

ORGANIZATION: Achievement First
POSITION: Superintendent
REPORTS TO: Chief Executive Officer
LOCATION: Schools in Brooklyn and Queens, NY; New Haven, Bridgeport, and Hartford, CT; and Providence, RI
Offices in New York, NY; New Haven, CT; Providence, RI. Must be based out of one with the ability to travel regularly to all.
INFORMATION: [Website](#)
TO APPLY: Please send cover letter and resume as one PDF to AFSuperintendent@pbrsearch.com with title format "Last Name First Name - Letter Resume".

BACKGROUND

Achievement First (AF) is a non-profit 501(c)(3) organization that currently supports 41 public charter schools in New York, Connecticut, and Rhode Island. Consistently rated as one of the top charter school networks in the country for almost 25 years, AF is committed to continuous improvement, programmatic evolution for enhanced student outcomes, and sustainable growth. The majority of AF students are Black and Latinx children from low-income families who will be the first in their families to graduate from college. AF currently employs more than 2,200 staff — 64% of whom identify as Black, Indigenous, and People of Color — who collectively educate nearly 15,000 students in Brooklyn and Queens, NY; New Haven, Bridgeport, and Hartford, CT; and Providence, RI.

The mission of Achievement First is to deliver on the promise of equal educational opportunity for all of America's children. AF knows that every child—regardless of race, zip code, or economic status—deserves access to great schools. At AF, students realize their potential and develop the skills they need to graduate from high school, succeed in college, thrive in a competitive world, and serve as the next generation of leaders in their communities. At AF, students and staff embark on a shared journey to fulfill their incredible potential.

POSITION

The superintendent will provide leadership for all aspects of AF's schools. They will manage five direct reports and an overall team of 70 network support staff, who in turn manage and support 41 principals and 2,200 teachers and school staff. They will be responsible for the success of AF schools across all domains, including: instructional practice and academic performance; academic, social emotional, and wellness supports for students; culture and climate for students and staff; staff engagement, including talent management, professional development, career pathways, and sustaining a culture of leading for racial equity; and partnerships with families and communities.

Achievement First is at an inflection point as it moves from a founder-led organization to an enduring institution that is an anchor in the communities it serves. AF is building its multi-year program to define and enhance the value of an AF education, with a focus on graduate aims, curriculum, instructional excellence, and school and classroom culture. AF schools are implementing a strong, proven curriculum; developing fresh partnerships to enhance student well-being; and executing robust plans for staff professional development and advancement. AF is seeking a seasoned leader who can continue this momentum and position AF for the future by articulating a clear, holistic K-12 vision and realizing that vision at scale across three states. The ideal candidate is an experienced instructional leader who can effectively work through other senior leaders to clearly articulate objectives, meet ambitious goals, and drive change management efforts. This individual will shape an inspiring vision and expectations for academic excellence to all stakeholders, including school leaders, site-based and network staff, students, families, boards, authorizers, and local and state officials. The ideal candidate will be comfortable making and standing behind decisions in service of what is best for students.

RESPONSIBILITIES

Strategic Leadership

- Work with the CEO and other key stakeholders to clearly define AF's vision for K-12 excellence, which will include goals, strategies, tactics, and metrics for success. This vision will include academic performance, college/career success, social emotional wellbeing, and physical safety outcomes.
- In an effective and inspiring manner, communicate the vision internally and externally so that all stakeholders understand their roles and responsibilities in fulfilling it.
- Evolve the organizational structure as needed, and ensure that systems and structures, staffing, and financial resources are aligned and support the realization of the overall vision.
- Ensure that AF's [core values](#) are infused throughout schools and the network support staff who work in service of schools; model the values.
- Continue the successful implementation of external, research-backed curriculum with fidelity across the network; ensure that professional learning builds teacher knowledge, capacity, and skill to successfully implement the curricula.
- Utilize qualitative and quantitative data to drive progress toward key outcomes.
- In partnership with key leadership team members, develop and implement a comprehensive strategy for teacher and school leader recruitment, retention, and development, including additional investment in teacher pipelines and pathways.
- In partnership with key leadership team members, continue to create efficiencies and alignment across the network, including structures for strong, consistent communication among stakeholders.
- Oversee the finances and operations of AF schools, ensuring that they operate within budget and maximize resource utilization for student outcomes.

Staff Leadership

- Provide strategic, visionary, and galvanizing leadership for a diverse group of highly committed and talented staff members.
- Manage and develop direct reports to be highly effective coaches and managers of their own teams.
- Ensure staff members understand how their specific roles contribute to the overarching mission; clearly define individual roles and decision-making authority.
- Set and model high standards for professionalism, performance, and collegiality, and hold people responsible for maintaining them. Support staff in their careers, ensuring that they are provided with regular feedback and opportunities for professional development.
- Support school leaders in building strong cultures of talent cultivation and development in order to attract the right people to the right roles and ensure that they stay at the organization.

External Relations

- With warmth and a high degree of emotional intelligence, become a valued and visible member of the AF community, with the ability to engage with people from a wide array of backgrounds, including teachers and staff, school leaders, students, parents, board members, key government contacts, and funders.
- Advocate for policies and funding that can benefit AF. Build strong relationships with key stakeholders in city/state/federal government offices and the broader education communities in New York, Connecticut, and Rhode Island.

QUALIFICATIONS

Experience

- Executive leadership experience in positions with significant external and internal responsibilities, ideally in a large K-12 public school organization
- Demonstrated success as an instructional leader at classroom, school, and system levels is ideal
- A track record of successfully leading large, complex, multi-function, geographically dispersed teams to achieve an ambitious vision at scale

- Experience taking a multi-site, complex organization through its next stage of growth, a turnaround, or other inflection point
- Demonstrated success leading for racial equity
- Experience in a variety of settings (e.g. district, charter, nonprofit, government) is a plus
- Appropriate educational background or equivalent work experience is required; a degree in a relevant field (e.g. business administration, nonprofit management) is a plus

Personal Attributes

- Committed to Achievement First's vision and mission
- Culturally competent and self-reflective; can lead across lines of difference (e.g. race, class, ethnicity, income, sexual orientation, gender identity, national origin, and others) and is able to lead direct conversations about them
- Emotionally intelligent; has the ability to authentically engage with people from various backgrounds
- Able to lead and inspire by demonstrating authenticity, grit, high standards, humility, and integrity
- Comfortable navigating uncertainty and effectively managing complex challenges as they occur; balances urgency with the ability to lead others toward solutions
- Has strong written and verbal communication skills; a persuasive and passionate communication style

COMPENSATION

- Anticipated salary range \$275K – \$300K; commensurate with experience
- Comprehensive benefits package, including healthcare/dental/vision/life insurance coverage, 403(b) employer contributions, and generous PTO.

Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, Achievement First encourages you to apply.

Achievement First is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, Achievement First will provide reasonable accommodations for qualified individuals with disabilities.