



Senior Director Dudley Flood Center for Educational Equity & Opportunity

The Public School Forum of North Carolina is seeking a dynamic, passionate, and capable leader as the Senior Director of the Dudley Flood Center for Educational Equity & Opportunity (Flood Center). This individual will lead the Flood Center and will report directly to the President and Executive Director.

Background

The Public School Forum of NC's (Forum) mission is to provide trusted, nonpartisan, evidence-based research, policy analysis, and innovative programs that empower an informed public to demand that all North Carolina students have access to an equitable and high-quality education. Equity is at the core of our work, as we strive to ensure that all NC children have the opportunity to reach their full potential.

To expand, deepen, and elevate our policy and programmatic work centered on educational equity, the Forum announced the launch of the Dudley Flood Center for Educational Equity and Opportunity in October 2019 and moved to operationalize the Center in October 2020. Dr. Dudley Flood is an educator and champion of school integration in North Carolina. In the years following the *Brown v. Board of Education* decision that mandated school desegregation in the United States, Dr. Flood, as a State Assistant Superintendent of Public Instruction, traveled to every corner of the state to unite divided communities and work toward integrating our public schools. His legendary commitment to school integration and his belief that every child deserves an equitable educational opportunity will serve as the foundation and beacon for the work of the Flood Center.

The Flood Center's Strategic Plan has an overarching aim for systemic change and addresses the following goals:

1. **Policy, Research, & Advocacy:** Provide analysis, recommendations, and evaluation on district- and state-level policies that enable or hinder an equitable, inclusive climate in schools for all students and advocate for policies in an effort to dismantle systemic racism and promote educational equity.
2. **Partnerships:** Develop and sustain meaningful, collaborative partnerships with organizations, corporations, philanthropic entities, schools, districts, policymakers, communities, parents, and students to maximize efforts and impacts for students and schools
3. **Capacity Building and Convenings of Stakeholders:** Develop and provide evidence-based resources, programming, and professional learning opportunities to build the capacity of teachers, administrators, policymakers, and other organizational and community leaders and shift mindsets to understand and improve inequities in our schools and communities
4. **Outreach, Communications, and Dissemination:** Produce, share, and disseminate the Flood Center and Forum's equity-related work, as well as the efforts and products of partners and stakeholders to ensure access and increase and sustain momentum for equity-driven work and solutions

The Senior Director of the Flood Center will lead the Center's work, will serve on the Forum's leadership team, and will collaborate across the organization.

Primary Job Responsibilities:

- Provide strategic thought and leadership to guide the Flood Center's efforts to improve educational equity and opportunity in North Carolina through policy and practice.
- Serve as team leader for the Flood Center, including supervising team members, and providing updates to the Forum's Board of Directors and Advisory Board.
- Maintain an understanding of the current and future policy issues and best practices related to equity in education in North Carolina and nationally. This will include examining existing policies, research, and district and school needs to identify the issues and trends in which the Flood Center should engage.
- Serve on the Forum's leadership team; work collaboratively across Forum teams and with Forum leadership to help guide strategic goals of the organization and advance equity work throughout all policy, advocacy, and programmatic efforts.
- Continue and lead the Color of Education as a part of the Flood Center, building off events of the past three years to align with and grow awareness of the Flood Center's work and develop further partnerships.
- Serve as the primary liaison to the Flood Center Advisory Board, including engaging the Advisory Board in the work of the Flood Center and actively engaging with the Advisory Board on nominating Advisory Board members and other leadership functions.
- Lead convenings and the development of networks that support the strategic plan and the work of the Flood Center.
- Develop and sustain meaningful and collaborative relationships with students, parents, community members, practitioners, policymakers, legislators, researchers, partners, to maximize the impact of the Flood Center's work.
- Contribute to the Flood Center and the Forum's communications efforts including op-eds and guest columns, newsletter(s), articles, policy briefs, reports, and social media efforts addressing equity in education and Flood Center efforts.
- Present at, develop, and lead professional learning, webinars, and convenings on the Flood Center work, policy and practice recommendations, and critical equity-related topics in public forums.
- Serve as spokesperson to answer questions from the news, media, legislators, education stakeholders, etc., on Flood Center and equity-related issues.
- Participate in and/or lead grant writing and development activities, in conjunction with the Forum team, to ensure that the Flood Center has adequate funding to develop and maintain the work set out in the strategic plan.

Qualifications:

- Master's degree or relevant experience required with an emphasis in K-12 education, policy, and equity.
- Demonstrable evidence of addressing equity in education through policy and/or practice and a deep understanding of, commitment to, and ability to speak boldly on dismantling systemic inequities and racism in education.
- Ability to interpret and use data to critically review, assess, and support the implementation of education policies and practices at the district, state, and local levels through an equity lens.
- Knowledge of and experience working with schools, districts, and educators to lay the foundation to support their efforts and grow the capacity of educators and administrators to enact equitable policies and practices.

- Strong relationship-building skills; ability to work collaboratively and effectively with diverse groups including students, parents, community members, educators, partner organizations, government officials and school and district leaders.
- Effective communication, presentation and facilitation skills; ability to communicate complex ideas to diverse audiences; ability to create clear and engaging presentations and deliver them effectively.
- Executive experience managing budgets, writing and securing grants, sponsorships, and other fundraising efforts.
- Experience managing and supporting diverse teams so that individuals and the team can thrive.

Compensation:

This is a full-time position, and the salary range for this professional level averages about \$90,000 - \$105,000. The Public School Forum offers the following benefits: competitive compensation commensurate with experience, a generous 401K retirement plan; personal leave policy, term life insurance, and employer sponsored group health insurance with access to dental, vision, short and long term disability plans. The Public School Forum of NC is a 35 year old nonprofit organization and not a state employer.

Equal Opportunity Employer:

It is the policy of the Public School Forum to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law.

How to Apply:

Interested candidates should send a resume and cover letter to FloodCenter@ncforum.org with the subject line "Senior Director - Flood Center". The position will be based in NC and is open until filled.