Program Director, Deans for Impact
Location: Remote, US

About Deans for Impact (DFI)
DFI supports educator-preparation programs to bring the science of learning into teaching practice; partners with policymakers to ensure pathways into teaching are accessible, practice-based, and focused on instruction; and equips leaders with the tools to address today’s most pressing challenges in educator preparation. Guided by principles of learning science, we aim to help aspiring and early-career teachers create rigorous and inclusive classrooms where all children thrive.

To learn more, visit our website, hear from leaders we have worked with, and read about one of our networks and the policy initiatives we have helped to lead.

Our Values
At DFI, 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:

- **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.
- **Be good stewards** – We care deeply about our culture and organizational health, and we expect everyone to positively nurture its growth and evolution.
- **Practice good pedagogy** – We use knowledge of content and how the human mind works to create rigorous learning experiences that foster a sense of belonging, agency, and purpose and we hold ourselves accountable for outcomes.
- **Always seek solutions** – We take a nimble approach to develop solutions to problems, test them, and then iterate based on what we’ve learned.
- **Transform the system** – We see the potential to shift mindsets and everyday practices to counter pervasive historical inequities.
- **Model professionalism** – We model professionalism by seeking out feedback and fostering growth through honesty and humility.

About the role of Program Director
DFI works closely with teams from educator-preparation programs to redesign learning opportunities for aspiring and early-career teachers. Building on a track record of success in supporting programs to prepare novice teachers to understand and implement in their practice well-established scientific principles of how children learn to read, DFI will support a new network of programs aiming to improve the way they prepare aspiring teachers around effective literacy instruction. This work benefits all students, but especially students who, due to structural inequities, have historically had less access to high-quality foundational skills instruction.

The Program Director will work with a network of leaders and teacher-educators to redesign coursework and clinical experiences by integrating new assignments and materials into the arc of candidate learning. The Program Director will also design and facilitate opportunities for EPPs to develop a shared vision for effective early literacy instruction with their district partners. The Program Director will build relationships with programs, coach individual faculty, develop
professional learning opportunities and cross-program learning structures, and facilitate change processes at the participating organizations.

**Responsibilities**
The Program Director will be responsible for:

- Setting the strategy for supporting leaders and teacher-educators to redesign coursework and clinical experiences, in collaboration with the VP of Program
- Actively building and sustaining positive, productive relationships with leaders and teacher-educators at participating programs and leaders from their district partners
- Leading the design and facilitation of meaningful, rigorous, inclusive learning experiences to support program faculty in building understanding of scientifically-grounded reading instruction
- Supporting faculty – through ongoing, individualized coaching – to redesign coursework and clinical experiences and implement content that will support teacher-candidates to practice scientifically-grounded reading instruction and examine and reflect on evidence from implementation
- Supporting faculty and leaders in reflecting on evidence from implementation to create more effective learning experiences for teacher-candidates
- Designing systems to collect and analyze evidence on the impact of programming
- Managing the work of other staff, including supporting their performance and development
- Managing the day-to-day work, including managing the network budget, creating and managing a workplan, coordinating communications with 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
- Representing the work of the network to external stakeholders

**About you**

**We’re looking for someone with expertise in science-based reading instruction and experience facilitating organizational change efforts.**

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 eight years of professional work experience in teaching or teacher preparation, with at least three years of experience with practice-based teacher preparation or professional development
  - You have a demonstrated interest in and fluency with science-based reading practices and their relationship to principles of cognitive science
  - You have experience in instructional coaching and/or facilitation of adult learning
• You have experience facilitating organizational change processes
• If you have experience supporting multilingual learners or students with disabilities, that’s a plus
• If you have experience managing the work of others and supporting their performance and development, that’s a plus

• **Skills and qualities:**
  • You can set a vision and strategy for a body of work and align and manage activities and resources in support of that strategy
  • 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, and support others to do the same
  • 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 is a national remote organization. The Program Director will work flexibly from a location of their choosing. Occasional travel for programming and team events (estimated to be 15%) is expected.

This is a full-time, salaried position with competitive salary and benefits and a flexible, mission-driven professional environment. DFI’s compensation and benefits are intended to support our ability to recruit and retain a diverse and talented team and ensure internal consistency and equity. The salary range for this role is $100K-110K. New hires will be offered a salary at the starting point of the range. To ensure that starting compensation decisions are equitable and transparent, DFI does not negotiate starting salaries.

DFI offers a comprehensive benefits package that includes:

• 12 holidays plus a winter break from Dec. 24 - Jan 1.
• 20 PTO days, prorated during a new hire’s first year
• Generous parental, medical, and bereavement leave policies
• 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
• 401k plan with an automatic 4% employer contribution
• One-time stipend to support employees’ home office set-up and reimbursement of ongoing monthly internet and cell phone use, and
• Dedicated funds for each employee to support professional learning and growth
Application Process

There are five stages of our application process which combined take about six to nine weeks from early July to late August to complete. Our process is thorough because we want prospective team members to get to know our team and organizational values as much as we are getting to know who you are as a person and what you will bring to our team.

(1) Application review
(2) Initial conversation (via phone)
(3) Performance task and in-depth panelist interview (via Zoom)
(4) Finalist interviews where you’ll get to meet more of our team (via Zoom)
(5) Reference checks


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](http://www.deansforimpact.org).

At DFI 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.

*DFI 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.*