



## **Charles and Lynn Schusterman Family Foundation**

### **Director, Professional Learning**

#### **WHO WE ARE**

The Charles and Lynn Schusterman Family Foundation is a global organization that seeks to ignite the passion and unleash the power in young people to create positive change. We pursue our mission by working collaboratively with others to support and operate high-quality education, identity development, leadership training and service programs designed to help young people cultivate their growth as individuals and as leaders. Our work emphasizes efforts to improve K12 education in the United States, strengthen the global Jewish community and Israel, and enhance the quality of life in our founders' hometown of Tulsa, OK.

While the Foundation recently celebrated its 30<sup>th</sup> anniversary, our national education work began in earnest only four years ago. We have an intensive focus on helping all students – especially low-income students of color – get a K12 education that puts them on a track toward economic self-sufficiency later in life. Most of our grant making and support activities aim to provide educators with world-class professional learning that supports their delivery of quality instruction anchored on college- and career-ready standards.

As a funder, we strive to be agile and to take a multi-faceted approach to addressing the challenges educators and students of color face. Keeping our focus on educator quality at the center, we fund mainly in the areas of: teacher preparation, professional learning for teachers and school leaders, curricula and other instructional resources, and efforts to increase the diversity of the educator workforce as well as leadership of non-profits.

We believe that a holistic, equity focused approach is best suited for the complexity of factors that affect the quality of education in low-income communities. We support districts, charter schools, state leadership, and the non-profits that work with them. Some of our grantees run programs, while others work to influence relevant policy and public awareness, and in addition to making grants, we invest in grantee learning via collaborative communities of practice.

#### **THE OPPORTUNITY**

We are seeking a versatile and strategic leader who can shape and manage a high-impact portfolio that seeks to strengthen the professional learning sector for educators serving low-income students of color. You will guide our grant-making in this area and manage a vibrant, ongoing community of practice among grantees. This role will draw on your understanding of how to build coherent professional learning systems, as well as how technical assistance providers can deliver quality professional learning consistently and support districts and schools to build capacity to do the same sustainably.

You will support grantees as they help districts and schools build deep knowledge of the demands of college and career ready standards and connect professional learning to high quality instructional materials. In addition, you will guide the Foundation's approach to supporting grantees in developing and delivering professional learning that addresses educator mindsets and biases that limit the

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opportunities and achievement of students of color, as well as professional learning that helps teachers meet the needs of students whose academic performance is below grade level. You will also partner with other team members to shape our placed-based professional learning investments.

As a member of our Director team, you will be a leadership presence internally and externally. Internally, you will contribute to the creation of an inclusive, optimistic team culture, pushing the thinking of your leadership team colleagues while mentoring and developing junior team members. Externally, you will engage with leadership teams of our grantees as well as funders and others who are aiming towards the same goal – transforming education for equitable outcomes for all students.

## **RESPONSIBILITIES**

- Lead the execution and evolution of a grant-making strategy for professional learning organizations that results in meaningfully improved teaching as evidenced by increased student learning.
- Manage grants for each organization in the portfolio by conducting proposal reviews, milestone development, reports analysis, and impact assessment. Current grantees include: Achievement Network, Education Resource Strategies (ERS), Instruction Partners, Leading Educators, Public Impact, New Leaders, New Teacher Center, and TNTP.
- Assess and recommend additional grantees to further our strategic aims of scaling effective professional learning and addressing key challenges facing professional learning providers, such as addressing educator racially-based mindsets and expectations, meeting needs of students below grade level, or more closely connecting quality curriculum with professional learning.
- Design and lead our ongoing community of practice of professional learning grantees, as well as site-based, cross-organizational learning experiences for grantees to examine and strengthen the design and delivery of each other's services.
- Build strong relationships with and provide guidance and support to grantees' CEOs and leadership teams on strategic and operational challenges with the goal of helping them succeed.
- Form productive partnerships with organizations, experts and other funders working on similar issues.
- Integrate learning from our relevant research investments and for-profit professional learning investments into the broader professional learning portfolio.
- Collaborate with other team members on strategic and operational issues to draw connections, integrate learning and build coherence across our portfolios and advance our impact.
- Inform the Foundation's strategy and investments in research, communications, advocacy, place-based support and other areas related to professional learning and the work of the grantees in your portfolio.
- Develop and manage junior staff.
- Communicate clearly and persuasively in writing and in conversation and presentations with teammates, Foundation leadership, grantees and leaders in the field.

## **QUALIFICATIONS**

The new Director must have the vision, entrepreneurial spirit, perseverance, and imagination required to determine how the team can provide excellent, customized support to grantees of varying size and maturity. They must ensure that the support provided by Schusterman to this growing and complex portfolio is derived from a senior-level strategic approach to designing professional learning experiences. Therefore, the ideal candidate will have the following skills, experience and characteristics:

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- Passionate commitment to creating a public education system in which all students – especially low-income students of color— graduate from high school prepared for college and careers of their choosing
- Philosophical alignment with the Foundation’s support for career- and college-ready standards, the potential for the development of educators, and the need for a more diverse educator workforce
- A career marked by significant education focused work experience and leadership
- Demonstrated expertise in at least two of these areas:
  - Coherent K-12 professional learning systems
  - Educator professional development in schools, school districts, CMOs or sizable non-profits that addresses content and pedagogical content knowledge, skillful use of curriculum, needs of students below grade level, and/or racially-based educator mindsets
  - Systems-level organizational change in the education sector
  - Organizational health indicators, including analysis of team, financial models, governance, programmatic design and delivery, and market landscape and demand
- Entrepreneurial approach to addressing deeply rooted problems
- Creative, strategic thinker who is also an excellent listener
- Expertise and a track record of success in complex project management
- Excellent interpersonal and relationship-building skills
- Strong team and learning orientation
- A strong sense of optimism and urgency
- Knowledge of effective philanthropy, based on experience working with funders and/or philanthropic organizations (as a provider or recipient of funding), a plus
- Ability/willingness to travel up to 30% of the time

## **REPORTING RELATIONSHIPS**

The position reports to a Senior Director.

## **LOCATION**

The position is based in either Washington, DC, or San Francisco, CA

## **COMPENSATION AND BENEFITS**

We offer a competitive salary and strong benefits package that includes comprehensive medical, dental and vision coverage, as well as disability, flexible spending accounts and life insurance plans. We provide incentives for healthy living and a generous 401k match. The Foundation encourages ongoing professional development and supports activities aligned with one’s individual career growth plan.

## **TO APPLY**

Please submit a resume and one-page cover letter via e-mail with the title “Director, Professional Learning” to Leslie Nair ([leslie@promise54.org](mailto:leslie@promise54.org)). Applications will be reviewed on a rolling basis until the position is filled. We believe diversity is a source of strength and welcome applicants of all religions, genders, sexual orientations, ethnic and cultural backgrounds.

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