Assistant Program Director, Regional Implementation Support, Next Education Workforce
(Req # - 101406BR)

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<tr>
<th>Campus</th>
<th>Remote US</th>
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<tr>
<td>Full-Time/Part-Time</td>
<td>Full-Time</td>
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<tr>
<td>Salary</td>
<td>Depends on experience</td>
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<td>Close Date</td>
<td>May 28, 2024</td>
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**Job Description**

We seek a highly-skilled K-12 education leader who is excited to learn about and support the implementation of team-based strategic school staffing in schools and school systems across the United States.

The person hired for this position will work directly with schools and school systems to plan, launch and implement team-based models and also oversee and support a regional team that provides implementation support to schools.

The Next Education Workforce team at Arizona State University (ASU) is honored to work closely with K-12 systems, schools, and organizations to build teams of educators who provide deeper and personalized learning for all students. The Next Education Workforce is an initiative within the Mary Lou Fulton Teachers College at ASU that has influenced the planning and launch of team-based models in 25+ systems in 12+ states.

Next Education Workforce™ strategic staffing models leverage educator teams to improve student outcomes and teacher working conditions. Schools and systems partner with Arizona State University’s Mary Lou Fulton Teachers College to create learning environments where educators collaborate and students belong. ASU prepares education leaders to design and implement staffing changes that address the root causes of low and inequitable student outcomes and teacher shortages and burnout.

This position requires travel within the U.S. for on-site time with partner schools and travel to the Phoenix metro area several times a year. Percentage of travel time varies by month and home location.

**Minimum Qualifications**

- Bachelor’s degree in related field AND six (6) years’ experience managing projects/client relationships; OR, Any equivalent combination of experience and/or education from which comparable knowledge, skills and abilities have been achieved.

**Work Environment**

- Remote work position with travel within the US to partner schools and to the Phoenix, Arizona metro area several times a year
- Activities are performed in an environmentally controlled office setting subject to extended periods of sitting, keyboarding and manipulating a computer mouse
- Required to stand for varying lengths of time and walk moderate distances to perform work
- Frequent bending, reaching, lifting, pushing and pulling up to 25 pounds
- Regular activities require ability to quickly change priorities, which may include and/or are subject to resolution of conflicts
Essential Duties

- Work with school system leaders to:
  - Explore opportunities for partnership, including identifying schools that will launch team-based models
  - Nurture partnership development and establish clear parameters for partnership
  - Consider how team-based staffing models require changes to longstanding systems
  - Help identify possible solutions to challenges with launching and implementing team-based strategic school staffing models

- Responsible for meeting quality, implementation, and support goals for an assigned portfolio of schools:
  - Recommend regional strategy for expansion and implementation of team-based models
  - Strategically deploy and manage coaches working directly with schools
  - Work directly with schools to provide coaching and model strong coaching practices for teammates
  - Improve internal processes for tracking growth and change
  - Build the capacity of coaches and provide feedback to support continuous improvement that results in high-quality coaching
  - Recommend and monitor goals for implementation coaches and ensure team members achieve their goals

- Oversee the planning and execution of site visits at Next Education Workforce partner schools:
  - Design and facilitate high-impact learning experiences for attendees
  - Work directly with school partners and/or support teammates to help school partners prepare for the visits
  - Use data to inform adjustments for future events
  - Collaborate with events team colleagues to coordinate all event logistics, communication and co-contributors

- Build systems and inform strategy in collaboration with Next Education Workforce colleagues:
  - Build and manage systems that monitor, synthesize and share implementation patterns and trends across the region
  - Inform national strategy for expansion and implementation of team-based models
  - Document and share grant outcomes and updates; ensure grant outcomes are being met

Desired Qualifications

- Evidence of a Bachelor’s degree in any field AND advanced degree(s) in the field of education or a related field.
- Experience in PK-12 teaching and leadership at the school AND school system (e.g. district) levels.
- Experience in teaching and leading at the school and school system levels:
  - Experience teaching and leading in PK-12 environments in varied roles, ideally in learner-centered environments
  - Experience working with teams of educators who together support shared rosters of learners
- Experience supporting others through complex adaptive change at the school and school system levels:
  - Experience building and supporting broad networks of stakeholders
  - Approaches collaboration with a disposition of curiosity and openness
  - Experience in asking probing reflective questions
  - Experience in approaching work with a sense of possibility and sees challenges as opportunities for creative problem solving; takes initiative to explore issues and find potential innovative solutions
  - Coaches from a lens of inclusion and has demonstrated ability to shift behavior and mindsets in service of all students

