



Center for Collaborative Education

Transforming schools for student success

SENIOR DIRECTOR, PROGRAMS

JOB POSTING

The Center for Collaborative Education seeks a mission-focused, strategic, and process-minded Senior Director to manage a team of staff and consultants for our programs, and to work with senior level colleagues to lead the organization. Senior directors must be able to creatively pursue opportunities to increase CCE's overall reach and impact with measurable results. This is a full-time position. The selected Senior Director would join a Senior Leadership Team that includes a Research, Evaluation & Policy Senior Director, Finance & Operations Senior Director, and Executive Director. We may also be creating a Senior Director position for our Los Angeles office, staffing, and programs.

Background to the Center for Collaborative Education

The mission of the Center for Collaborative Education (CCE) is to transform schools to ensure that all students succeed. CCE envisions a just and equitable world where every student is college- and career-ready and prepared to become a compassionate, thoughtful and contributing global citizen. CCE partners with public schools and districts to create and sustain effective and equitable schools.

To achieve its vision, CCE works at the school, district, and state levels to:

- Create learning environments that are collaborative, democratic and equitable;
- Build capacity within districts and schools to adopt new practices that promote collaborative, democratic and equitable learning for students *and* educators; and
- Catalyze systemic change at the school and district levels through district- and state-level policy and advocacy support

Description of CCE's Programs

The goal of our Programs is to develop policies, tools, resources, professional development models, and advocacy agendas at the school, district, and state levels that further CCE's mission and vision. We seek to create opportunities to learn that result in equitable outcomes for students across race/ethnicity, socioeconomic status, language, and disability. Currently, CCE's primary programs, outside of our Los Angeles programs, consist of the following:

Quality Performance Assessment

CCE believes that educating the full and growing diversity of students we serve requires performance assessment systems that engage students to think deeply and express what they know and are able to do in multiple ways. Given that assessment drives what gets taught and how it is taught, CCE seeks to change current assessment and accountability systems at the school, district, and state levels to be ones that promote equitable learning opportunities that engage and inspire students, while providing more complete and accurate measures of what all students know and can do. CCE's Quality Performance Assessment (QPA) initiative has developed a robust framework, professional development model, tools, and resources for assisting schools, districts, and states to design high quality teacher-designed, curriculum-embedded performance assessment tasks and systems. CCE seeks to continue to increase our presence as a state, regional, and national "thought and practice leader" in increasing the validity and legitimacy of using quality performance tasks in equitable state student assessment and accountability systems, while working at the school, district, and state levels to craft policies and build capacity to institutionalize performance assessments in local and state practice. QPA will be working in nine states in FY 2019 and seeks to continue to deepen and expand our work.

Innovative, Autonomous, Student-Centered Schools

CCE has long advocated for creating and supporting in-district schools that have maximum autonomy over their resources and increased accountability for high performance. CCE works with a range of school districts to adopt a variety of autonomous, innovative, and accountable school models. CCE has helped to support and expand the Pilot school model in Boston and Los Angeles, providing each district and their autonomous schools with coaching, technical assistance, network-wide professional development, district advocacy, community organizing, and research and evaluation. CCE has also partnered with the MA Executive Office of Education to promote the Innovation Schools model throughout the state, and with the Minneapolis (MN) Public Schools to create the Community Partnership Schools model, providing design teams and districts with technical assistance in design and early implementation, among other initiatives. CCE supports new school designs and conversion schools seeking to adopt a student-centered learning agenda, including a small network, the MA Personalized Learning Network, of six new school designs and conversion schools. We seek to continue to deepen and expand this work.

Culturally Responsive, Equity-Minded District and School Policies and Practices

Two seminal CCE studies on Black and Latino males in the Boston Public Schools are defining our path in this area. Partnering with the Metro Center of New York University, a 2014 report found that significant district and school opportunity gaps were key causal factors for the district's wide achievement gaps, and a 2015 report found that even when schools have many of the hallmark characteristics of high performing schools, yet lack systemic cultural competency, Black and Latino students fare poorly. CCE seeks to elevate initiatives to create schools and districts in which culturally responsive policies, practices, cultures, instruction, curriculum, and assessment, including at the state level, are the norm. We are currently creating an equity toolkit for use in embedding equity-based policies and practices in student-centered schools, exploring the creation of school and district equity audits, and pursuing other strategies to place equity-minded innovation at the forefront of all reform efforts, and in particular within the student-centered learning movement. This is an emerging area of our work. CCE also hosts Educators of Color RI, an initiative to cultivate spaces for leaders of color invested in dismantling inequities in education, strengthening organizations led by people of color, and fostering community partnerships to create systematic change in education.

In addition to these current primary focus areas, CCE also works with schools, districts, and states on other mission-driven initiatives, including leading a multiple district network whose goal is to better serve students with learning differences, among others. Our Los Angeles work includes the Los Angeles Urban Teacher Residency, a partnership with California State University Los Angeles, and the Los Angeles New Administrators Leadership Program, a partnership with Los Angeles Unified School District.

Senior Director, Programs

Reporting to the Executive Director (ED), the Senior Director will have the following responsibilities:

Leading the Organization

- Collaborate with the ED and senior leadership team to execute the organization's strategic plan, including organizational management, professional development, financial oversight, and visioning
- Contribute to CCE's body of intellectual capital for dissemination to the field

Program Development

- Oversee sound development and implementation of all programs
- Pursue new creative ideas for mission-driven program design
- Develop partnerships in the field that enrich and expand program work
- Manage a team of program directors, senior associates, and consultants:
 - Nurture intellectual curiosity and develop expertise
 - Continuously assess and develop skills in consulting, coaching, and professional development



- Promote leadership development, a collaborative culture, and a professional learning group
- Supervise staff including conduct performance reviews and provide interim feedback on performance and development opportunities, based on individual plans
- Collaborate with CCE's Research Team to document the practice area's work, and with our California Team to strengthen our work through cross-practice area collaboration

Budget Development, Oversight, and Fundraising

- Lead business development opportunities for the practice area
- Participate in fundraising, in concert with the Senior Associate for Development & Communications, Executive Director, and Senior Director for Finance & Operations
- Develop, oversee, and manage the practice area's budget, with the goal of ensuring that annual budget targets are met or exceeded

Qualifications

The Senior Director must demonstrate a passion for leading education social change and a commitment to equity. CCE is looking for a hard worker who seeks out challenges and is prepared to overcome obstacles, and who has a vision, the practical know-how, and collaborative team-building skills to get the work done. In addition, the selected candidate must have:

- Expertise in performance assessments, curriculum design, effective instruction, and school design, with a minimum of five years of experience in these areas
- Ability to both lead and build the capabilities of a driven, bright, diverse team to high standards
- Results-driven orientation, with evidence of capacity to make good decisions independently and in collaboration with others
- Ability to balance the delivery of services against the realities of a budget
- Ability to creatively problem solve, manage projects, and be resourceful
- Ability and experience in supportive and constructive supervision and evaluation
- Confidence and experience in business development and fund raising
- Graduate degree required
- Experience working in or with public schools in a teaching, administrator, or other professional role
- Experience leading a school reform effort, either from within or outside a district
- Strong facilitation and teaming skills
- Strong writing skills

The Center for Collaborative Education is an equal opportunity/affirmative action employer.

Salary

Salary and benefits are competitive.

Application

This position will stay open until filled. [Click here to apply.](#)

