



# ANTICIPATED DIRECTOR OF EQUITY AND EXCELLENCE

Somerville Public Schools  
Somerville, Massachusetts

## Job Details

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**Job ID:** 3096941

**Application Deadline:** Posted until Filled

**Re-posted :** July 1, 2019

**Starting Date:** Immediately

## Job Description

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ANNOUNCEMENT OF A VACANCY FOR THE  
2019-2020 SCHOOL YEAR

ANTICIPATED

Director for Equity and Excellence

DISTRICT WIDE – Central Administration

**Job Goal:** The Director for Equity and Excellence reports to the Superintendent, and builds capacity of schools and departments to develop and consistently implement equitable practices across the district. Somerville Public Schools (SPS) defines equity as providing the opportunities, support, environment, setting high expectations, and resources that every student needs to achieve educational success, feel valued, and contribute to a thriving community.

**Minimum Qualifications:**

- Master degree in education leadership or related field preferred.
- Administration license preferred.
- Experience in instructional leadership, school leadership, and district-level coaching strongly preferred.

**Responsibilities:**

- Supports and advises school principals, assistant principals, and other supervisors with the practices and issues of equity;
- Crafts, in coordination with school Instructional Leadership Teams, professional development to train staff about equity in schools and classrooms;
- Conducts necessary research to ensure district curriculum and policies are culturally competent and relevant;
- Co-leads the District Instructional Leadership Team and supports the planning of district Leadership Development meetings;
- Creates and maintains equity dashboard; and oversees the implementation of the dashboard to be used as a toolkit and lever for professional development by administrators and schools;
- Partners with central office departments to co-craft equity training system-wide;
- Confers with equity experts to ensure that the initiatives, policies, and practices of the district are grounded in research; creates initiatives, policies, and practices around equity;
- Provides for the continuing review and improvement of existing curricula and the preparation of new curricula, such as anti-bias and cultural proficiency curricula, as needed;
- Plans and conducts in-service education for personnel and other staff members;
- Coaches new teachers on district equity education practices and policies;

- Seeks to promote a culture of equity by working with principals, district leaders, and teachers to seek further study and professional growth in the areas of equity;
- Partners with families and community organizations to engage in dialogue about equity and equity-based solutions to achieve excellence in schools;
- Interprets program to staff, School Committee, and general public;
- Prepares and administers the equity department budget;
- Assumes responsibility for the ordering, inventorying, and distribution of all equity instructional materials;
- Maintains complete and accurate records of the program and prepares necessary district, state, and federal reports, if required;
- Consults with the Office of Student Services and the Superintendent of Schools regarding student/staff incidents involving bias and discrimination;
- Attends relevant school, district, and professional meetings as necessary;
- Performs such other tasks and assumes such other responsibilities as administration may from time to time assign.

**Essential Knowledge, Skills and Abilities:**

- Deep understanding in the advancement of cultural proficiency, equity, diversity, and inclusion in schools and school districts;
- Strong interpersonal skills and the ability to communicate, collaborate, and problem-solve with a wide variety of constituents, including students, teachers, families, administrators, and community partners;
- Experience leading community engagement and community organizing efforts;
- Deep knowledge in the creation of, implementation of, and adherence to federal, state, and district policy;
- Experience leading system-wide and school-wide improvement initiatives;
- Demonstrated facilitative leadership and problem solving;
- Ability to successfully create and manage stakeholder relationships;
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**Terms of Employment:**

- 260-day work year

**Position Reports to:**

- Superintendent of Schools

**NOTE:**

Applications are only accepted online through School Spring.

Please do not mail or email resumes. Only resumes that are submitted through School Spring will be considered.

Should you need assistance with the online application process, please contact the Human Resources Office via email at [jcabral@k12.somerville.ma.us](mailto:jcabral@k12.somerville.ma.us)

Somerville Public Schools is an Equal Opportunity Employer. Somerville Public Schools actively seeks applicants with diverse backgrounds. Grade level and content licensure is required when applicable. Dual licensure including SPED, ESL, ELL, or bilingual licensure and/or proficiency in a language or languages other than English is preferred.

**Position Type:** Full-time

**Positions Available:** 1

- Job Category : Administrator > Director/Coordinator/Manager

## Equal Opportunity Employer

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Somerville Public Schools is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.

## Job Requirements

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- Citizenship, residency or work visa required

## Contact Information

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Mariana MacDonald , Director of Human Resources  
8 Bonair St  
Somerville, Massachusetts 02145

Phone: 617-625-6600

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**Apply for this job online at <http://www.schoolspring.com/job?3096941>**