



## DIRECTOR, SCHOOL LAUNCH & INCUBATION

### ORGANIZATIONAL OVERVIEW

CityBridge Education is a Washington, D.C.-based non-profit whose mission is to advance equity and opportunity for children. We operationalize that vision as an **early-stage incubator for public education**, identifying the people, new ideas and school models that will power the next wave of educational results. Specifically, we will identify and develop a **robust cohort of leaders** and school designers, deploying particular effort to recruiting leaders of color; we will incubate and **invest in the best of their ideas**; and together, we will **bring to market the next generation of transformational public schooling**.

### POSITION SUMMARY

Our Directors, School Launch & Incubation stand on the front lines of CityBridge's goal to incubate and launch transformative new schools. Directors work intensively, daily, as collaborators with our school founders, managing them towards successful launch.

Responsible for a set of 5-6 founders or launched schools, each Director balances the art and science of creating transformative schools, thoughtful decision making, resource allocation, and the risk inherent in simultaneously building on and disrupting the educational status quo.

Each Director will align their work with charter approval and successful launch of each school with which they work. We support and accelerate the work of visionary founders who are creating innovative models that will deliver radically different results for students. We are looking for an aligned mindset in each Director we hire.

### PRIMARY RESPONSIBILITIES

- Design and implement strategic school incubation plans.
- Coach and support each school founder to create the best charter application to support that school's vision for launch.
- Broker critical resources for school founders: Ensure founding teams access and utilize people, partners, and expertise available to them and support them to prioritize those that will yield optimal benefit for their growth and school model.

- Conduct needs assessments regularly and design customized oversight that supports each school's progress.
- Build knowledge of the D.C. education landscape and how the school portfolio contributes to providing great options for D.C. students.
- Assess the founder's strengths and gaps, and design tailor-made solutions to maximize impact.
- Frequently analyze school founders' progress to launch and adjust plan and supports as necessary.
- Research and aggregate information with school founders. Stay abreast of the latest findings in education and bring relevant, helpful ideas and context that may help accelerate their progress.
- Communicate progress. Routinely update Senior Director as well as CityBridge management, with comprehensive progress of schools.
- Support school founders in designing schools shaped by the CityBridge design principles of Intentional Equity, Expansive Measures of Success, and Deep, Personalized Learning.

## **QUALIFICATIONS**

A strong Director:

- Shows tremendous aptitude for strategic thinking and planning, including superior analytical skills and initiative to regularly assess progress and adjust course accordingly
- Has a track record of successfully leading and motivating others through challenging work
- Demonstrates excellent communication skills
- Learns and leads through an anti-racist, anti-bias lens
- Builds strong, honest relationships
- Has experience as an educator and/or leading educators

## **SALARY AND BENEFITS INFORMATION**

Salary for this position is highly competitive and a comprehensive benefits package is included.

## **APPLY NOW**

Start date is as soon as possible, no later than June 2019, and applications will be reviewed on a rolling basis. Interested candidates should submit a resume and one-page cover letter to Rena Johnson, [rjohnson@citybridge.org](mailto:rjohnson@citybridge.org).

CityBridge Education is an Equal Opportunity Employer.