Who We Are
The Diverse Charter Schools Coalition is a coalition of public charter schools dedicated to promoting racially, culturally, and socioeconomically diverse student populations. Our membership includes both individual charter schools and charter networks from across the nation. DCSC’s mission is to catalyze and support the creation and expansion of high-quality, racially and economically diverse public charter schools through strategic research, advocacy, membership activities, and outreach. Our vision is that an ever-growing number of American public schools, including many charter schools, will embody the diversity of our nation’s people - across race, socioeconomic status, language and abilities - while preparing the children in their care to pursue higher education, meaningful and sustainable work in a global economy, and an equal role in a more cohesive and connected participatory democracy.

There is an urgent need to open and sustain more “diverse-by-design” charter schools. Currently, only a small fraction of the charter schools in the US enroll racially and socioeconomically diverse student populations. Yet parent demand for diverse schools of choice continues to grow. Members of the Diverse Charter Schools Coalition report long waiting lists representing the diverse populations they seek to serve. While there is a strong supply of interest, there’s is a stark shortage of talent, i.e., very small pool of individuals who are adequately prepared to create and lead charters that are “diverse by design.” Absent targeted leadership development and support, well-intended leaders are likely to encounter obstacles and make mistakes that could otherwise be avoided.

To meet this need and help advance its mission, the Coalition is launching a Fellowship Program to prepare aspiring school leaders/founders to design and launch intentionally diverse charter schools. Successful Coalition schools are ready and willing to step up and meet these needs to train, mentor and supervise promising leaders of the diverse charters of tomorrow. Through our Fellowship, each fellow will be matched with an exemplary host school to complete a residency. Fellows will work alongside school leadership and develop her/his own proposal for a new diverse charter.

Position Description
The Coalition is seeking an experienced leader for the role of Program Director to lead and manage implementation of the Fellowship program in its pilot year. The Program Director is responsible for the overall management of the day-to-day operations of the program. S/he oversees the development, execution, and evaluation of programming and supports the overall effectiveness of the Fellowship. The Program Director will be responsible for working with host schools and ensuring that all Fellows are supported, inspired, and empowered to develop and ultimately launch high-quality diverse-by-design public charter schools.
Key Responsibilities:

● Works with the Leadership Team to create and manage plan to attract, vet, and select fellows and host schools

● Oversees the design, execution and evaluation of the Fellowship programming including:
  ○ Designing and facilitating professional development sessions and trainings for Fellows (For example, developing relevant materials for presentations, workshops, toolkits, and webinars)
  ○ Partnering with Fellows to develop strategies and action plans to support school plans
  ○ Providing ongoing support and guidance to Fellows on meeting monthly, quarterly and annual goals and deadlines
  ○ Providing support to host schools to ensure alignment to the program
  ○ Assessing each Fellow’s strengths, gaps, and growth and designing appropriate interventions and/or facilitating connections to resources
  ○ Curating resources and researching best practices from the field to inform leadership growth of Fellows and support their school development plans
  ○ Facilitating the sharing of knowledge across fellows and school sites
  ○ Develops and maintains partnerships with other organizations and helps to broker critical resources for Fellows, host schools, and the program

● Manages project plans and communicates progress to Leadership Team of Fellows’ progress

● Works with the Leadership Team to develop a long-term sustainability plan

Preferred Competencies and Experience:

● A least three years of management experience with strong track record developing individuals, motivating others through challenging work, and designing training for adult learners

● Experience in project management, including the ability to build, develop and improve programs

● A proven track record of developing strategies in the face of complexity and ambiguity, analyzing progress towards goals, and adjusting plans as necessary

● Prior career experience in K-12 education, ideally in charter school development/start-up phase or diverse school context

● Experience in multi-tasking and ability to work independently under myriad of deadlines

● Demonstrated ability of internal and external relationship building

● Ability to travel

The ideal candidate will possess:

● A commitment to racial and economic integration

● A passion for education and a belief in school choice, in particular charter schools, as a potential means for improving educational opportunity
Position Details
Compensation is commensurate with experience and includes a robust benefits package. This is a full-time position, ideally based in New York City or the Washington D.C. metropolitan areas. The Diverse Charter Schools Coalition is committed to creating and maintaining a positive, diverse, and inclusive workplace culture. To that end, we strongly encourage individuals from diverse backgrounds to apply. The Coalition is an equal opportunity employer and does not unlawfully discriminate against employees or applicants for employment on the basis of an individual’s race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law.

To Apply
Please submit a resume and cover letter addressed to Sonia Park at info@diversecharters.org.