

## Vice President of Special Services

**Start Date:** Immediate  
**Team:** Team Special Services  
**Location:** Connecticut, New York, or Rhode Island

### 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](http://www.achievementfirst.org).

### Summary

Achievement First is committed to providing excellence and equity, including an exceptional education for students with disabilities, students who struggle, and English Language Learners. Over the next five years, AF is focusing on Great Teaching fueling an Exceptional Student Experience for ALL students. The VP of Special Services will be responsible for managing and further defining how to manage the special services team to support all schools to serve all scholars. They will also oversee the efforts to continue to define the special services continuum and program offered across AF regions (e.g. HS pathways, RI infrastructure, etc.) as well as oversee the identification process for the Empower programs, our in-house program for serving scholars with more significant disabilities that cannot be accommodated within our standard school model. The job combines refining our vision, developing and refining strong core practices, training school leaders and teachers, and reflecting and acting on data. The VP leads a team of special services directors, a data senior associate, the Director of Social Work, and the MLL Director who define our core practices, lead PD, and provide site-based support.

### Responsibilities of the Vice President, Special Services will include but are not limited to:

- **Accountability for student achievement of special populations (students with disabilities and MLLs), including defining the vision for exceptional K-12 special services and overseeing the execution of a portfolio support strategy**
- **Create and influence the conditions for excellence, alignment, and investment around an exceptional K-12 special services program**
  - Deeply understand the diverse perspectives of regional superintendents, principals, and other school leaders through various communication and input structures, and cultivate positive and productive partnerships
  - Collaborate with Team Student Experience, Team Teaching and Learning and other key network support teams to ensure alignment, coordination, and communication (focus on defining and strengthening collaboration with Team Student Experience & Team Teaching and Learning)
  - Use data to drive outcomes
  - **Oversee continued R & D of student experience best practices (looking internally and externally) that result in continued refinement of our vision**

- **Ensure high quality training for all key stakeholders**
  - Define the vision for Special Services development, including competencies to focus on
  - Support the definition of a Social Work vision for development
  - Support the definition of the Multilingual Learner vision and program
  - Collaborate with academic ops to define and perform strong summer training
  
- **Lead a high performing and cohesive Team Special Services team, including lead and executing a thoughtful structure of the team**
  - Determine the appropriate team structure that matches our teams current and future needs in collaboration with the Chief Program Officer.
  - Ensure Directors and team are successful, learning, and happy
  - Create conditions for collaboration and communication across the team
  - Create and execute management structures
  
- **Ensure cohesion with and support other NS Teams**

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

- Bachelor's Degree required, MA preferred
- Extensive experience with special services

#### **Compensation**

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

To Apply follow [link here](#).

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/>.