Sr. Director of Leadership Development

Organizational Overview

Rocketship Education (www.rsed.org) is a network of public K through 5 charter schools serving primarily low-income students in neighborhoods where access to excellent schools is limited. Using a blend of traditional instruction, adaptive technology and targeted tutoring, Rocketship strives to meet the unique needs of each and every student. But we believe that truly transformative schools do more than educate students; they empower teachers, engage parents and inspire communities. Together, we can eliminate the achievement gap in our lifetime.

Rocketship is based in San Jose, but we realize the achievement gap stretches across the nation. We're opening new schools every year to help reach the millions of students striving in underperforming schools every day.

Leadership Development Team

The Leadership Development (LD) Team drives the preparation and development of the next generation of Rocketship school leaders. Since school leadership largely shapes the transformative impact we have on Rocketship students and communities, the LD team is critical to Rocketship's mission of eliminating the achievement gap. Over the next five years, Rocketship plans to grow to over 40 schools in nine regions around the nation, requiring over a hundred principals and assistant principals in this time. The Leadership Development team will play a critical role in this effort by ensuring that each school is led by an outstanding principal and team of assistant principals. The Leadership Development team is responsible for the following key work streams:

- Vision-setting for leadership development model integrating on-the-ground learning, coaching, and cohort-based training programs
- Thought-leadership to define organizational approach and content in management and leadership
- Design and implementation of the following cohort-based leadership training programs:
    - Rocketship Principal Fellows Program (rising principals)
    - New Assistant Principal Preparation program
    - Founding Team Member Program (school leaders going to new regions)
    - Teacher Leader Program
- Design and implementation of ongoing professional development opportunities for sitting principals and assistant principals
- Creation of development opportunities for rising Directors of Schools (Principal managers)

The Position

The Senior Director of Leadership Development will lead our efforts to train and develop Rocketship school leaders, including teacher leaders, assistant principals, principals, and principal managers (Regional Directors of Schools). In this role, the Sr. Director will be responsible for setting the vision and priorities of the Leadership Development team and managing all workstreams outlined above toward that vision. The Sr. Director of LD reports directly to the Chief Program Officer and collaborates closely with Regional Directors of Schools in each region to implement leadership development programming. This position requires substantial work in the following areas:

- Vision Setting and Strategy – Setting vision and direction for all leadership development programs and initiatives. Using data to drive decision-making about program content and structure. Partnering with senior leaders and principals to directly and indirectly ensure the development of school leaders.

- Stakeholder Engagement – Investing and inspiring others across the organization in the vision of leadership development. Ensuring full implementation of leadership development initiatives in schools without direct management responsibilities
- Program Design and Management – Overseeing design and implementation of four distinct cohort-based training programs: Principal Fellows, new assistant principals, Founding Fellows, and Grade Level Leads. Includes both work with external providers training and development of internal content, with an emphasis on management and leadership.
- Facilitation and Coaching – Leading group workshops and coaching individual rising leaders in select topics.
- People Management – Leading a team of 2-4 direct reports; managing work streams across multiple stakeholders on other teams.

Qualifications

- Commitment and passion for Rocketship's mission, vision, and goals
- Ability to set vision and invest others in that vision
- Self-directed and results-oriented
- Outstanding skills in problem solving and critical thinking
- Innovative approach to training and development
- Sharp eye for school staff talent and ability to assess competencies
- Ability to simultaneously plan for the long-term and meet short-term goals
- Flexible and able to work effectively in an entrepreneurial environment
- Experience "managing through influence," driving results requiring contribution from multiple stakeholders without direct oversight
- Strong coaching skills, with the ability to differentiate coaching and management
- Strong facilitation skills
- Experience directly managing a high-performing team
- Deep content knowledge of management and leadership
- 3+ years designing and implementing training or development programming for adults
- 3+ years experience as a principal at a high-performing school (strongly preferred) or school system leader
- Proficiency in Microsoft Word, Excel, and PowerPoint required
- Bachelor's degree required

Hiring Process

If you are interested in this opportunity, please go to http://www.rsed.org/ to submit your online application.

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