

Director of 5-8 Science, Greenfield

Start Date: Immediate Start Available
End Date: This role is likely a short-term position that is anticipated for the next 1-2 school years. There is potential, but not guarantee that the role will continue.
Team: Greenfield
Location: Based in the Northeast, ideally Brooklyn, NY, Providence, RI, or New Haven, CT



Watch Our Video: bit.ly/2TfrRjC

IMAGINE. INNOVATE. EMPOWER.

According to the National Science Foundation’s 2016 report, about 4 percent of doctorates in science are awarded to African Americans. Science doctorates awarded to Latinos are only slightly higher. We are looking for a passionate science educator who believes we must change this reality.

We believe that science should be an empowering and engaging student-centered experience. Our science program blends scientific content, scientific practices, and life habits to foster college and career readiness in science and develop future leaders in the sciences.

We are actively building and refining our science program and we need great minds to help us take our program to the next level.

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 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.

About Greenfield

In 2015, Achievement First launched an innovative school model that we call [Greenfield](#). Greenfield is a ground-up redesign of middle school with the goal of dramatically increasing college persistence. Achievement First’s five Greenfield middle schools provide rigorous, high-quality instruction within a nurturing school community focused on developing self-motivated learners, problem-solvers and leaders. Our students benefit from:

- Self-directed work powered by a Personalized Learning Platform.
- Rigorous and rewarding core academic classes.
- Twice daily enrichments of scholar choice.

- Hands-on, experiential learning that deepens and extends what students learn in the classroom through two-week long expeditions three times a year.
- Social emotional learning and small-group mentoring to develop social-emotional skills and goal setting skills.
- Student-curated dream teams that consist of teachers, family members and other significant influencers in a scholar's life. This team works to help scholars achieve scholar goals.
- Intervention built into the fabric of the school day.
- An awesomely powerful community where school, home and the broader community link arms in support of scholar development and achievement.

At Greenfield, we strive to ensure all scholars excel on our four College Success Factors:

- **Academical Preparation:** Our students will ALL achieve at the highest levels – they'll be competitive with the best students in the US and abroad and fully prepared for the rigors of college coursework.
- **Academical Independence:** Students can become the agents of their success through ownership and personalization.
- **Social Emotional Strength:** Habits of success can and should be taught. Students need to experience the joy and excellence that comes from enrichment outside of traditional academics.
- **Personal Why:** A deeply held and individually developed personal drive to achieve grounded in personal interests and motivation.

Greenfield is currently focused on grades 5-7 and growing to 8th grade in 2020-2021. In the next several years, Achievement First plans to incorporate the learnings from the Greenfield model into all 16 middle schools. The Greenfield Team, including the Director of Science Innovation, will be instrumental in collaborating with Achievement First Network Support teams on the integrated middle school model.

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

The Greenfield Science Program

Through both hands-on investigations and self-directed learning modules, our 5th - 7th grade science program is designed to help students:

- Foster a deep appreciation for science and its role in our daily lives.
- Build vocabulary and world knowledge through text, videos, and hands-on investigations.
- Design and conduct investigations to answer a wide range of scientific questions and solve real-world problems.
- Carefully analyze and interpret data in order to write strong scientific arguments supported with high-quality evidence (experimental data, quotations from science texts, etc.).

We strive to ensure our curriculum, tools, resources and student experiences are relevant, affirm student identity and foster a diverse array of perspectives.

Position Summary

The Director of Science Innovation is responsible for realizing the Greenfield Science vision through team leadership, partnership with schools and strong design. The Director of Science Innovation will split their time between leading a team of designers to both create and revise curriculum and tools to drive instruction and coaching deans and teachers to execute high quality science instruction. The Director of Science Innovation will also collaborate with the Greenfield design team and Network Support teams on building out the integrated middle school model based on learnings from the Greenfield program. As mentioned previously, this is likely a

short-term position, as the future structure of the Greenfield team after the middle school integration hasn't been determined.

