



Opportunity: Program Director, NYC Student-Driven Learning Collaborative (Full-time)

About the Role/Purpose:

Big Picture Learning (BPL) seeks a Program Director to lead and support the Student-Driven Learning Collaborative, a group of educators working to reimagine the transfer school experience through a focus on student interest-driven real-world learning, as well as youth engagement and agency. This role will work in partnership with a small cohort of schools serving over-aged, under-credited students, providing individualized support to leaders and staff providing student-driven learning opportunities, refining practice and driving school improvement, while modeling continuous improvement, relationship- and trust-building, collaboration, and creative solution-making. Additionally, this role is responsible for developing and facilitating a city-wide Community of Practice in which educators and school leaders regularly convene, share tools and practices, and build regional capacity as a student-centered learning ecosystem. The role will join an NYC-based team of dynamic educators and advocates for youth voice and opportunity, as well as a team of coaches supporting schools across the country.

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

- Provide school and leadership coaching to principals and teachers in alignment with co-constructed goals for student-driven learning via regular on-site visits supplemented by coaching calls.
- Plan and facilitate micro-convenings and/or school inter-visitations to bring together staff and students to collaborate on relevant challenges.
- Coordinate virtual calls to connect principals or other key staff to build connections and skills.
- Collaborate with schools that have demonstrated success with over-age, under-credited students to facilitate cross-school mentorship and collaboration
- Support BPL's engagement in real-world learning initiatives across New York, including NYCPS pilot programs and a BPL-run community of practice. This includes communicating and collaborating with key partners and schools, and planning and facilitating activities to cultivate a maintenance of a community of practitioners.
- Work with BPL's Digital Innovations team and data consultants to support schools in collecting and utilizing a range of data points about real-world learning opportunities and experiences.
- Support implementation of BPL's key design elements, and in particular its student-centered approach to real-world learning, in a variety of schools
- Develop and support networking efforts to fulfill BPL's mission, vision and priorities
- Ensure the success of complex projects through planning, collaboration, and regular project reporting through face-to-face and virtual meeting updates, and written reports using technology and digital tools
- Participate in organization-wide trainings, meetings, and events, including monthly staff meetings and two annual BPL Conferences (Big Bang and Leadership).

- Collaborate proactively and productively with BPL NY team, other School Partners, and other staff or team, as needed
- Collaborate with colleagues to address organizational changes needed to support successful implementation of new initiatives, including structures, processes, and systems
- Willingness to travel throughout NYC (and beyond) on a regular basis, including working out of the BPL Bronx Hub office at least one day per week (more as needed).
- Support efforts to advance DEI (Diversity, Equity, Inclusion) and antiracism on a micro (self), meso (organization), and macro (systems-level/external) level.
- Other responsibilities may be assigned based on organizational need and individual skills and interests.

Desired Credentials:

- BA, ideally with an MEd, MBA, MPA, or related advanced degree. However, as 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.
- 10+ years' experience in educational leadership and/or facilitating professional development/coaching.
- Experience working in Transfer/Continuation/Alternative high schools and/or working with over-age, under-credited students.
- Experience working in/with NYC Public Schools, and navigating NYC academic policy, strongly preferred.
- Highly organized and detail-oriented project manager
- Experience with data collection a project evaluation preferred
- Experience/familiarity with BPL's approach to student-centered real-world learning
- 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:

Confidential inquiries are welcomed. Applications will be reviewed on a rolling basis with a final deadline of September 4, 2024.

Desired Start Date Window

October 1, 2024

[Click Here To Apply](#) (please note that only applications sent through this link will be considered)

You will need to provide the following documentation:

1. Thoughtful and Tailored Cover Letter of Introduction (\leq 2 pages)
2. Resume/CV
3. List \geq 2 Professional References

Location:

NYC-based, hybrid work schedule - The majority of the BPL organization is fully remote, but our NYC-based team follows a hybrid schedule which includes working from home, working in our Bronx-based office at least one day a week, coaching schools in person and virtually (schedule varies), and attending other in-person events (as necessary).

Report to: Director, New York State

Compensation

- BPL provides a competitive salary commensurate with experience
- Annual salary range for this position is \$100,000 - \$125,000 (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, four (4) weeks of paid medical leave after 12 months of employment
- 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.
