

Regional Superintendent

Start Date: July 1, 2021

Location: Brooklyn, NY; New Haven, CT; Hartford, CT; Bridgeport, CT; Providence, RI

Who are we? Achievement First (AF) exists to address the legacy of racism in education in America. Our mission is to deliver on the promise of equal educational opportunity for all of America's children. That is what we work for, every day. We know that all children—regardless of race, zip code, or economic status—deserve access to great schools. At the core of our approach is the shared journey by our students and staff to fulfill our incredible potential.

Just the facts. Achievement First has consistently been rated one of the top charter school networks in the country, AND we are still learning and growing. AF is a non-profit 501(c)3 organization that currently supports 37 public charter schools in New York, Connecticut, and Rhode Island. The mission of AF is to deliver on the promise of equal educational opportunity for all children. We currently employ more than 2,000 staff -- 47% of whom identify as Black, Latinx, or Multi-racial -- who collectively educate more than 14,300 students in Brooklyn, NY; Providence, RI; and New Haven, Bridgeport, and Hartford CT. More than 85% of our students qualify for free or reduced priced lunch. Our students are proving what's possible by achieving breakthrough results in terms of academic achievement and long-term college persistence.

Our focus and reach extend beyond the students and communities that we serve directly. Achievement First is an engaged and prominent partner in the broader education-reform movement, partnering with schools and networks from across the country and openly sharing all of our resources with all educators free of charge. We currently serve more than 100,000 additional students through two key partnership initiatives. Our Charter Network Accelerator is an intensive cohort-based training program for CMO leaders (with a focus on leaders of color) who are looking to increase the number of top-quality options available to parents across the country; and through our Navigator Program, we provide coaching and support for district and charter schools who want to adopt and adapt our curriculum and instructional practices to help students achieve breakthrough results.

Why work at Achievement First? First and foremost: you should work at AF if you believe in our values and want to surround yourself with people who share them. We are committed to leading for racial equity. We approach our work with humility, humanity, and the recognition that both what we do and how we do it must model the equity we seek. We strive for excellence by setting a high bar in all areas and pursuing it relentlessly. We care about the whole person and are known to be as warm as we are demanding. We choose joy and actively seek out moments of humor, gratitude, and deeper purpose for ourselves and with each other. We know that we will go further together and intentionally choose to join forces on both big and small things. We name brutal facts, embrace challenge, and see our mistakes as opportunities to get better.

Finally, come to Achievement First if you want to help support schools that are striving to not only close the achievement gap but also to redefine what's possible in education. We are obsessed with getting better and are working to create some of the best schools in the country - schools that support not just

student's academic success but also their social-emotional learning, identity development, independence as learners, passion/enrichment/extracurriculars, and life-long fulfillment. AND, at AF, we believe getting better starts with looking in the mirror. We have done a lot of that lately, as we have more aggressively confronted our own biases and unacceptable gaps in our student experience. We are committed to addressing inequity within our systems, culture, and talent with resolve to walk the long road ahead to the true equity and opportunity that our kids and families deserve. So, come to Achievement First if reflection, challenge, and growth feed your soul.

The Opportunity

As a growing network, we are always looking for Regional Superintendents to coach, support and develop school leaders to meet their ambitious school performance goals. The regional superintendent will oversee the instructional and operational program in a portfolio of three to five schools. They will pursue racial equity for all stakeholders in their portfolio, through strong relationship building, strong talent practices, data analysis, and professional development. This is an extraordinary opportunity for an educator to work closely with high performing, results-oriented principals and serve as a thought partner with principals, multiple teams throughout the network and the organization's senior leaders.

The regional superintendent reports directly to a senior regional superintendent and the team works together to ensure that all AF schools succeed. The regional superintendent is a key member of the senior leadership team and will work most closely with other regional superintendents supporting schools in the grade level or region as our network continues to expand.

Responsibilities of the Regional Superintendent will include but are not limited to:

- Ensure that all schools meet core performance outcomes and achieve dramatic student performance gains in all subject areas. Examples of this work include the following, all with a racial equity lens:
 - Plan frequent co-observation days; highlight areas of strength and improvement in feedback during the day; work hand-in-hand with principals to address areas of school improvement.
 - Regularly review data to spot strengths and growth areas; work with principals to develop clear plans to address growth areas.
 - Work with principals to set teacher professional development priorities for the year and to design outstanding site-based and network-wide professional development.
 - Problem-solve solutions to challenges common to all schools in network-wide forums (meetings, conference calls, etc.).
- Drive strong talent practices at schools to build a diverse and inclusive community, and support, coach, train and supervise principals and deans to help develop leadership power skills:
 - Hold regular meetings with each principal (reflection/data review, problem-solve around pressing issues, professional development planning).
 - Work with the other members of the school support and talent development teams to design principal and dean training; coordinate principal meetings and conference calls.
 - Partner with principals to ensure strong hiring, retention and off-boarding practices
 - Achieve strong survey data on key measures of school organizational health, principal happiness/development and Team Super functioning
- Provide organizational development support to the AF Network Support staff and the schools

- Understand the concerns and constraints of both the schools and AF Network
- Support teams in order to facilitate good working relationships
- Ensure that schools are getting top-quality service from all AF Network Support Teams (recruitment, budget/finance, operations, curriculum, external, IT)

Skills and Characteristics

- A commitment to Achievement First's mission, deep love of content, and an unwavering belief that all students can and will succeed.
- A multi-year track record of leading an exemplary school or portfolio of schools, preferably schools that serve similar populations to Achievement First
- Demonstrated success in coaching and developing other school leaders
- High bar of excellence for classroom learning and staff culture and a desire to urgently close gaps between current reality and expectations
- Results oriented, with strong data analysis and action planning skills
- Ability to inspire, influence and negotiate with a large number of diverse stakeholders
- Team player: maturity, humility, strong work ethic, follow-through, sense of humor, willingness to respond positively to feedback and a "roll-up-my-sleeves" attitude.

Educational Background and Work Experience:

- A bachelor's degree; advanced degree a plus
- Successful formal school leadership experience as a principal or headmaster of a school or portfolio of schools serving a predominately underserved community with a proven, multi-year track record of exemplary student outcomes
- Occasional weekend or evening work and willingness to travel to our schools and offices across our three states as needed in required

To Apply

Achievement First reviews applications on a rolling basis -- please apply immediately. Your cover letter should describe your student achievement results and leadership experience. Due to a high volume of applicants, not all written applications will be personally addressed.

Hilary Cymrot
Senior Director, Team Talent
hilarycymrot@achievementfirst.org