

ES/MS Director, Student Experience

Start Date: July 15, 2020
Team: Team Student Experience
Location: Brooklyn, NY; New Haven, CT; or Providence, RI

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

Team Student Experience will lead our efforts to define and create an exceptional student experience for students including teacher warm demanding mindsets, relationship building, core management skills, school behavior systems, school common pictures, SEL work, Tier 2 and 3 interventions, ritual & tradition, and family engagement. The Director, Student Experience will support and academy level (MS or HS) to refine our vision, develop and refine strong core practices, train school leaders and teachers, and reflect and act on data. The Director, Student Experience has dotted line reporting to academy-level regional superintendent point people so that there is strong alignment between Team Student Experience and what schools want and need.

Essential responsibilities of the Director include but are not limited to:

- ***Drive student achievement by defining the vision for an exceptional student experience, aligning the academy vision to a broader K-12 vision***
 - Clarify and codify definitions of Excellence with strong Knowledge Management (differentiated for the academy level) for the following:
 - Tier 1 Culture
 - Warm Demanding Mindsets
 - Relationships (mindsets, moves, reflections)
 - Week 1-6 (with both focus & investment)
 - Dean of School Culture core R & R (and coaching protocols)
 - School Culture Systems, Common Picture
 - Discipline guidance, including major discipline
 - Use of data (daily, weekly, monthly protocols and actions for DOSC + school)
 - Core SEL Work
 - Circle & Phase work (for grades 3+)
 - Additional HS facing work (for HS director)
 - Restorative work (consequence + Circle-based-or-inspired work)
 - Tier 2 & 3 Interventions
 - Family Engagement
 - Rituals & Traditions, including core sample calendar
- ***Ensure high quality training for all key stakeholders.***

- Collaborate with RS academy points to ensure DOSC & principal training best meets cohort/academy needs
 - Dean of School Culture + Principal monthly PD (and some DOSC-only PD)
 - New Dean of School Culture Training
 - All Dean of School Culture Summer Training
 - New Teacher Training
- Oversee SEL training (may include Circle)
- Oversee improvements to and execution of New Teacher Training at the academy level
- ***Leverage Data to ensure we are on track to meet our goals***
 - Lead regular data reviews with DOSCs at your academy levels, celebrating excellence and strong growth and naming clear action steps
 - Help create clear measures of student experience excellence (leveraging the AF Report Card plus any other measures) to define greatness
 - Maintain academy-level dashboards and regularly monitor the data to support the academy level meets its goals
- ***Provide site-based training and support***
 - Observe at schools, evaluating them based on a clear vision of excellence
 - Provide coaching and support to school leaders to drive excellence

Skills and Characteristics

- Strong school leader (preferably Dean of Students/School Culture) with a track record of improving teacher and leader effectiveness and the achievement of their students
- Focused on results – a flexible thinker who understands the chief metric is student achievement
- Ability to inspire and influence others; strong relationship-builder
- 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, core values and mindsets, and educational model
- Maturity, humility, strong work ethic, sense of humor and roll-up-my-sleeves attitude

Educational Background and Work Experience

- Bachelor's degree from a competitive college or university
- At least four years of highly effective deaning experience demonstrating a strong track record of student achievement
- At least two of those years include school leadership experience (preferably Dean of Students/School Culture)

This position will require travel between New York and Connecticut, as well as occasional weekend and evening work.

For more detail on the charge for Great Teaching fueling an Exceptional Student Experience in our [5 year vision](#). This will take most of the bullets above and take them one level more with detail.

Compensation

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

To Apply

Send resume and letter of interest to Charmayne Joseph (CharmayneJoseph@achievementfirst.org) and Melanie Ojwang (MelanieOjwang@achievementfirst.org). In your letter, please explain why you are interested in the position and what experiences make you qualified for this role. We will follow up with candidates to name the next steps in the process from there.

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/>.