Opportunity: School Leadership & Innovation Partner: Midwest & South (Full-time)

About the Role/Purpose:
Big Picture Learning (BPL) seeks a School Leadership & Innovation Partner to support multiple initiatives across states in the U.S. Midwest and Southeastern states. This position will support leaders and educators in providing student-driven learning opportunities, refining practice and driving school improvement. School Leadership & Innovation Partners model continuous improvement, relationship-and trust-building, collaboration, and creative solution-making. Along with supporting schools in the BPL network, this position will also work to develop new partnerships, expanding the influence of student-driven learning across the U.S.

Primary Responsibilities: specific scope includes, but is not limited to, the following:

- Provide school and leadership coaching and professional development training to select schools in the Midwest and Southern states.
- Support implementation of BPL's 10 distinguishers, its student-centered real-world program model, the internship management system ImBlaze, and its proprietary virtual professional development program for advisors & internship coordinators, Learning Big Picture, in these areas.
- Participate in and provide facilitation at conferences on behalf of Big Picture Learning.
- Develop, expand, and support BPL's networking efforts to fulfill Big Picture Learning's mission, vision and priorities.
- Lead and support Communities of Practice to advance BPL's growth and improvement of school support.
- Provide regular project reporting, through face-to-face and virtual meeting updates, and formal and informal written reports using technology and digital tools (ie. Salesforce, Google Suite, etc).
- Collaborate with BPL's National School Network Director, team of Directors, and National Director of Partnerships.
- Participate in organization-wide meetings and events.
- Participate in School Leadership & Innovation Partner collaborative learning & planning sessions.
- Willingness to travel 25-40% of time.
- Support efforts to advance DEI (Diversity, Equity, Inclusion) and antiracism on a micro (self), meso (organization), and macro (systems-level/external) level.
- Support, participate in, and attend annual BPL conferences and other org-wide events as needed.
- Meet regularly with assigned Direct Support, collaboratively build a learning plan, participate in formal evaluation process.
- Other responsibilities may be assigned based on organizational need and individual skills and interests.
**Desired Credentials & Experience:**
While there may be benefits to a BA, MEd, MBA, MPA, or related advanced degree, research demonstrates that education requirements can be a deterrent for qualified candidates to apply and can perpetuate gender and racial disparities. We encourage all candidates with the professional experiences and leadership qualities outlined in this position specification to apply.

- 5+ years’ experience facilitating professional development/coaching
- 5+ years in teaching/leadership
- Experience/familiarity with BPL design
- Documented track record of success working with schools/teams serving:
  - Students growing up in poverty
  - Students of color
  - Students with Learning Disabilities
  - Immigrant Youth & English Language Learners
  - Learners dealing with trauma

**Qualifications**
Candidates for this position must share our passion and commitment for rethinking the possibilities of education for decades to come. We steadfastly believe that students should be at the center of their own learning and that education (in particular public education) is due for a reorientation that allows students to be confident in the pursuit of their own passions and interests.

The geographic spread of BPL's work and the fact that all BPL staff work virtually, requires individuals to have strong internal accountability. The organizational culture supports flexible and contextually appropriate decision making processes. As a result, individuals who thrive in BPL are comfortable juggling multiple projects and prioritizing tasks, advancing the work in the face of uncertainty, willing to take risks, exhibit entrepreneurial behaviors, take ownership and see tasks and ideas through from conception to implementation, and possess the communication and interpersonal skills needed to work well with people at all levels of the organization.

**Organizational Skills**

- Steadfast belief that students should be at the center of their own learning and that education (in particular public education) is due for a reorientation that allows students to be confident in the pursuit of their own passions and interests.
- Strong internal accountability (especially important due to the geographic spread of BPL's work and our virtual teams), comfort juggling multiple projects and prioritizing tasks, and the ability to work remotely in distributed teams across multiple time zones.
- Ability to exhibit entrepreneurial behaviors, take ownership, and see tasks and ideas through from conception to implementation.
- Excellent interpersonal communication skills (speaking, writing, listening) in person and virtually.
- Commitment to continuous improvement, a relentless approach to growth and learning, and an openness to constructive critical feedback.
- Collegial and empathetic approach to working with others, while bringing a creative, flexible and thoughtful approach to your work.
- Ability to use - or quickly learn - multiple tech platforms (i.e., Google Suite, Salesforce, Asana).

**Application Process and Timeline:**

May 2024
Confidential inquiries are welcomed. Applications will be reviewed on a rolling basis. It is advantageous to apply as soon as possible. **Final deadline for applications is June 14, 2024.**

**Desired Start Date Window**
July 1, 2024

**Click Here to Apply**
You will need to provide the following documentation:
1. Thoughtful and Tailored Cover Letter of Introduction (≤ 2 pages)
2. Resume/CV
3. List ≥ 2 Professional References

**Location:**
Remote (25-40% travel required)

**Reports To:** National Director of Partnerships

**Compensation**
- BPL provides a competitive salary commensurate with experience
- Annual salary range for this position is $80,000 - $100,000 (full-time)

**Benefits Package**
- Fully paid medical, vision, and dental coverage
- Fully paid life insurance policy, including short term and long term disability insurance
- Pension plan which includes a company contribution of 5% of your salary with 100% vested after 6 months of employment
- Eight (8) weeks paid parental leave
- Thirteen (13) paid holidays, plus 2 religious floater holidays
- End of year holiday break (from Christmas Eve through New Year's Day)
- Eleven (11) personal/sick days, plus paid birthday
- Eighteen (18) days of paid vacation, which is earned and accrued at 1.5 days/month beginning the first full month of employment

**Other workplace benefits offered full time employees**
- Use of company laptop computer
- Printer/copier/scanner for home office
- Office supplies for home office
- Cell phone bill is paid or can become part of the company plan. BPL will pay up to $400 towards the purchase of a new phone

**About BPL**
It is our vision that all students live lives of their own design, supported by caring mentors and equitable opportunities to achieve their greatest potential. We move forward prepared to activate the power of schools, systems & education through student-directed, real-world learning. We are activists. - www.bigpicture.org

At BPL, we are practitioners and practice the implementation of truly innovative designs. We are story doers and we work with an intensity and drive that rivals any other organization or business. We relentlessly focus on elevating the voice of students, parents, and communities. At BPL, innovative and
valuable ideas matter more than the role of the person sharing them. We work together to achieve our mission because we know we can accomplish more as a team. Many BPL team members report that the "family feel" of our organization is what makes our work so rewarding. Working at BPL is a vibrant and ongoing learning experience and we seek to offer all staff the opportunity to experience work that aligns with the ten student expectations described in Leaving to Learn.

Big Picture Learning is an equal opportunity employer and prohibits discrimination against and harassment of any employee or any applicant for employment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status (special disabled veterans, disabled veterans and Vietnam-era veterans), or any other characteristic protected under applicable federal or state law. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients; and all qualified applicants are encouraged to apply, including minorities, women, veterans, and individuals with disabilities.

May 2024