

JOB POSTING

NORFOLK, WRENTHAM, PLAINVILLE AND KING PHILIP REGIONAL SCHOOLS

DIRECTOR OF DIVERSITY, EQUITY AND INCLUSION

JOB SUMMARY

The Norfolk, Wrentham, Plainville and King Philip Regional Schools recognize that existing systems disproportionately impact the most marginalized students and communities in our society and are committed to actively removing barriers and pursuing social justice. The Director of Diversity, Equity, and Inclusion will lead the Norfolk, Wrentham, Plainville and King Philip Regional Schools' efforts to build organizations based on equity, inclusion and belonging for all students, their families, staff, and community members and to create alignment and continuity between districts as we pursue the goal of creating equitable, just and inclusive learning environments. We strongly encourage applications from candidates with diverse backgrounds.

The Director of Diversity, Equity, and Inclusion will report directly to the four district Superintendents and will be a part of the regional administrative leadership team.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Work with the district leadership teams to conduct equity audits and identify, assess, and create action plans to address institutional biases and structural racism in district programs and practices, and their associated impacts on underserved and under-represented communities.
- Using disaggregated data, prepare actionable items and metrics to close the opportunity gap and reduce discipline and attendance disparities, when present. In addition to these outputs, help to reshape programs and solutions that are creating the disparities.
- Engage directly with students and staff to establish support groups and networks for underserved communities.
- Determine needs of staff and students. Create a plan to provide district-wide training for faculty, staff, and students in order to establish a better understanding of the intersection between social and emotional learning, equity, and culturally responsive teaching strategies for student achievement.
- Work with district leadership teams to support the hiring, retention, and promotion of a diverse workforce.
- Collaborate with curriculum leaders to identify more culturally responsive and justice-oriented learning opportunities and to evaluate curricula for bias and modify as needed.
- Advance equity in leveling and course enrollment, including, but not limited to honors and advanced placement courses, dual credit classes, and academic electives, as well as extracurricular activities.
- Provide administrators and staff with support and guidance in addressing and responding to specific incidents, including modeling inclusive communication and equitable discipline.
- Establish transparent protocols and a robust system for reporting, appropriately responding to, tracking, and monitoring incidents of bias and discrimination. Ensure the delivery of the requisite associated training for faculty and staff.
- Produce, analyze, and present to the superintendents and school committees qualitative and quantitative data reports on the Equity Action Plan implementation including metrics and on-going focal areas for improvement.
- Facilitate district and site-based equity committee meetings and provide support on action items.
- Partner with the District Equity and/or leadership teams and other community groups to support the community's understanding of the existence and impact of bias, discrimination, disability, and racism among members of the school community.
- Other duties assigned by the Superintendents.

As the founding Director of Diversity, Equity and Inclusion, you will possess many, though perhaps not all, of the following skills and experiences.

KNOWLEDGE OF:

- Pedagogy and curriculum frameworks that promote equitable and inclusive educational experiences
- Federal and state laws, rules, and policies governing curriculum and instruction standards and accountability
- Public school organization and operations
- Community building and engagement
- Technical and Adaptive Strategies to promote change
- Best practices to promote and support adult learning

MINIMUM QUALIFICATIONS:

- Master's degree and 5+ years of related experience in a school setting
- Experience working with students, families, and staff from various cultural and linguistic backgrounds
- Experience providing professional development or instruction to adult learners

PREFERRED QUALIFICATIONS:

- CAGS or Doctoral Degree preferred, but not required.
- Teaching and/or Administrative licensure preferred, but not required.
- Prior teaching experience preferred, but not required.
- Bilingual skills preferred, but not required.

COMPENSATION:

Commensurate with Experience

START DATE: 2/1/2020

Full-Time

12 Month Position

OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

The Norfolk, Wrentham, Plainville and King Philip Regional Schools believe that all children are capable of learning and achieving at a high level, but we recognize that there are systemic and implicit biases/barriers that impact their ability to achieve equitable outcomes. We also believe that every child has inherent value and that schools should nurture their sense of self-worth. We believe that diversity makes us stronger. As a result, we are committed to creating a learning community where students, families and staff feel a sense of belonging, have a voice that is heard and can see themselves represented throughout the school community and the curriculum. We believe that educators have the power to influence change. We understand that in a homogeneous community that is predominantly white, we have a heightened responsibility to act with intention to promote social justice. We realize that the path towards equity is a journey that requires on-going commitment and continuous learning. We are committed to doing the work together.

Equal Opportunity Employers