



## **Announcement of New Staff Positions School Talent Development Initiatives -- Senior Education Leaders**

PAVE/Schools That Can Milwaukee is re-launching this summer with a new name, new leader, and new strategic direction for education inspired by successes seen in other cities across the nation. The new organization will focus on five strategic priorities that will best accelerate the change needed to provide all Milwaukee children and youth with equitable access to high quality schools:

- Invest in and increase the number of high-quality seats by incubating, growing, and replicating proven school models and supporting improvement strategies in promising schools.
- Strengthen and expand pipeline programs that support the recruitment, development, and retention of exceptional school-level talent, with an explicit focus on increasing the number of teachers and leaders of color and building cultural competence among all school staff members.
- Build and advocate for a policy agenda informed by families and communities that supports more high-quality seats and creates equity across all schools serving publicly funded students.
- Empower a broad, diverse base of families and communities who understand and advocate for high-quality schools across the city.
- Foster and support diversification of the governing boards of schools and education support organizations, with an emphasis on greatly increasing the proportion of board members of color.

We are looking to hire 1-2 senior education leaders to develop and manage the school quality talent initiatives for the organization's new strategic direction. These are full-time, exempt level positions. Responsibilities include:

- Strengthening and expanding pipeline programs for recruiting, developing, training, and retaining exceptional education professionals (i.e., teachers, leaders, principal managers).
- Establishing a Vision of Excellence for Quality Schools.
- Creating an overall quality seat growth strategy that emphasizes approaches with the greatest likelihood for success.
- Implementing in-the-field school leader coaching.
- Conducting research on teacher recruitment models across the country to learn best practices, with particular focus on teachers of color, including practices of teacher leader development as a strategy.



- Identifying, selecting, and designing programming to support 3-5 promising schools to improve to high quality.
- Recruiting and selecting candidates for the Emerging Leaders and Burke Fellowship programs to ensure the development of diverse and inclusive pool of candidates for the Milwaukee leadership pipeline.
- Create a plan for strengthening and expanding Milwaukee's principal manager pipeline (individuals responsible for coaching and supervising principals).
- Soliciting input from schools and teachers and leaders of color to determine needs, challenges, successes and opportunities.
- Building collaborations among diverse partners with missions that overlap and align with this organization's new strategic direction, specifically its quality schools and talent initiatives.

Candidates must have a minimum of 3 years of proven urban transformational school experience at the principal level or above. Other requirements include:

- Master's degree in Educational Leadership
- A valid Principal or Director of Instruction license
- Varied experience in public school district, public charter or private school systems
- Experience leading high-quality schools
- Experience coaching teachers and/or school leaders
- Superior interpersonal and communication skills
- Evidence of strong innovation and collaboration skills with the ability to work together to realize shared goals

Candidates with creativity, enthusiasm and flexibility will advance the initiative to strengthen and expand school level talent to transform Milwaukee's educational landscape. Our children cannot wait.

***Interested candidates should send a letter of interest and a resume by June 14, 2019 to [careers@stcmilwaukee.org](mailto:careers@stcmilwaukee.org)***