Program Manager, Deans for Impact
Location: Fully Remote, US

About Deans for Impact
Every child deserves a well-prepared teacher. At Deans for Impact (DFI), we work to ensure that beginning teachers are good on day one, and on the path to become great over time. We do this by bringing together leaders of educator-preparation programs who want to change the way they prepare teachers; helping these leaders transform their programs; and influencing policy that affects their work. Guided by principles of learning science, we aim to equip teachers with the tools to create rigorous, equitable, and inclusive classrooms–so that all children thrive.

To learn more, visit our website, hear from leaders we have worked with, read about changes they have led within their programs, and learn about one of our networks and the policy initiatives we've helped to lead.

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 us:

- **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.

About the role of Program Manager
Deans for Impact works closely with teams from educator-preparation programs to transform how they prepare future teachers. In 2022, Deans for Impact will launch a new network to support programs in preparing novice teachers to understand – and to consistently implement in their instructional practice – well-established scientific principles of how children learn to read. This benefits all students, but especially students who, due to structural inequities, have historically had less access to high-quality foundational skills instruction.

The Program Manager will focus on designing and delivering learning sessions and providing individualized coaching to faculty as they implement new content to better prepare teacher-candidates to practice scientifically-grounded reading instruction. The Program Manager will also develop and maintain processes to ensure the smooth operation of the network. In addition, the Program Manager will support the development of modularized materials for faculty to use in their courses.

Responsibilities
The Program Manager will be responsible for:
- Designing and facilitating meaningful, rigorous, inclusive learning experiences to support program faculty in building understanding of scientifically-grounded reading instruction
- Supporting faculty – through ongoing, individualized coaching – to implement content that will support teacher-candidates to practice scientifically-grounded reading instruction and examine and reflect on evidence from implementation
- Actively building and sustaining positive, productive relationships with leaders and faculty at educator-preparation programs in the network
- 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
- Supporting the development of instructional materials that support teacher-candidate learning of instructional practices grounded in learning science and that make explicit connections to advancing equity

About you
We're looking for someone with expertise in science-based reading instruction and experience designing and leading learning and coaching sessions for adult learners.

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 desired 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 five years of professional work experience in teaching, teacher preparation, or curriculum design, with at least two years of experience designing and leading learning and coaching sessions for adult learners (early literacy focus preferred).
    - You have a demonstrated interest in and fluency with science-based reading practices and their relationship to principles of cognitive science
    - If you have worked with teacher-preparation programs or have some experience developing teachers, that's a plus.
    - If you have experience designing aligned, rigorous instructional materials to support the learning of adults, that's a plus.

- ***Skills and qualities:***
    - You are an effective facilitator and coach of adult learners and have a strong track record of using data and evidence to drive improvement
    - You can juggle multiple tasks simultaneously, manage time and resources effectively, and deliver high-quality work on time

- ○ You listen carefully, and think about how your history and experiences influence your perceptions
- ○ You take initiative, anticipate challenges, and proactively pursue solutions to problems ranging from the mundane to the complex
- ○ You recognize the connection between historical injustices and present-day inequities in education – and want to work to remedy them.

Location, Benefits, & Compensation

DFI has an office and cluster of employees in Austin, TX, but operates as a national remote organization. The Program Manager will work flexibly from a location of their choosing. Occasional travel for programming and team events (estimated to be 10%) is expected.

This is a full-time, salaried position with competitive salary and benefits and a flexible, mission-driven professional environment. DFI offers a comprehensive benefits program that includes medical, dental, and vision insurance (covered at 90% individual, 70% dependent-only), life insurance, short and long term disability coverage, health and dependent care Flexible Spending Accounts or a Health Savings Account, and a 401k plan with 4% employer match. As a fully remote organization, we provide employees with a one-time stipend to support their home office set-up and reimburse a portion of monthly internet and cell phone use.The anticipated salary range for this position is $70K-85K.

How to Apply
Please visit **http://bit.ly/DFICareers** 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.

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.