

JOB OPPORTUNITY

School Innovation Partner, Discrete Services

ABOUT US

Since its founding in 1993 by Kim Grose, a Rhodes scholar and social justice advocate, and Julien Phillips, a former Peace Corps member and McKinsey & Co. partner, Partners in School Innovation (“PartnersSI”) has worked in over 50 urban public schools and 10 school districts serving nearly 65,000 students in pursuit of our mission: to enable public schools in high-poverty Bay Area communities – serving African American, Latino and English Learner students – to achieve educational equity through school-based reform. We envision a thriving system of urban public schools that fosters the growth of all of its students and eliminates the achievement gap by creating vibrant places to teach, learn and grow with rigorous standards and an unwavering focus on results. PartnersSI has worked tirelessly over the past 18 years to close the achievement gap by transforming chronically low-performing schools into thriving learning environments in the Bay Area. We support children in the primary school years because these years represent a foundational period for students to develop both the proficiency in basic skills and enthusiasm for learning that will lead to future success. We aim for all our students to leave elementary school with a strong foundation of skills and knowledge and a learning disposition that will equip them for success as they progress through school and prepare for college, the workforce and citizenship.

We are seeking a full-time **School Innovation Partner (SIP)** to deliver a new set of services based on PartnersSI’s proven methods for school transformation. Rooted in the knowledge and best practices of PartnersSI’s intensive programs, these individually packaged services (e.g., training, coaching and group facilitation) represent discrete elements of our approach that have been adapted for delivery to a broader audience of district, school and teacher leaders. This position will require some monthly travel to districts outside of the Bay Area (e.g., Illinois, Michigan) and will report to the Director of Discrete Services.

MAIN RESPONSIBILITIES

The **School Innovation Partner, Discrete Services** will be responsible for the following primary functions:

- Providing Targeted Support and Consultation to District and School Leaders to Facilitate:**
 - School transformation
 - Annual goal setting and planning
 - Implementation of Results-Oriented Cycles of Inquiry
 - Data analysis
 - Professional development and instructional planning
- Co-designing and Facilitating School Leadership Networks in Multiple School Districts.** In collaboration with other members of the Discrete Services team, the SIP will help create and facilitate ongoing professional learning communities to support school leaders as they engage in Results-Oriented Cycles of Inquiry at the leadership level. Key topics may include long-term planning, data analysis, establishing professional learning structures and reflecting on progress toward goals.
- Developing/Refining Discrete Services Provided to School and District Personnel:**
 - Adjust or refine Discrete Services’ content and tools for different school and district personnel
 - Ensure that Discrete Services’ offerings are informed by and developed based on current practice in education, adult learning and related fields
 - Maintain a consistent “look” and “feel” for PartnersSI’s materials, determining the best ways to package our products for broader distribution
 - Contribute to the overall advancement of the PartnersSI Approach through regular examination of program effectiveness and determining solutions/designs that will increase demand for Discrete Services

- Work closely with members of the Program Development and Support team (PDS) to ensure coherence and alignment of Discrete Services with the PartnersSI Approach

QUALIFICATIONS

Our ideal candidate *definitely* has:

- Commitment to the PartnersSI mission of achieving educational equity for low-income students of color
- A minimum of a Bachelor's degree
- Proven experience as a high-performing teacher (*minimum* two years in the classroom) in an urban school setting
- Demonstrated knowledge of and experience contributing to effective systems-level reform, beyond the classroom
- Effective interpersonal communication skills with audiences diverse in age, race, etc.; ability to build relationships quickly and authentically
- Experience designing, developing and delivering effective professional development for adults
- Effective presentation and facilitation skills
- An orientation toward problem solving and value creation – can identify root causes of problems and develop results-oriented solutions
- Aptitude for collecting, analyzing and using data to inform planning
- Strong collaboration skills within a team and with clients – experience interacting with school and district-level administrators is ideal
- Experience designing, implementing and refining a program or initiative
- Racial and cultural proficiency – an understanding of the role of racism in the inequities of the public school system and demonstrated effectiveness in working through these inequities
- A high degree of initiative and tenacity; willingness and drive to see a difficult or ambiguous situation through to a satisfactory outcome

Preferred:

- Advanced degree in education or related field
- Coaching or consulting skills and experience – specific experience coaching adults through a change process is highly desirable
- School administration experience

COMPENSATION: Salary commensurate with experience. We also offer a generous benefits package that includes health/dental/vision insurance, paid time off as well as a 403(b) retirement plan.

TO APPLY: Please email a letter of interest, a resume and contact information for three professional references to jobs@partnersinschools.org and reference "SIP, Discrete Services" in the subject line • Applications will be accepted on a rolling basis. Interviews will be conducted until the position is filled. Position start date is immediate. • **NO PHONE CALLS PLEASE.** • **People of color are strongly encouraged to apply.**

Partners in School Innovation is committed to equal employment opportunity in its hiring and employment practices and policies for all staff members and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, physical ability, marital status or veteran status.