



## **Opportunity: School Leadership and Innovation Partner (South & Midwest) - Per Diem**

### **About the Role/Purpose:**

Big Picture Learning (BPL) seeks a Per Diem School Leadership and Innovation Partner to support multiple initiatives across the Southern and Midwestern US States. This role supports leaders and educators in providing student-driven learning opportunities, refining practice and driving school improvement. This role models continuous improvement, relationship- and trust-building, collaboration, and creative solution-making. **This position is a Per Diem role** within the Big Picture Learning organization, whereby the Partner will undertake a select number of projects they will lead, and will opt-in to represent Big Picture Learning at conferences and with district leadership. **All work to be performed at an hourly rate.**

### **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 Southern & Midwestern 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
- 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 other School Leadership and Innovation Partners, as needed.
- Participate in School Leadership and Innovation Partner collaborative learning & planning sessions (optional)
- Meet regularly with assigned Direct Support, collaboratively build a learning plan, and participate in formal evaluation process
- Potentially, support participate in, attend and/or provide facilitation at BPL conferences/events or at other conferences on behalf of Big Picture Learning
- Support efforts to foster fairness, belonging, and equal opportunity while actively advocating for justice at the personal, organizational, and systemic levels
- Other responsibilities may be assigned based on organizational need and individual skills and interests
- Must be able to travel to Southern and Midwest US states

### **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.
- 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:**

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 20, 2025.

**Desired Start Date:** August 1, 2025

[Click here to apply](#)

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:** Remote and onsite (must be able to travel to Southern and Midwest US states)

**Reports to:** BPL National Director Team

**Compensation**

- Per diem - hourly rate varies based on in-person coaching, internal/prep work , and travel time
- Travel Reimbursement: Mileage and travel expenses covered for on-site coaching

**Benefits**

- Pension plan which includes a company contribution of 5% of your pay with 100% vested after 6 months of employment
- Worker's Compensation

**Note:** This position does not include paid time off (PTO), vacation or health/dental/vision insurance.

**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](http://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.

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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.

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