



Director of Data Practices

Start Date: Immediately
Team: Data
Location: Brooklyn, NY

About Achievement First:

Achievement First is a charter school management organization started in July 2003 by the leaders of Amistad Academy, a high performing charter school in New Haven, CT. A non-profit, 501 (c)(3) organization, Achievement First is creating a network of achievement-gap closing charter schools in Connecticut and New York to bring to scale the dramatic, life changing student achievement results produced at Amistad Academy. Achievement First currently operates 17 schools in both NY and CT. Over the next decade, Achievement First will grow to support 30 schools serving over 11,500 students. For more information about the Achievement First mission, model, our schools and team, please visit our website at www.achievementfirst.org.

Summary

The Director of Data Practices role is an opportunity to build upon and institutionalize cutting edge data practices at a leading charter management organization committed to using data to drive instructional improvement in classrooms. AF is seeking candidates who combine experience in driving strong data-driven practices in schools with strong analytical skills who can meaningfully advance this mission.

The Director of Data Practices is part of Team Data, whose goals are to ensure that both the leadership and teachers at Achievement First and its network of schools have the data, analysis, reports, and skill sets needed to support strategic decision-making and to inform instructional planning. Team Data accomplishes these objectives by supporting and coordinating high-quality data practices in schools, by creating systems to support data collection and data access, by conducting a rigorous analysis of the data to identify patterns and insights, and by reporting these findings to key constituencies both inside and outside of the organization. The Director of Data Practices reports directly to the Chief Information Officer as part of Team Data, and provides critical support and analysis across the entire Achievement First organization— from school operations personnel to the Superintendents and co-CEOs.

The Director of Data Practices bears primary responsibility for linking Team Data with the various users of data, analysis, and planning tools in the Achievement First network. He/she will work closely with Superintendents & Assistant Superintendents, as well as with Principals, Academic Deans, and teachers, to ensure effective use of data to drive decision-making and manage performance across the Network Support teams and at individual school sites. This role requires both a strong analytical skill-set to design and recommend analysis reports, tools, and processes for users, and the relationship-building and leadership skills needed to champion network-wide improvement in data practices.

Responsibilities of the Director of Data Practices will include, but are not limited to:

- Coach and mentor school and network leaders on using data to improve instructional planning and drive students' achievement
- Design and implement targeted professional development for school leaders (principals and deans) and teachers, related to effective data practices
- Craft high quality analysis and implications from data that will inform decisions for school leaders, for Team Data, and for other AF Network Support teams
- Support design, implementation, and ongoing use of data dashboards to support strategic decisions at the network and school levels
- Support team planning around critical data collection and reporting activities for the network

- Interface with Talent and Curriculum and Professional Development teams to integrate use of data into talent management and curriculum decisions

Skills and Characteristics

- Designing and implementing data-driven decision making and/or organizational performance management systems
- Developing and delivering effective adult learning
- Strong process management skills to design reports and analysis tools for end users
- Strong quantitative and analytical skills, including experience working with large dataset to derive insights
- Demonstrated ability to bring together multiple stakeholders and drive cross-functional projects
- Focus on outcomes – a self-starter and creative problem solver who looks for solutions
- A demonstrated team player
- Belief in the Achievement First mission and educational model
- Maturity, humility, strong work ethic, sense of humor, and a “roll-up-my-sleeves” attitude
- Knowledge of and experience with statistics and related analytical techniques and software tools preferred
- Expertise and familiarity working with teachers and schools (e.g., teacher, instructional leader, management consultant with experience in schools) is preferred
- Minimum of 5 years of experience. Advanced degree (e.g., MBA, MPA, or M.Ed.) preferred

Compensation

Salary for this position is competitive and commensurate with experience. Additionally, Achievement First offers a comprehensive benefits package.

To Apply

Please send a resume and cover letter to Alina Yang (alinayang@achievementfirst.org). In your cover letter, please detail your experience in designing and implementing a data-driven decision-making process or performance management system. Please detail the challenges you encountered and what you specifically did to overcome them.

Achievement First is an equal opportunity employer.