



## **FOUNDING DIRECTOR OF ENGLISH LANGUAGE LEARNERS JOB POSTING**

### **About Us**

In July 2019, Compass Community Schools will open six high-quality charter schools (five elementary and one middle/high) in the Memphis communities of Binghampton, Berclair, Frayser, Hickory Hill, Midtown, and Orange Mound. We will focus intently on three pillars – academic excellence, values-based character education, and service learning in the community – as we prepare our students for college and life-long success.

Our **vision** is Dr. Martin Luther King Jr.'s ideal of education: “Intelligence plus character – that is the goal of true education.” This true education – provided within a supportive, joyful, and hopeful school culture – will prepare our students to be positive agents of change in our communities.

### **Position Overview**

The founding Director of English Language Learners will provide leadership, management, and support for all aspects of Compass Community Schools' ELL program in order to prepare students academically and in character for college and life-long success. He or she will lead the development and implementation of the network's ELL policies and procedures, ensuring that student needs are met while carefully handling all matters of legal and regulatory compliance.

### **Primary Responsibilities**

- Design and manage all aspects of Compass Community Schools' English Language Learners program, including strategy, implementation, and compliance.
- Coordinate services among internal and external providers.
- Oversee progress monitoring to ensure that student needs are being met.
- Establish and communicate policies and operating procedures for English Language Learners programs and activities.
- Manage the screening and assessment of ELL students.
- Design and deliver high-quality training for teachers and school leaders to help them meet the needs of their ELL students.
- Support ELL teachers via classroom observations and instructional coaching.
- Conduct network ELL staff meetings.
- Carefully monitor and manage all matters pertaining to compliance with local, state, and federal laws and regulations.
- Serve as Compass Community Schools' liaison in all matters pertaining to English Language Learners.
- Identify and spread best practices for ELL instruction, including promising practices from within and outside of Compass Community Schools.
- Support school leaders' efforts to establish school cultures that are supportive, joyful, hopeful, and focused on student success.

## **Qualifications**

- Affinity with, and passion for, the compelling vision of Compass Community Schools
- Demonstrated success in improving achievement for ELL students, preferably in urban schools
- Experience with and deep knowledge of ELL laws and mandates
- Ability to lead a team towards high performance levels in pursuit of the Compass vision
- Strong ability to plan strategically and then execute these plans with attention to detail
- Exceptional written and verbal communication skills, including the capacity to engage, inspire and motivate
- Excellent interpersonal skills, with ability to build productive relationships with teammates and with external partners
- Desire to work hard in a fast-paced environment
- Bachelor's degree or higher from an accredited four-year institution; advanced degree in English Language Learners or related field preferred
- Valid and current Tennessee ESL licensure (or eligibility to obtain licensure)
- Utmost personal and professional integrity

## **What We Offer**

- Mission-driven, joyful, respectful working environments
- Intentionally small school settings
- Opportunity to positively impact the lives of Memphis youth
- Competitive compensation and benefits package

## **How to Apply**

Please send a resume, cover letter, and contact information for three professional references to [recruiting@compassmemphis.org](mailto:recruiting@compassmemphis.org).