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

City Forward Collective is a new effort to move Milwaukee forward by eliminating educational inequities and ensuring every child has access to a great school. The organization’s strategy will focus on increasing the number of quality school seats available to Milwaukee families. It will incorporate best practices from organizations in cities that have gained national recognition and momentum as they have improved outcomes for students. Examples include the Mind Trust in Indianapolis, Innovate Public Schools in the San Francisco Bay Area and Education Forward DC in Washington, D.C.

We will focus on five strategic priorities to move our city forward:

- **Family and community organizing**: Engaging in sustained organizing of families and communities to build a collective of city residents who understand and advocate for high-quality schools across Milwaukee
- **Community-informed policy**: Identifying and advocating for policies that eliminate educational inequities and ensure high-quality schools get the resources they need to thrive
- **Diverse governance**: Greatly increasing the number of leaders of color actively engaged in efforts to improve Milwaukee schools – especially in service on the governance boards of schools and education support organizations
- **Effective and representative talent**: Ensuring strong pipelines for teachers and school leaders, with an explicit focus on new strategies to increase the number of teachers and leaders of color and build cultural competence among our city’s educators
- **Quality schools**: Establishing an investment fund that will aggregate and strategically invest philanthropic dollars and liaise with national philanthropies to expand and replicate existing quality schools, support proven leaders as they incubate education support organizations or new schools, and provide targeted support to improve promising schools

We are looking to hire 1-2 senior education leaders to develop and manage our school quality talent initiatives. 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 plus resume by July 31, 2019 to careers@stcmilwaukee.org