- Experience setting and monitoring strategic goals:
  - Experience in setting organizational and team goals for ambiguous projects and assisting others in setting and monitoring goals
  - Demonstrated success using data from organizational and team goals to drive decision-making
  - Experience in giving critical feedback that supports the growth and performance of colleagues

- Adaptability
  - Excels in constantly changing environments and adapts flexibly in shifting projects or priorities to meet the needs of a dynamic transformation effort; comfortable with ambiguity and non-routine situations.
  - Ability to balance rapid scale with high-quality implementation

- Skillful communication and relationship building:
  - Increases the effectiveness of colleagues and K-12 partners and colleagues through collaboration, constant learning and supporting others; sensitive to diversity in all its forms; respects and is committed to learning from others
  - Evidence of the ability to foster sustained relationships and partnerships both internally and externally, across all management levels, with diverse stakeholders
  - Evidence of effective communication skills
  - Evidence of proficient use of Google Apps

- Project management expertise:
  - Proven ability to manage multiple complex projects simultaneously and prioritize competing demands
  - Experience establishing priorities given multiple large workstreams needing competing attention
  - Experience with project management tools, including Wrike and Google Suite

| Department Statement | ASU’s Mary Lou Fulton Teachers College creates knowledge, mobilizes people, and takes action to improve education. Nationally recognized as a leader in teacher preparation, leadership development and scholarly research, Mary Lou Fulton Teachers College prepares over 8,000 educators annually. MLFTC faculty create knowledge by drawing from a wide range of academic disciplines to gain insight into important questions about the process of learning, the practice of teaching and the effects of education policy. MLFTC mobilizes people through bachelor’s, master’s and doctoral degree programs, through non-degree professional development programs and through socially embedded, multilateral community engagement. MLFTC takes |
action by bringing people and ideas together to increase the capabilities of individual educators and the performance of education systems.

Aligned with ASU’s charter, MLFTC is committed to advancing inclusive excellence in our curricula, programming and institutional relationships. The college’s core value of **Principled Innovation** connects individual decision making to the pursuit of inclusive excellence.

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<th>ASU Statement</th>
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<td>Arizona State University is a new model for American higher education, an unprecedented combination of academic excellence, entrepreneurial energy and broad access. This New American University is a single, unified institution comprising four differentiated campuses positively impacting the economic, social, cultural and environmental health of the communities it serves. Its research is inspired by real world application blurring the boundaries that traditionally separate academic disciplines. ASU serves more than 80,000 students in metropolitan Phoenix, Arizona, the nation’s fifth largest city. ASU champions intellectual and cultural diversity, and welcomes students from all fifty states and more than one hundred nations across the globe.</td>
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ASU is a tobacco-free university. For details visit [www.asu.edu/tobaccofree](http://www.asu.edu/tobaccofree) AmeriCorps, Peace Corps, and other national service alumni are encouraged to apply.

Arizona State University is a VEVRAA Federal Contractor and an Equal Opportunity/Affirmative Action Employer. All qualified applicants will be considered without regard to race, color, sex, religion, national origin, disability, protected veteran status, or any other basis protected by law.

**Notice of Availability of the ASU Annual Security and Fire Safety Report**

In compliance with federal law, ASU prepares an annual report on campus security and fire safety programs and resources. ASU’s Annual Security and Fire Safety Report is available online at [https://www.asu.edu/police/PDFs/ASU-Clery-Report.pdf](https://www.asu.edu/police/PDFs/ASU-Clery-Report.pdf). You may request a hard copy of the report by contacting the ASU Police Department at 480-965-3456.

Relocation Assistance – For information about schools, housing child resources, neighborhoods, hospitals, community events, and taxes, visit [https://cfo.asu.edu/relocation-services](https://cfo.asu.edu/relocation-services).

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<th>Background Check Statement</th>
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<td>ASU conducts pre-employment screening for all positions which includes a criminal background check, verification of work history, academic credentials, licenses, and certifications. Employment is contingent upon successful passing of the background check.</td>
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<th>Instructions to Apply</th>
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<td>Application deadline is 3:00PM Arizona time on the date indicated.</td>
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Please include all employment information in month/year format (e.g., 6/88 to 8/94), job title, job duties and name of employer for each position.

Resume should clearly illustrate how prior knowledge and experience meets the Minimum and Desired qualifications of this position.
Only electronic applications are accepted for this position.
https://cfo.asu.edu/applicant 101406BR