

Deputy Director of Learning & Innovation Citizens of the World Charter Schools



SUMMARY

Our purpose at Citizens of the World Charter Schools (CWC) is to realize human potential by strengthening the bonds among us and developing true citizens of the world. In this work, we are guided by our core values of Excellence, Authenticity, Diversity, Community and Change, and our operating norms that reflect a commitment to personal and professional growth, including operating as learners, with curiosity, integrity and humility.

The mission of Citizens of the World Charter Schools is to impact and expand the conversation about what an excellent education contains, requires and accomplishes. Citizens of the World schools challenge students to realize their full potential and thrive in a diverse society. We are public schools open to all, committed to serving diverse communities throughout the U.S. with schools currently in Los Angeles and Kansas City. We develop sophisticated thinkers who master content and have a courageous and compassionate sense of responsibility for themselves and others. Our schools are in strong demand. Our classrooms are challenging – and joyful – learning environments that engage children through fun projects tailored to their personal experiences, strengths and needs. Our teachers take the time to get to know each child as an individual. We empower children to think critically *and* learn to engage respectfully and productively with fellow students by developing their capacity to enter into and understand the lives of others. Our goal is for student “success” to include mastery of both content and emotions, so that students can meaningfully connect with each other, be part of any community, and courageously decide who they are in the world and how they want the world to be. Citizens of the World Charter Schools believes that the CWC Graduate Disposition Framework represents a set of these habits and competencies that are critical for both students and adults to possess in order to thrive and meaningfully contribute in the future.

The Deputy Director of Learning and Innovation (DDLI) will lead the CWC School Leader Institute program. This program extends its comprehensive Graduate Disposition Framework to adult educators. The Institute experience is designed to support leaders in the development and growth of the graduate dispositions. The institute will take key elements of the CWC Learning Model and translate these into a participant-centered, hands-on experience. The DDLI will be responsible for creating and maintaining an innovative learning environment, which challenges and motivates diverse school leaders to develop the disposition competencies as leaders, achieve academic excellence, develop as people, embrace the rich diversity of the school community, and positively impact the communities in which they work and live. At the end of the Institute program, each participant will demonstrate a deep understanding and fluency in the CWC learning model, including the student and adult-facing graduate dispositions, the three strands (Academics, Social Emotional Development, and Difference and Inclusion), and core values. They will also demonstrate a high level of proficiency in the foundations of leading a school, including aspects of leading within a diverse community. S/he will have a commitment to the graduate dispositions and learning model

of our schools and organization, which includes a constructivist approach, a commitment to social and emotional development and a belief that we are better and stronger because of our differences.

The DDLI will also be responsible for designing and implementing training, and ongoing planning and support for CWC schools as they continue to implement the CWC Graduate Disposition Framework within their classrooms via a core set of educator and student-facing tools. This will include planning with school site teams, engaging in design and iteration sessions with a teacher working group, and leading grade level team PD sessions.

This is a full-time position on the Citizens of the World Charter Schools network team and is located in Los Angeles, California. This position is one where the DDLI will grow and develop the program vision over time.

For more information on Citizens of the World Charter Schools, please visit www.citizensoftheworld.org.

CANDIDATE PROFILE

Candidates will be responsible for the following:

Leadership and Instruction

Is an instructional visionary that develops a learning environment with an emphasis on individual development across the three strands of CWC's learning model--academic, social emotional development and difference and inclusion.

CWC Institute:

Participants in the Institute will exit the program with not only an ability to lead a school toward an expanded definition of success, but also the tools to lead a diverse and inclusive school community.

- Envision, develop, implement, and assess the Institute program and participant experience with a focus on the graduate dispositions, the three strands of the CWC learning model and the core values.
- Support the creation of training modules that will enable participants to build skills within each of the graduate dispositions within each strand.
- Plan and execute participant workshops and seminars, develop agendas, identify consultants, prepare readings and briefing papers and ensure follow-up activities.
- Cultivate and progress-monitor the development of the school leaders' core competencies by leading professional development sessions and collaborating with the Institute Coach who will lead individual follow-up coaching sessions.
- Leverage a pedagogical approach of Inquiry learning during all professional development sessions.
- Oversee and manage the day-to-day implementation of the Institute and collate data and artifacts to inform the pilot plan.
- Engage in ongoing design of the Institute program.

