

Program Manager, Learning by Scientific Design Network

Location: Austin, TX, preferred; other locations considered

About Deans for Impact

Every child deserves a well-prepared teacher. Deans for Impact is a national nonprofit organization working to make this the reality for every student in the U.S. We do this by bringing together leaders of educator-preparation programs who want to change the way they prepare beginning teachers; helping these leaders transform their programs through evidence, including our best scientific understanding about how students learn; supporting programs to sustain changes over time; and building the capacity of leaders in educator preparation to influence education policy.

Our Values

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. Six core values guide our work:

- **Model professionalism** – We model professionalism by seeking out feedback and fostering growth through honesty and humility.
- **Be good stewards** – We care deeply about our culture, and we expect everyone to positively nurture its growth and evolution.
- **Practice good pedagogy** – We create learning environments where all voices are heard; gather evidence to inform our decisions; and design activities with the end in mind.
- **Always seek solutions** – We take a nimble approach to develop solutions to problems, test them, and then iterate based on what we've learned.
- **Design for inclusivity** – We take deliberate steps to foster inclusivity in everything we do, from hiring to program design to identifying leaders to collaborate with.
- **Transform the system** – We take risks to create transformative change, and we're not afraid to fail.

The role of Program Manager at Deans for Impact

Deans for Impact works closely with teams from educator-preparation programs to transform how they prepare future teachers. In 2019, Deans for Impact will launch the new Learning by Scientific Design Network to support programs in preparing novice teachers to use our best scientific understanding of how children learn to ground their instructional decisions. Building off Deans for Impact's [The Science of Learning](#) publication, this new initiative will enable Deans for Impact to work with participating programs to redesign the arc of teacher-candidate experiences and anchor them in learning science principles. We are looking for a talented and versatile Program Manager to help make this happen.

Our Program Manager will focus on designing and delivering learning sessions and providing individualized coaching to support faculty and staff from educator-preparation programs as they imagine and implement a new arc of preparation experiences for candidates. The Program Manager will also be responsible for developing and maintaining processes to ensure the smooth operation of the network.

Responsibilities

The Program Manager will be responsible for:

- Designing and delivering in-person and virtual learning experiences to support program faculty and staff in building understanding of cognitive science – their own and that of the candidates they prepare
- Supporting program teams – through ongoing, individualized coaching – to imagine a redesigned arc of experiences for teacher-candidates and anticipate and overcome challenges in the implementation of these experiences
- Actively building and sustaining positive, productive relationships with network participants
- Managing the day-to-day work of the network, including creating and managing a workplan, coordinating communications with network participants, developing structures to share learnings across the network, and collecting and analyzing data to ensure that the network is on track to achieve its goals

Desired Qualifications

We understand that people gain skills through a variety of professional, personal, educational, and volunteer experiences. We encourage candidates to review the key responsibilities and qualifications below. If you believe you have the transferable skills necessary to fulfill the responsibilities of this role, we encourage you to apply. We will consider candidates with greater seniority and are open-minded about adjusting the role to match experience level.

- **Experience:**
 - You have at least six years of professional work experience, at least three of which were spent designing and leading learning and coaching sessions for adult learners
 - You have some experience developing teachers
 - You have a demonstrated interest in and fluency with principles of cognitive science
 - If you have worked with teacher-preparation programs, that's a plus.
- **Skills and qualities:**
 - You are an effective facilitator and coach of adult learners
 - You are keenly interested in how to facilitate team, organizational, and network learning and have a strong track record of using data and evidence to drive improvement
 - You can appropriately prioritize work in a dynamic, project-based environment, take on multiple tasks simultaneously, manage time effectively and deliver high-quality work on time
 - You are an active listener who can hear unspoken themes and preferences, and you are attentive to your own biases in the way you interact with others
 - You take initiative, anticipate challenges, and proactively pursue solutions to problems ranging from the mundane to the complex
 - You believe that education can be a powerful vehicle for fighting inequity and dismantling systems of oppression

How to Apply

Please visit <http://bit.ly/DFIJobApplication> to submit your application for this position.

If you have any questions, please reach out to careers@deansforimpact.org. We will start screening candidates immediately and will continue until we find the right person. Deans for Impact attracts top talent, and we offer competitive wages and benefits.

For more information, visit www.deansforimpact.org.

At Deans for Impact, we believe that diverse perspectives and backgrounds create a rich work environment and enhance our ability to pursue our mission. We hope you will join us as we continue to build an organization where people from all backgrounds are welcomed and all identities are affirmed.

Deans for Impact provides equal opportunity in employment without regard to race, color, ethnicity, religion, gender, sexual orientation, national origin, disability, age, marital status, military status, pregnancy, or parenthood.