

## Director, Student Experience

**Start Date:** July 15, 2021  
**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](http://www.achievementfirst.org).

### Summary

Team Student Experience defines, refines, and executes a vision for an exceptional student experience that intentionally supports scholar growth in maximizing their fullest potential and leading choice-filled lives. The team develops strong resources & practices and provides training and on-the-ground support to school leaders, including mindset work (*how we live out our core values with scholars*), relationship-building, SEL work, taxonomy, student feedback systems, common pictures (routines/procedures), Tier 1 and 2 interventions, rituals and traditions, and family engagement. Team Student Experience's equity work includes holding a higher bar of both/and--supporting both great teaching AND an exceptional student experience, Care for Person AND Care for Performance. The team is currently comprised of a Vice President, an Associate, and five directors that support across K-12. In addition to the aforementioned roles and responsibilities, the Senior Director would directly manage a subset of team members, including the Associate and Directors.

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

- Provide site-based training (sometimes across academies) across regions aligned to key skills and areas of need identified by the VP and Regional Superintendent point person
  - Align with the VP + Regional Supt to define desired outcomes (and how success will be measured) for the targeted schools that have been identified for site support
  - Observe at schools and provide feedback based on a clear vision of excellence
  - Provide coaching and support to school leaders to drive excellence
  - Leverage data to ensure the team is on track to meet annual goals
  - When applicable, share best practices (*from site support*)
- Lead high quality training throughout the year for the Deans of School Culture, principals, other school leaders and teachers
  - Design, rehearse & facilitate high quality professional development across a subset of student experience topics (SEL, Tier 1 Support, Tier 2 Support, Relationship building)
  - Ensure strong Knowledge Management of all materials
  - Use participant feedback to drive stronger results of future cohorts and trainings
  - Oversee vision, revision, and execution of training for new teachers ("New Teacher Training")
- Clarify and codify definitions of Excellence, resources, and best practices with strong Knowledge Management (differentiated for the academy level) for the following:

- Tier 1 Culture
- Core SEL Work
- Tier 2 & 3 Interventions
- Family Engagement
- Rituals & Traditions, including core sample calendar, Community Meeting, etc.

### **Skills and Characteristics**

- Courageously and authentically engage in critical learning and conversations about diversity and inclusiveness
- Plan for and professionally participate in critical conversations about the student experience
- Inspire and motivate others, through words and actions, to take significant and bold steps to improve the student experience at our schools
- Model flexible, creative thinking and demonstrate the ability to adapt to change and ambiguity
- Demonstrate exceptional attention to detail, organized personal management systems and the ability to prioritize important tasks
- Meet all deadlines, at all times
- Communicate clearly, professionally and directly to network, school-based and external players
- Uphold team norms and commitments
- Belief in the Achievement First mission 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 teaching 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](mailto:CharmayneJoseph@achievementfirst.org)) and Melanie Ojwang ([MelanieOjwang@achievementfirst.org](mailto:MelanieOjwang@achievementfirst.org)) by **June 11th**. 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/>.