Responsibilities will include but are not limited to:

- **Overall: Lead Vision and Direction Setting:** Set the vision and direction of the Science team and manage 2 designers who make up the team.
- **Program Design:** Lead and support our science design team to build a robust program and curriculum. Program design responsibilities include:
 - **Build and Lead a Thriving Design Team:** Lead an innovative science design team, coach designers and provide feedback on curriculum and assessments to ensure all team products and experiences meet our quality bar and are delivered to schools on time.
 - **Design Robust Curriculum, Tools and Resources:** Design and oversee the revision of existing curriculum and creation of new curricular materials based on feedback from Greenfield school staff and anecdotal and achievement data from Greenfield students.
 - **Ensure Alignment:** Ensure curriculum is appropriately aligned to the Next Generation Science Standards (NGSS) and external assessments including state assessments, ACT Aspire, and MAP for Science.
 - **Support Model Integration:** Collaborate on the integration of the Greenfield school model into the larger Achievement First middle school program.
 - **Row with the Team:** Ensure strong partnership with our operations team who publishes curriculum to schools; Travel to Greenfield team meetings and to visit our Greenfield schools to observe, prototype, or work with small groups of students/teachers to learn about the strengths and weaknesses in our model.
 - **Drive Strategy, Evaluation and Iteration:** Observe execution of the model to inform ongoing strategy iterations.
- **Execution Support:** Drive strong execution results in partnership with schools and the Greenfield Regional Superintendent. This robust execution support includes:
 - **Lead / Partner with Schools to Drive Excellence:** Collaborate with our regional superintendent to set science support strategy and make data driven, short-term and long-term program decisions.
 - **Build and Maintain Relationships & Diverse and Inclusive Networks:** Collaborate with Achievement First's broader network support team to maximize network-wide best practices. Foster a collaborative workspace where a diversity of views, backgrounds and perspectives are valued. Fully leverage the diversity of our network, families and community partners.



Skills and Characteristics and Beliefs

- **Passion:** You are passionate about Science content and pedagogy, and you are eager to share this passion with both students, teachers and school leaders.
- **Innovative Leader:** You view our program as a work in progress and thrive in an innovative environment where we prioritize constant learning and development.
- **Diversity, Equity and Inclusiveness:** You believe our program, curriculum, and scholar experience must foreground role models, experiences, and assets of people of color with a particular emphasis on African Americans and Latinos who represent the majority of our scholars.

- **Coaching and Professional Development:** You have a strong sense of what it takes to leverage a curriculum to achieve rigorous outcomes and the ability to plan and lead professional development and coach execution towards those outcomes.
- **Leadership:** You have strong skills in people management and coaching direct reports. You are effective in leading multiple stakeholders with a variety of perspectives towards a shared outcome: this includes both the ability to present information clearly and the equally important ability to listen carefully. You are adept at explaining a challenge and moving towards resolution.
- **Design Heart:** You love to design and plan challenging, hands-on, multi-modal curricula. You have experience in unit and lesson planning, with a focus on clear daily and unit outcomes.
- **Keen Content Eye:** You have a deep content knowledge of science. You are a strong critical thinker. You are able to synthesize large amounts of information and work independently to create products that are well-aligned to the program model and vision.
- **High Rigor Bar:** You have deep expertise and content knowledge and have a strong internal compass for a rigorous curriculum that is user-friendly for both teachers and students.
- **Project Management:** You have strong project management skills (including project planning and execution).
- **Organization:** You have exceptional organizational skills and are able to execute tasks with an acute attention to detail.
- **Entrepreneurial Drive and Innovative Spirit:** You are an entrepreneurial and ambitious educator with a passion for innovation and an eagerness to strategically redesign schools.
- **Dynamic:** You embrace change, are a team player, are flexible and adaptive, and strive for continuous development and creative solutions.

Educational Background and Work Experience

- Bachelor's degree from a competitive college or university, master's degree preferred
- A minimum of 5-7 years of relevant work experience as an educator or in a related field working directly with schools, preferably as a school leader, program designer, or design consultant
- Experience with secondary science is strongly preferred.
- Proven record of success in:
 - Implementing and/or designing science curriculum
 - Managing and developing a team
 - Training and coaching school level administrators, teachers, and support staff
- School leadership at the dean or principal level is preferred.

Special Work Requirements

Some evening and weekend work may be required. The position is based in the Northeast. Moderate 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

Complete this application form to submit **both** a cover letter and resume: <http://bit.ly/applyGF>. Applications without a cover letter will not be considered.

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/>.