

Director, Team Student Experience

Start Date:	Effectively immediately
Team:	Team Student Experience
Location:	Brooklyn, Connecticut, or Rhode Island (openness to travel is a must)

About Achievement First:

Achievement First serves 15,000 students in 37 schools in five communities across Connecticut, New York, and Rhode Island. All of our students come to us through blind lottery. The majority are Black, Latinx, and children from low-income families who will be the first in their families to graduate from college. 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. 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 leads the organization's charge to ensure that the student experience at Achievement First is exceptional and equitable. Our number one goal is for all of our AF students to feel known, loved, safe, and that they are learning. The team 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 (classroom environment techniques), 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, a Senior Director, an Associate, and directors that support across K-12.

Responsibilities of the Director, Student Experience will 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.
- ***Model AF’s Core Values at all times, and in all interactions with school-based staff, network support staff, parents and members of our communities***
 - 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
 - Model the AF Core Values and key mindsets

Skills and Characteristics

- Ability to inspire and influence others; strong relationship-builder
- Extremely skilled in building relationships with a diverse group of stakeholders that are grounded in relational trust, accountability, community, and transformation.
- Strong work ethic and a self-starter “roll-up-my-sleeves” attitude
- Exceptional communication skills
- 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

- Education: Bachelor’s Degree (B.A., B.S., B.S.N, etc.)
- Previous Experience:
 - At least four years of highly effective K-12 experience demonstrating a strong track record of student achievement
 - At least two of those years include K-12 school leadership experience (preferably Dean of Students/School Culture)
- Knowledge:
 - Experience in a school-setting (as a teacher or school leader)
 - Deep knowledge of cultivating strong school culture required
 - Knowledge of socio-emotional learning and trauma-informed best practices
 - Knowledge of strong PD design and facilitation, People Leadership, Coaching/Managing
 - Knowledge of systems leadership

Compensation

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

To Apply

Send resume and cover letter to the individuals listed below. In your letter, please explain why you are interested in the position and what experiences make you qualified for this role. For internal (AF) candidates, please meet with your manager prior to applying.

Charmayne Joseph & Shamel Duncan

Regional Superintendent/Vice President & Senior Director, Team Student Experience

charmaynejoseph@achievementfirst.org & shamelduncan@achievementfirst.org



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/>.