Graduate Disposition Framework

The GD's will become the lifeblood of CWC classrooms, and educators will develop key planning and instructional strategies to build their practice of ensuring there is a high bar of learning for all three strands of the CWC Learning Model, for all students.

- Engage in planning with CWCLA and CWCKC regions to ensure that the GD Framework is an instructional priority during multi-year implementation.
- Co-design and co-facilitate an arc of professional development sessions with instructional leaders and members of an educator working group within CWCLA and CWCKC, in order to deepen their understanding of how all three strands of the CWC Learning Model can be implemented in classrooms.
- Co-create and co-facilitate a scope of sequence of educator trainings, in order to develop skills in using key CWC instructional strategies alongside the GD Framework tools.
- Continue to iterate on the design of GD Framework tools and resources.

Culture and Talent

- Define, model and build a transformative culture within the Institute and during all school trainings, consistent with CWC Schools purpose, mission, core values and operating norms.
- Hire and manage the Institute operational and support staff.
- Build a culture of self-reflection, relentless self-improvement and an orientation of learning for all participants within the Institute program and GD Framework trainings.
- Monitor progress of participants with the Institute Leadership Competency Framework and schools execution of the GD Framework.
- Coordinate with Institute coach, Executive Director of Learning and Innovation, and other consultants to ensure alignment between all aspects of the Institute program.
- Maintain a focus on mission-aligned decision making.
- Ensure on-going review and evaluation of the design and implementation of the Institute program and the GD Framework training sequence,
- Create and execute strategies to promote the Institute and the CWC Learning Model. Represent the program at networking and industry or academic events and conferences, and communicate regularly with stakeholders.

Community

- Establishes and maintains strong relationships with CWC staff, regional teams, partners and community members.
- Ensures that all members of the CWC community are engaged and valued.
- Communicates the Institute's vision and goals in a way that ensures understanding and commitment from a racially, culturally, and socioeconomically diverse community of parents, students, faculty, staff, and board members.
- Oversees the development and implementation of varied forms of communication with a range of stakeholders.

Operations and Finance

- Manage the operations of the Institute including budget development and administration, and the day-to-day operations.
- Manages and supports Institute operations staff.
- Works with the Executive Director of Learning and Innovation to draft and monitor the Institute's budget and ensure daily financial and business activities are compliant with the organization's fiscal policies.
- Perform other duties and assist with projects as assigned.

STAFF AND REPORTING RELATIONSHIP

The Deputy Director of Learning & Innovation shall formally report to the Executive Director of Learning and Innovation. S/he will work closely with other stakeholders, including CWCS network staff, external consultants, CWC Kansas City schools, and CWC Los Angeles schools.

QUALIFICATIONS AND TRAITS

Candidates must have:

- A clear record of elevating student achievement in an academically high-achieving classroom for at least two years, with a strong understanding of Inquiry-focused pedagogy that drives results or of exceptional leadership working with young people in diverse communities.
- A bachelor's degree from an accredited, four-year university; Master's degree or PhD in education preferred by not required.
- At least two (2) years of teaching experience, with demonstrated student results.
- Experience working in a mixed socio-economic school (SES) preferred.
- Experience facilitating hands-on adult learning experiences

The Deputy Director of Learning & Innovation must:

- Be aligned with the philosophy and mission of the organization.
- Have an entrepreneurial spirit and be capable of managing many complex tasks with competing priorities.
- Possess strong leadership, team management and community building skills.
- Possess strong group facilitation skills.
- Possess strong interpersonal and communication skills.
- Be organized and self-managed; able to handle many responsibilities simultaneously.
- Have excellent problem-solving skills.
- Be committed to building a community of collaboration with a diverse group of stakeholders.
- Be a self-aware leader who knows how to treat all members of the school's community with respect, appraises accurately his or her strengths and weaknesses, and is perceptive about how he or she is regarded.
- Be dependable, have excellent follow-through and an attention to detail.
- Maintain strong personal commitment to ongoing learning and growth.
- Be an effective and persuasive communicator, orally and in writing.

COMPENSATION & BENEFITS

CWC offers competitive salaries commensurate with experience and a comprehensive benefits package. CWCS is an Equal Opportunity Employer. As an organization that values diversity and aims to serve a diverse group of students, we work to reflect this diversity in our staff as well.

CONTACT

Please email a cover letter and resume to buildthefuture@cwcschools.org with the email subject line title: "CWCS Deputy Director of Learning & Innovation Application".