

Director of Design, Next Educator Workforce Initiative (Job Number – 105823BR)

Campus	Remote
Full-Time/Part-Time	Full-Time
Grant Funded Position	This is a grant-funded position and is contingent on future grant funding.
Salary	Depends on experience
Close Date	December 2, 2024
Job Description	<p>For the past five years, ASU’s Next Education Workforce Initiative has been working with school districts and charter management organizations in Arizona – and now across the U.S. – to envision, design and launch team-based, strategic school staffing models. All told, Next Education Workforce has supported more than 150 schools across nearly 50 districts in 17 states to launch team-based staffing models.</p> <p>As a functional leader on the Next Education Workforce team, the Director of Design will work with colleagues and collaborators to: (1) lead the design and coordination of professional learning experiences for teams, schools, and school systems that are exploring, preparing and launching Next Education Workforce models, (2) lead the development and curation of resources for those same audiences and (3) work hand-in-hand with operations-focused functional leaders to bring these products and services to market.</p> <p>Our team comprises twenty-seven dedicated professionals who bring a range of experience in P-12 education to the work. We have held roles as superintendents, principals, teachers, paraeducators, teaching artists, and curriculum designers. The person hired for this role will report to the Next Education Workforce Initiative’s Senior Director of Implementation and Design and collaborate closely with other functional team leaders.</p> <p>Next Education Workforce™ 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.</p>
Essential Duties	<p>In collaboration with the Senior Director of Implementation & Design and other colleagues,</p> <ul style="list-style-type: none"> ● Set vision and direction for a clear, compelling and effective arc of professional learning across all Roadmap of products and offerings in the Explore, Prepare and Launch phases; continue to iterate and improve upon this arc in subsequent years. ● Set vision and direction for what high-quality adult professional learning looks like on the Next Education Workforce team. ● Serve as the exemplar designer for the Next Education Workforce team by designing high-quality professional learning for face-to-face, blended, and virtual learning settings.

	<ul style="list-style-type: none"> ● Serve as the exemplar designer for the Next Education Workforce team by designing high-quality resources. ● Train, oversee and maintain high expectations for design consultants or other teammates staffed to design roadmap offerings including upskilling staff, providing rigorous growth-oriented feedback and close cycles of review as appropriate. ● Create and maintain a transparent design scope and sequence (e.g. project plan) that: 1) articulates what products and offerings will be designed by when, 2) articulates operational interdependencies and contingencies. ● Ensure deadlines in design scope and sequence and project management are met on time. ● Consistently monitor priorities and make recommendations in partnership with the Executive team and operations-focused functional leaders as appropriate. ● Ensure Roadmap products and offerings achieve product market fit. ● Collaborate with operations-focused functional leaders to bring Roadmap products and offerings to market including the coordination of marketing collateral, registration operations, learning management platform and partner communications. ● Share responsibility for achieving Roadmap product and service-related team goals such as growth goals, conversion rates and net promoter scores. ● In collaboration with colleagues, create, utilize and refine systems to measure the impact of professional learning events on participants' understanding and implementation of team-based models in schools. ● Develop clear, actionable reports and presentations that summarize participant feedback and share insights with internal stakeholders and senior leadership to inform next steps. ● Use data to make informed recommendations for improving the design and delivery of future professional learning events, ensuring they remain responsive to the evolving needs of system and school partners and educator teams. ● Oversee and contribute to creation, design, curation and (as applicable) publication of tools and resources, with emphasis on generative tools that bolster the capacity of schools and systems to design and launch Next Education Workforce team-based models. ● Recruit and manage a trusted set of consultants with varied expertise to design professional learning materials and resources; propose strategy for the deployment and sharing of resources for use by school/system partners and Next Education Workforce implementation coaches, including recommendations for appropriate platforms. ● Center inclusivity in professional learning offerings, in resource development, and in interactions with colleagues and collaborators.
<p>Minimum Qualifications</p>	<p>Bachelor's degree in a field appropriate to the area of assignment AND eight (8) years of related administrative experience, which includes five (5) years of supervisory experience; OR, Twelve (12) years of related administrative experience, which includes five (5) years of supervisory experience; OR, Any equivalent combination of education and/or experience from which comparable knowledge, skills and abilities have been achieved.</p>

<p>Desired Qualifications</p>	<ul style="list-style-type: none"> • Executing a Vision for Learning: Highly skilled at developing the vision for – and seeing through the implementation of – a coherent set of learning experiences designed for unique user personas and specific user journeys. • Instructional design: Demonstrated experience and high levels of expertise in instructional design, including the design of face-to-face, blended and all-virtual learning experiences for adults. • Continuous improvement: Experience using outcomes data to make informed recommendations for improving the design and delivery of future professional learning events, ensuring they remain responsive to the evolving needs of school partners and teams. • Project management and prioritization: Demonstrated experience managing multiple project streams simultaneously and establishing priorities given multiple large workstreams needing competing attention. • Learning platform identification: Experience selecting learning management platforms that meet the needs of learners, work within the business model and create a smooth user experience. • Manage others to high-quality results: Demonstrated experience managing people and providing constructive feedback that improves the product, in particular with consultants and other collaborators doing design work; demonstrated experience delivering high-quality products on-time and on-budget. • Inclusive culture and practice: Demonstrated experience centering inclusivity in professional learning offerings, resource creation and in interactions with colleagues and stakeholders. • Exceptional communication and technical skills: Truly excellent verbal and written communication skills. Highly-proficient mastery of Google Apps, particularly Google sheets; project management tools such as Wrike; and instructional design and graphic design tools/platforms to include but not limited to Canvas and Canva.
<p>Work Environment</p>	<ul style="list-style-type: none"> • 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 • Ability to clearly communicate verbally, read, write, see and hear to perform essential functions
<p>Department Statement</p>	<p>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</p>

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.

<p>ASU Statement</p>	<p>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 100,000 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.</p> <p>ASU is a tobacco-free university. For details visit https://wellness.asu.edu/explore-wellness/body/alcohol-and-drugs/tobacco</p> <p>Arizona State University is a VEVRAA Federal Contractor and an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other basis protected by law.</p> <p><u>Notice of Availability of the ASU Annual Security and Fire Safety Report</u> 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. You may request a hard copy of the report by contacting the ASU PD at 480-965-3456.</p> <p>Relocation Assistance – For information about schools, housing child resources, neighborhoods, hospitals, community events, and taxes, visit https://cfo.asu.edu/az-resources.</p>
<p>Employment Verification</p>	<p>ASU conducts pre-employment screening which may include verification of work history, academic credentials, licenses, and certifications.</p>
<p>Background Check Statement</p>	<p>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.</p>
<p>Instructions to Apply</p>	<p>Application deadline is 3:00PM Arizona time on the date indicated.</p> <p>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.</p>

Resume should clearly illustrate how prior knowledge and experience meets the Minimum and Desired qualifications of this position.

ASU does not pay for travel expenses associated with interviews, unless otherwise indicated.

Only electronic applications are accepted for this position.

<https://cfo.asu.edu/applicant>
