

Achievement First Director of English Learners

Start Date: ASAP
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 Learners and Multilingual Learners in our buildings, with several of our schools seeing populations of almost 40% ELLs.

As such, we have a need for EL program building at the network level. The primary role of the Director of ELs is to develop data collection practices, intervention recommendations, and other systems and structures that will lead to improved outcomes for English Learners. The ideal candidate will have specialized expertise working with ELs, 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 Learners.***

Primary Responsibilities in Year One of the Role Include:

Data Analysis and Management

- Analyze the performance of our EL scholars and determine simple ways to streamline ELs data collection
- Compile and deeply analyze available ELs 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 ELs data in coming years
- Clearly communicate how and when to use these data capture systems to school-based teams

Rhode Island-Specific ELs Support

- Collaborate with various partners to develop an alternative pathway to ESL certification while serving as the “face” of ELs 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 ELs Director Meetings and turnkey need to-know information to our schools
- Cross-laterally manage the school-based EL teachers who oversee school EL operations to outcomes – this includes classroom coaching, specializing instruction for ELs, accommodating for ELs, etc.

Research and Codification

- Create ELs state testing playbook
- Research EL testing practices across our three regions and use this information to drive the creation of an ELs testing playbook for use at our schools
- Articulate and clearly communicate testing practices for ELs to our school-based teams
- Research recommended interventions for brand new to English ELs 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 Learners

Skills and Characteristics

- Passion for serving English Learners and their families
- Focused on results; understands the chief metric is EL student achievement
- Ability to inspire and influence others
- Knowledge of the education of ELs 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
- 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
- At least three years of highly effective teaching experience demonstrating a strong track record of student performance gains with students who are identified ELs
- At least one of those years include school leadership experience
- At least two years of effective coaching of teachers of ELs to effectively specialize instruction, write language aims and accommodate for EL students
- Required: EL Administrator certification from Rhode Island

Depending on location (and when it is safe to do so), this position will require some travel amongst regions in Rhode Island, Connecticut and New York (approximately 1 day every month.) 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 their own.

To Apply:

Interested applicants should send a resume and cover letter to:

Paige Carstensen

Senior Director of Special Services

paigecarstensen@achievementfirst.org and cc Senior Associate, emilysiefken@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/>