

Director, Team Student Experience

Position:	Director, Student Experience
Team:	Team Student Experience
Based in:	Brooklyn, Connecticut, or Rhode Island (openness to travel is a must)
Reports to:	Senior Director or VP, Student Experience
Start Date:	Flexible (Immediate or July 1 st)

Role description: 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, Social Emotional Learning (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 the Whole Person AND Striving for Excellence. The team is currently comprised of a Vice President, a Senior Director, an Associate, and directors that support across K-12.

Key Outcome Goals for 20-21

- Student Experience:
 - Greater than or equal to 85% favorable for K-4, 58% favorable for 5-8 and 56% favorable for 9-12 on Student Experience Survey
 - Refine for vision student experience and determine clear priorities for SE for 21-22
- Classroom Environment:
 - No classrooms are below the waterline of a 2 on Belief and Belonging and Focused Learning
- Organizational Health:
 - Greater than or equal to 85% on a Q10 set of questions we use to assess the health of our team

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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 staff ("New Team 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

Qualifications:

- 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

Interested in applying?

Deadline for all candidates: Friday, March 4th, 2022

[To apply, click here.](#)

Compensation

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

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/>.

Achievement First requires vaccination against COVID-19 for all employees. Reasonable accommodations based on a qualifying disability or sincerely held religious belief are being considered in accordance with applicable law. [Click here](#) to read our full policy.