

## Director of English Learner Achievement

**Start Date:** June 2021 (with flexibility)  
**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 deliver on the promise of equal educational opportunity for all of America's children. We know that every child – regardless of race, zip code, economic status, or exceptionalities – 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](http://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 are serving students with more diverse backgrounds. Over the past several years, we have seen an increase in the number of English learners (ELs) and Multilingual Learners (MLLs) in our buildings, with several of our RI schools seeing populations of almost 40% ELs/MLLs.

**As such, we have a real need for EL program building at the *network level* and teacher and leader support at the *school level*. The primary role of the Director of English Learner Achievement is to support the development of EL/MLL teachers and leaders in Rhode Island while simultaneously developing systems and structures that will lead to improved outcomes for EL/MLL students across our network.** The ideal candidate will have specialized expertise working with ELs/MLLs, have coaching experience with supporting adults to do similar work, and be passionate about meeting the needs of all students.

The Director of English Learner Achievement role is brand new, which means it is ever evolving! We are eager to find a candidate to make the position their own in year one and beyond.

### Primary Responsibilities in Year ONE of the Role Include:

- **Develop leaders and teachers who are responsible for EL/MLL services at our (5 and growing!) Rhode Island schools**
  - Ensure students classified as ELs/MLLs and students who are potential ELs/MLLs are served across a continuum of services and interventions
  - Ensure schools are in 100% legal compliance with state and federal requirements for EL/MLL education, testing and monitoring
  - Drive leader and teacher development through check-ins, school visits (focused on development via instructional walkthroughs, co-observations, coaching, etc.), and data reviews
  - Provide accountability and support (actionable feedback and coaching) to school leaders
  - Differentiate support depending on school leader/teacher skill and capacity

- **Data analysis and management: Develop systems and structures to track and respond to EL/MLL data across the Achievement First network**
  - Analyze the performance of our EL/MLL scholars and determine ways to streamline data collection
  - Compile and deeply analyze available data (from state tests, internal assessments, etc.) to clearly articulate areas of growth and concern
  - Create and adjust data capturing systems and reports to consistently monitor EL/MLL data in coming years
  - Communicate clearly across a variety of stakeholders when and how to use these data capture systems
- **Research and codification: Learn and disseminate more about EL/MLL testing and programs**
  - Research EL/MLL testing practices (placement and middle of year) across our three regions and use this information to drive the creation of an ELs testing playbook and trainings for use at our schools
  - Articulate and clearly communicate testing practices for ELs to our school-based teams
  - Research recommended intervention for newcomer ELs/MLLs 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 ELs/MLLs
- **Team and Cohort Support: Contribute to Team Special Services to support the entire special services cohort**
  - Create and deliver practice based professional development
  - Develop tools and resources to document best practices
  - Promote sharing and communication across schools

#### **Skills and Characteristics**

- Passion for working with English Learners and their families
- Commit to and understanding of identity awareness and leading for racial equity
- Knowledge of continuum of services, best practices, and laws governing the education of ELs/MLLs
- Strong instructional leader with a track record of improving teacher and leader effectiveness and the achievement of their students
- Ability to inspire and influence others
- Bilingual (Spanish-speaking) strongly preferred

#### **Educational Background and Work Experience**

- Advanced degree
- [LEA/District level administrative certification](#) from Rhode Island with an ESL certificate or bilingual endorsement is preferred, *or* the ability to obtain this certification within one year of employment
- At least three years of effective teaching experience demonstrating a strong track record of student performance gains among ELs/MLLs

- At least two of those years include coaching of teachers of ELs to effectively specialize instruction, write language aims and accommodate for EL students

This position will require occasional travel (approximately 1 day per month when it is safe to do so.) Infrequent evening or weekend work may be required.

**Salary**

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

**To Apply:**

Interested applicants should send a resume and letter of interest to:

[Paige Carstensen](#)

Senior Director of Special Services

CC,

[Emily Siefken](#)

Senior Associate of Special Services

Achievement First is an equal opportunity employer and an organization that values diversity. People of all diverse background are strongly encouraged to apply. Learn more about diversity at Achievement First here: <http://www.achievementfirst.org/about-us/diversity/>.