, Team Special Services
- Christina Braganza: Vice President of Special Services, Network Support, Team Special Services

Email resume and cover letter to:

paigecarstensen@achievementfirst.org, christinabraganza@achievementfirst.org, and cc Senior 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/>