



## **New Ways to Work Education Specialist Position Announcement**

**New Ways seeks an experienced and innovative educator to join the New Ways team. We are seeking a candidate with specialties in curriculum design, instructional practice, authentic assessment, and product development to work on the implementation of Diploma Plus (DP) in California. The ideal candidate will be able to lead the DP team's effort to define, document, and implement performance-based promotion and graduation systems in Diploma Plus California's growing network of small, performance-based high schools. The candidate will also provide some school level coaching and may assume team leadership in the delivery of professional development for Diploma Plus in California and its growing statewide network.**

**In addition, the candidate will work on and support the educational aspects of New Ways initiatives to better connect schools with the workplace, and build awareness around educational options for youth in foster care.**

### **About New Ways & Our Projects**

New Ways is a nonprofit technical assistance and training organization whose mission is to build community connections that prepare youth for success as adults. At a time when skills increasingly matter, we must push even harder to prepare young people for a productive future. New Ways believes in targeting our energies and resources to build broad-based systems that work at the local, state, and national level, uniting a range of organizations and programs to provide seamless services over time, based on the needs of young people.

New Ways provides a range of technical assistance services, including strategic planning support, community resource mapping, and program and evaluation design. We provide specific content expertise and staff development activities focused on implementing effective employer and workplace partner engagement, quality work-based learning systems, collaboration strategies, leveraging and attracting new resources, engaging youth in decision-making, and building balanced programs. For more information about our initiatives, see our website at [www.newwaystowork.org](http://www.newwaystowork.org).

### **Diploma Plus**

Diploma Plus (DP) is one of New Ways' primary initiatives. DP is a small, performance-based high school model for young people at risk of not completing high school or who have already dropped out. DP schools provide a performance and competency-based route to high school graduation. Once fully implemented, Diploma Plus high schools will graduate students based on their ability to demonstrate skills and competencies aligned with California's standards, rather than simply meeting so-called "time-in-seat" requirements. The Diploma Plus system will also be aligned with California's A-G requirements for post secondary admission.

### **Youth Transition Action Teams**

The Youth Transition Action Team initiative supports counties statewide in meeting their systems improvement objectives for current or former foster youth by bringing together the resources of the workforce, education, and child welfare systems. A primary focus of New Ways' work with participating counties is to identify and support connections to career development opportunities within educational institutions prior to youth emancipating from the child welfare system.

### **Position Description**

This position provides staff supervision, management, planning and oversight for assigned New Ways' projects. New Ways current scope of work includes developing four new Diploma Plus schools in California including a performance-based promotion and graduation system, providing effective services to vulnerable youth populations and implementing child welfare redesign in California.

The Education Specialist will carry broad responsibilities including:

- Content expertise
- Facilitation and training
- Materials development
- Project coordination

### ***Illustrative Duties***

- Develop and help to implement policy-level, school-level, and teacher-level guides and documents promoting the DP performance-based system. Aspects of this include: researching appropriate diagnostic, formative, and summative assessments; building curriculum, assessment and instruction around the DP competencies; and championing best practices in curriculum, grading and assessment.
- Assist DP schools and the entire network in adopting and implementing Diploma Plus programming with an emphasis on curriculum planning, competency-based instruction and assessment, and quality teaching/learning practices.
- Provide leadership and support to internal staff and school/teacher teams around creation of processes, activities, and tools as needed to facilitate curriculum and instructional planning, authentic assessment and portfolio development, as well as related aspects of program design.
- Serve as coach to teachers and administrators at selected Diploma Plus sites. Provide regular on-site/phone/email communication with site staff, provide consultation on request, and broker resources from the DP network and outside providers as needed.
- Develop and help to implement policy-level, school-level, and teacher-level guides and documents promoting work-based learning and career development experiences for foster youth within the educational system.
- Plan and deliver cross-site and on-site professional development work; this may include the design and delivery of Institutes as well as cross-site meetings on a range of topics related to DP design and delivery (literacy, assessment practices, curriculum mapping/ planning, portfolio design/evaluation, diagnosing student needs, looking at student work, etc.) and other New Ways' initiatives (educational options for foster youth, connecting schools and the workplace).

### ***Knowledge, Skills and Abilities***

- Background and demonstrated skills in addressing needs of diverse learners, especially youth who have not been successful in traditional high schools and youth in foster care.
- Knowledge of professional development practices that involve practitioners as adult learners and as experts, including action research, lesson study, or "critical friends" protocols such as looking at student work.
- Knowledge of research-based curriculum resources and approaches, particularly competency-based instruction, portfolio systems, and other performance-based assessment practices.
- Experience with quality practices in at least one key content area at the secondary level, as well as some knowledge of adolescent literacy across the curriculum (for example, use of the workshop model, modeling of comprehension strategies, etc.)
- Experience with and/or understanding of the fields of workforce development, youth development, and/or child welfare.
- Demonstrated skill in achieving and facilitating consensus outcomes among diverse stakeholders in urban and rural settings serving multi-cultural and multi-racial student populations.

### ***Requisite Skills and Experience***

- B.A. degree in education or related field required. Master's degree preferred.
- Demonstrated skills in program management, staff supervision, contract management, program development and program evaluation.
- Strong analytical and problem solving skills; excellent written and oral communication skills; excellent judgment and interpersonal skills; ability to work independently as well as part of a collaborative team.
- Entrepreneurial, high-energy, levelheaded, performance driven.
- Strong strategic thinker with ability to look at big picture while also being detail oriented.
- Flexible and adaptable to change.
- Proficiency using Microsoft Office Professional (pc version) required, including Word, Excel, Outlook, and PowerPoint.
- Classroom experience at the secondary level or in alternative high schools, required.
- Experience in working with diverse populations, in urban areas, and/or with students of color required.
- At least 2 years experience as a curriculum coordinator, instructional leader, or professional development specialist. Small schools or small learning community experience is desirable.
- Experience in planning and conducting professional development and in working with teachers to develop curriculum highly desirable.
- Knowledge of related youth-focused systemic initiatives, including state education reform legislation, the federal No Child Left Behind Act, and standards movement.
- Commitment to educational excellence and social justice including the ability to approach work with a culturally-responsive lens.
- Ability to work with diverse staff at program level.
- Available to travel in-state and occasional out-of-state to client locations, conferences and workshop destinations.

This is an exciting opportunity in a growing organization for an energetic, self-starting individual. Salary DOE with full benefits. Position open until filled. Feel free to visit our website at [newwaystowork.org](http://newwaystowork.org).

**Forward resume and cover letter by mail or e-mail to:**

**Charlene Mouille, Vice President**

**[cmouille@newwaystowork.org](mailto:cmouille@newwaystowork.org)**

**New Ways to Work**

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