

Vice President of Policy

Location: Austin, TX preferred; other locations considered

About Deans for Impact

Deans for Impact is a national nonprofit organization that empowers leaders in educator preparation who want to transform the way we prepare future teachers. We believe the United States should have the greatest system of educator preparation in the world, one where we consistently prepare teachers to be good on day one, and on the path to be great over time.

We support leaders across a diverse set of institutions, including former land grant colleges, Historically Black Colleges and Universities and Hispanic-Serving Institutions, private research universities, and newer practice-focused programs. All told, we are currently working with over 45 leaders of educator-preparation programs located in 24 states and Washington, D.C.

We believe that system change requires transformation across multiple dimensions, and the work we do reflects that philosophy. Through our **Impact Academy** fellowship, we help new leaders identify their visions for change, and develop plans for implementation with our ongoing support. Through our **Building Blocks** workshop series, we help teams of leaders orient their visions around specific design principles that we believe lead to better prepared beginning teachers. Through our **Common Indicators System** initiative, we are coordinating cross-institutional work to gather and analyze evidence of teacher-candidate knowledge and skills and of program quality.

And wrapped around all of this is our **policy effort** to amplify the voices of solutions-oriented leaders and create the enabling conditions that will support the transformation of educator preparation.

Our Culture

At Deans for Impact, we believe that a great workplace is one where you are inspired by your colleagues and deeply engaged in your work every day. We bring the values of “start-up culture” into our work with higher-education leaders by moving nimbly, iterating quickly to improve, and collaborating constantly.

As we grow, we seek new team members who possess the following core characteristics:

- You are committed to **continuous learning and growth**.
- You want to co-create and be a part of a **high-functioning team**.
- You draw **insight from complexity**.
- You are able to **engage others in pursuit of our mission**.
- You thrive in an **entrepreneurial environment**.
- You approach work as a **dedicated and self-driven professional**.

The role of Vice President of Policy at Deans for Impact

At Deans for Impact, the Vice President of Policy will lead our ambitious effort to influence policy across all 50 states and help educator-preparation programs dramatically improve.

In February 2016 we released our first policy brief, *From Chaos to Coherence*, which sets forth our general goal of improving data access through policies that provide educator-preparation programs with better information on the performance of their graduates. Since that time, we have undertaken efforts to develop a common data system across our membership (the Common Indicators System), as well as developed programming to support new deans and other leaders to use data to improve their programs (the Impact Academy and Building Blocks). We now seek to increase the scale and sustainability of these efforts through policy.

In addition, Deans for Impact is growing in its reach, and over the next five years, we aim to have DFI-affiliated leaders helping to shape education policy across all 50 states. We believe these leaders should be at the table as states develop and implement new policies to support teacher effectiveness, including through ESSA plans and other initiatives. And we believe Deans for Impact can play a pivotal role in supporting these leaders as policy “change agents” within the field of educator preparation.

The Vice President of Policy will lead our efforts in service of these goals in multiple ways, including: leading the development of a new policy agenda for the organization; directly engaging with senior-level policymakers to advance our agenda, primarily at the state level but also federally; working entrepreneurially to create original and insightful policy proposals; developing and deepening partnerships with other national and state education organizations; and helping to build the capacity of our members and fellows to be influential policy voices, nationally and within their states.

We are looking for someone who is excited to work across all layers of policy – from the broad strategy of building national coalitions to the technical details of regulatory guidance. The ideal candidate will be a pragmatist who can work with people of varying political ideologies and perspectives, who feels a passion for improving our education system, and understands the vital role that educator preparation plays within that system.

This position is a highly visible one for our organization and will involve frequent travel.

Responsibilities

The Vice President of Policy will be responsible for:

- Leading development of a refreshed policy agenda that will drive our efforts over the next five years.
- Leading our work to implement our policy agenda and informing policymakers, funders and other stakeholders about the need to provide better data access to programs, with an emphasis on outcomes.
- Initiating and maintaining relationships with key state and federal policymakers to drive policy change.

- Managing and producing policy briefs and other materials needed to ensure our policy agenda reaches a broad audience.
- Developing the capacity of educator-preparation program leaders to champion the transformation of educator-preparation aligned with our guiding principles.
- Representing Deans for Impact to our advocacy partners and maintaining a visible public presence in policy conversations affecting educator preparation.

Desired Qualifications

The ideal candidate will have most of the following experiences, skills and qualities:

- **Experience:**
 - You have at least five to seven years of experience working in an education policymaking or advocacy role, preferably at the state level.
 - You can demonstrate success at developing and implementing specific policy proposals.
 - You have a bachelor's degree from a competitive college or university; a master's degree is preferred.
 - If you have prior teaching experience, whether in K12 education or university settings, that's a plus.
- **Skills and qualities:**
 - You have exemplary research and writing skills.
 - You are detail-oriented and eager to interpret complex webs of laws and regulations.
 - You have an entrepreneurial mindset and seek out opportunity where others might see only obstacles
 - You are keenly interested in the connection between policy and practice, and believe the former should be deeply informed by the latter.
 - You are a pragmatic problem solver who can support coalitions of diverse stakeholders to advance our policy agenda.
 - You embrace data-informed policymaking and see data as a key driver for improving educator preparation.

How to Apply

Please email careers@deansforimpact.org with your resume and a brief paragraph on why you are interested in Deans for Impact and the Vice President of Policy role (no formal cover letter necessary). We will start screening candidates immediately and continue until we find the right person. Deans for Impact attracts top talent, and we offer competitive wages and benefits.

We will consider candidates with lesser levels of seniority and are open to adjusting the role to match experience level.

For more information, visit www.deansforimpact.org.

*Deans for Impact is an equal opportunity employer.
We are committed to a diverse and inclusive workplace.*