



# Branch Alliance for Educator Diversity

	<b>Branch Alliance for Educator Diversity (BranchED) Vice President of Programs and Services</b>
Organizational Description	<p>More than half of American public-school students are children of color, and only 18% of their teachers are from these same racial and ethnic groups. The Branch Alliance for Educator Diversity (BranchED) was founded in 2017 to empower, connect, and advance Minority Serving Institutions (HBCUs, HSIs, tribal colleges, and others) to maximize programming and drive innovation in preparing highly-effective educators who reflect and champion the diversity of our nation’s school children. These 253 Minority Serving Institutions comprise 13% of education providers in the United States, but train 51% of all Hispanic students earning bachelor’s degrees in education, 51% of Native Hawaiian and Pacific Islander teacher candidates, 38% of African American teacher candidates, and 35% of bachelor’s degrees in education for Native Americans and Asian Americans.</p> <p>BranchED is the first and only non-profit organization in the nation that is dedicated to strengthening and growing educator preparation at MSIs, with the larger goals of both diversifying the teaching profession and intentionally addressing critical issues of educational equity for all students. BranchED has three goals that guide its work:</p> <ul style="list-style-type: none"> <li>• <b>Empower:</b> working together to strengthen and grow MSI educator preparation programs by providing capacity building support that enhances MSI capabilities</li> <li>• <b>Connect:</b> strengthening relationships among MSIs by building partnerships to spur collaboration and innovation</li> <li>• <b>Advance:</b> amplifying a collective voice and advocating for shared interests by promoting awareness of educator diversity and championing MSIs</li> </ul>
Position Objective	<p>The Vice President of Programs and Services is responsible for leading the organization’s efforts related to its empowerment goal of providing high quality, action-based training, on-demand technical assistance, and performance-based coaching. At the heart of the mission of BranchED is the goal to support participant providers in delivering game-changing, high-impact preparation experiences for prospective teachers. The VP of Programs and Services will develop and lead the organization’s efforts to support participant MSIs through building strong relationships with deans and staffs, performing diagnostics services, designing and executing training opportunities for program leaders and their teams, identifying and incorporating relevant research, and leading a team of coaches who work with MSIs daily.</p>



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<p>Essential Functions –</p>	<p><b>Program Design</b></p> <ul style="list-style-type: none"> <li>- Develop, lead, manage, and evaluate all of BranchED’s programmatic initiatives in service of BranchED’s empower goal</li> <li>- Develop and lead collaborative processes of content design for BranchED training programs for educator preparation providers</li> <li>- Create structures and protocols to assist Continuous Improvement Coaches in MSI educator preparation program improvement</li> <li>- Build relationships with MSI educator preparation providers to serve, support, and connect them to one another</li> <li>- Generate ideas for and secure national speakers / facilitators for MSIs</li> <li>- Research and stay abreast of national landscape issues and developments that impact BranchED curriculum (higher education, CAEP accreditation and standards, cultural competency, etc.)</li> <li>- Identify, apply, and implement research-based best practices into trainings, technical assistance, and the redesign process along with the Continuous Improvement Coaches</li> <li>- Develop systems and tools to ensure proper documentation, measurement, and accessibility for educator preparation providers</li> </ul> <p><b>Program Leadership</b></p> <ul style="list-style-type: none"> <li>- Develop, lead and actualize vision for BranchED’s empower goal</li> <li>- Lead and manage a team of Continuous Improvement Coaches to build relationships with MSI educator preparation providers to serve, coach, and connect them to one another</li> <li>- Build and maintain external relationships with national partners</li> <li>- Prioritize and manage allocation of human and financial resources for technical assistance</li> <li>- Organize effort to understand program effectiveness and use outcomes to continuously improve</li> <li>- Lead execution of formative and summative assessments of program offerings</li> <li>- Facilitates continuous improvement processes with BranchED’s leadership team in order to improve the BranchED’s support and services</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>- Ensure direct reports receive timely and appropriate feedback, training and development</li> <li>- Assist the President/CEO in fundraising, as needed</li> <li>- Along with BranchED’s leadership team, help develop and contribute to the organizational culture and values.</li> <li>- Other duties as assigned</li> </ul>
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Education & Experience	<ul style="list-style-type: none"> <li>- Master's degree required in education, or relevant field. Doctoral degree preferred</li> <li>- At least 10 years work experience in teaching, teacher preparation, curriculum design, or related field</li> <li>- Experience working in or with MSIs, or a demonstration of extensive knowledge of MSI environments</li> <li>- Experience in visioning, designing, and leading adult education and/or professional development</li> <li>- Experience in designing, completing, and communicating academic research</li> <li>- Experience working with virtual video conference software and virtual coaching platforms</li> </ul>
Personal Characteristics	<ul style="list-style-type: none"> <li>- A passion and commitment to transforming teacher preparation programs in MSIs</li> <li>- A visionary with ability to anticipate needs and future opportunities</li> <li>- Creative problem-solver with ability to identify and address issues proactively</li> <li>- Researcher with love for learning</li> <li>- An eagerness to build something new</li> <li>- Committed to equity and diversity</li> <li>- Ability to thrive in a fast-paced environment and willingness to 'roll up sleeves' to get things done</li> <li>- Ability to build authentic relationships</li> <li>- A positive attitude, high degree of flexibility, curiosity to learn, creativity, dedication, resourcefulness, and energy</li> </ul>
Compensation	Competitive with skills and experience. BranchED offers a competitive benefits package.
# of Direct Reports	2+
Reports To	President/CEO
Location	Austin, Texas
Setting	This position operates in a general office setting. Frequent travel to MSI sites, and national conferences and convenings is expected, as well as occasional lifting.



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## Application Procedure

Nominations or applications (with current resume **and** letter of interest) should be sent confidentially, electronically to [talent@educatordiversity.org](mailto:talent@educatordiversity.org). The review of applications will begin immediately and will continue on a rolling basis until the position is filled.

The Branch Alliance for Educator Diversity does not discriminate on the basis of race, color, religion, ethnic or national origin, age, disability, gender, sexual orientation, or other characteristic covered by law with regard to employment opportunities.