



## **Position Announcement**

### **Program Director – Colorado Legacy Schools Initiative**

The Colorado Legacy Foundation (CLF) seeks a Program Director for the Colorado Legacy Schools Initiative, an exciting effort designed to close the achievement gap and increase the numbers of low-income and minority students enrolled in and successful with Advanced Placement (AP) and pre-AP courses in math, science, and English. The Initiative currently has three participating high schools serving 733 students. The Program Director will oversee the expansion of the Colorado Legacy Schools Initiative to approximately 30 high schools across the state of Colorado over the next five years.

#### **The Colorado Legacy Foundation**

CLF believes that increased student achievement for all Colorado students requires effective leaders in every school, effective educators in every classroom, and healthy and engaged students who come to school ready to learn.

CLF exists to catalyze bold, comprehensive, systemic change in Colorado's K-12 educational system. It pursues increased student outcomes by identifying levers for driving student achievement, supporting improved policy and its conversion into effective and sustainable practices, and helping to build implementation capacity at CDE and in school districts statewide. CLF promotes creative and collaborative solutions by conducting research, spurring dialogue, incubating innovative ideas, brokering partnerships, identifying proof points, and scaling adoption of promising practices.

#### **The Colorado Legacy Schools Initiative**

A critical strategy in Colorado's education reform agenda, Colorado Legacy Schools is a statewide math-science Initiative focused on dramatically closing achievement gaps and increasing college readiness for all students. In partnership with the National Math and Science Initiative's (NMSI) proven Advanced Placement Training and Incentive Program (APTIP), Colorado Legacy Schools will significantly increase the number and diversity of students enrolling in and passing math, science, and English AP exams across Colorado. The program combines financial incentives for students and teachers with extensive resources, training and additional time on task.

Colorado Legacy Schools provides a working example of policy in practice across many reform initiatives, including closing achievement gaps and school turnaround, teacher training and compensation tied to student gains, college readiness programs for underserved students and direct investments in effective math and science teaching and learning with tangible student outcomes.

Within a few years of implementation, the goal is for Colorado Legacy Schools to impact statewide policy around how the education system prepares all students for college and careers in math and science.

## Responsibilities

CLF seeks a visionary leader to bring the Legacy Schools Initiative to its next stage of growth. This position is grant funded and available immediately. Reporting to the Vice President of Programs, the Colorado Legacy Schools Program Director will be responsible for providing the oversight needed to maintain all aspects of program health to sustain this Initiative. Specifically, he or she will:

- Oversee the expansion of the Colorado Legacy Schools Initiative, including schools currently supported through the Department of Defense's Initiative for Military Families (IMF) and those to be selected with funding from NMSI's Investing in Innovation (i3) grant
- Provide vision and strategic guidance for the Colorado Legacy Schools Initiative, including relationship building with Colorado legislators, Colorado Department of Education leadership, and school and district personnel
- Supervise Legacy Schools program staff and Content Specialists
- Work with CLF management and development staff to secure fundraising obligations of NMSI's i3 Fund grant (totaling \$3.5M over five years)
- Establish work priorities for the Colorado Legacy Schools Initiative
- Recruit schools and drive program growth
- Assess schools to determine their potential and readiness for APTIP implementation
- Manage the program operating budget and develop program budgets for participating schools
- Communicate with interested parties and serve as the liaison between the school district and NMSI
- Manage the relationship with NMSI and other affiliate organizations (e.g., Laying the Foundation, College Board) in order to expand capacity and share promising practices
- Represent the Colorado Legacy Schools Initiative at meetings and program events across the state
- Oversee project management of fidelity of implementation of APTIP philosophy and key elements

## Qualifications

We are seeking an achievement-oriented self-starter with a passion for the mission of the Colorado Legacy Schools Initiative. The *ideal* candidate will be known and respected by pre-AP and AP teachers in the state, potentially from demonstrated success as an AP math, science, or English teacher.

### *Required Beliefs*

- Sense of urgency about raising student achievement, closing the achievement gap, and confronting educational inequities
- Unwavering belief that *all* students deserve the opportunity to take the rigorous courses that will prepare them for college and career

### *Required Skills and Knowledge*

- Outstanding organizational and time management skills, including careful attention to detail and follow-through
- Ability to inspire in others enthusiasm for the vision of the Legacy Schools Initiative
- Proven ability to lead a program from early stage design to full implementation
- Knowledge of and experience with the College Board's Advanced Placement program and the Educational Testing Service (ETS)
- Strong analytical and problem-solving skills, with a bias toward data-based decision making
- Proven leadership experience, preferably in a business, consulting, or other entrepreneurial venture

- Ability to recognize, recruit, and hire talented math, science, and English Content Directors
- Comfort with ambiguity in a fast-paced, entrepreneurial environment—fearless about making decisions, flexible, able to work autonomously as well as collaborate as needed
- Ability to manage multiple client relationships and programs simultaneously
- Strong communication (written and oral), conflict management, and negotiating skills
- Capacity to develop and maintain partnerships with the business community, foundations, and school districts
- Familiarity with the college admissions process
- Graduate degree or comparable experience desirable
- Proficiency in Microsoft Office and accounting applications
- Willingness to travel

### **Compensation**

- Full-time position
- Salary commensurate with experience
- Competitive benefits package available

### **To Apply**

Please send a resume and cover letter to [jobs@colegacy.org](mailto:jobs@colegacy.org). The position will be filled as soon as a qualified candidate is identified.

*The Colorado Legacy Foundation is an equal opportunity employer that values diversity in the workplace. CLF strives to be an inclusive organization, and as such takes affirmative action to insure that discrimination does not occur against an employee or applicant on the basis of race, creed, color, age, sex, national origin, marital status, sexual identity, sexual orientation, religious or political affiliation, disability or any other classification considered discriminatory under applicable law.*