



Branch Alliance for Educator Diversity

	<p align="center">Branch Alliance for Educator Diversity (BranchED) Director of Research and Evidence-Based Practice</p>
<p>Organizational Description</p>	<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 (MSIs) 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"> • Empower: working together to strengthen and grow MSI educator preparation programs by providing capacity building support that enhances MSI capabilities • Connect: strengthening relationships among MSIs by building partnerships to spur collaboration and innovation • Advance: amplifying a collective voice and advocating for shared interests by promoting awareness of educator diversity and championing MSIs
<p>Position Objective</p>	<p>The Director of Research and Evidence-Based Practice is responsible for conducting research, facilitating collaborative research projects among partner institutions, and publishing findings of the BranchED community in deepening the field’s knowledge of the strengths and contributions of Minority Serving Institutions. At the heart of the mission of the BranchED is the goal to support participant providers in delivering game-changing, high-impact preparation experiences for prospective teachers. These research and engagement efforts are in pursuit of the organization’s vision of a future where Minority Serving Institutions are highly valued as an indispensable asset in the nation’s efforts to increase the diversity and quality of educators for America’s classrooms, and the Research position leads the connection of inquiry to action.</p>

<p>Essential Functions</p>	<p>Leading the Research Strategy</p> <ul style="list-style-type: none"> - Gather intelligence on the Minority Serving Institution (MSI) community, including a deep understanding of the policies, data, and opportunities - Utilize US Education Department databases (i.e., IPEDs, Title II, Schooling & Staffing Surveys) to enhance understanding of MSI performance, needs & accomplishments - Design & facilitate collaborative research projects among groups of institutions. Plan, pilot, and scale with these groups to build expertise from the MSI community. - Publish and publicize findings from the work to broaden knowledge of and information about MSIs’ contributions to the field - Connect research findings to inform practice and program improvement strategies for use within BranchED, with MSIs, and with partner organizations. - Engage the BranchED community around using internally- and externally-generated research to build greater knowledge of best practice <p>Organizational Leadership</p> <ul style="list-style-type: none"> - Support the executive leadership team in conducting research to inform the strategy and investments of the organization, including program evaluation research to celebrate accomplishments and to inform continuous improvement - Collaborate with the program team to infuse convenings, trainings, and communication outlets with internal and external research and to base conversations on evidence. - Support the engagement team in drafting contextualized outreach and engagement plans <p>Other</p> <ul style="list-style-type: none"> - Research and stay abreast of national landscape issues and developments that impact BranchED curriculum (higher education, CAEP accreditation and standards, cultural competency, etc.) - Other duties as assigned
<p>Education & Experience</p>	<ul style="list-style-type: none"> - Master’s degree required, Doctoral degree preferred, in education, the social sciences, business, or relevant field. - At least 10 years work experience in academic research, strategic analysis, consulting, or related field. - Computer literacy and the ability to use statistical analysis software applications such as SPSS / SAS and experience with US ED databases is required. - Experience working in or with MSIs, or a demonstration of extensive knowledge of MSI environments.

Personal Characteristics	<ul style="list-style-type: none"> - A passion and commitment to transforming teacher preparation programs in Minority Serving Institutions - A visionary with ability to anticipate needs and future opportunities - Creative problem-solver with ability to identify and address issues proactively - Researcher with love for learning - Committed to equity and diversity - Ability to thrive in a fast-paced environment and willingness to 'roll up sleeves' to get things done - Executive presence and ability to build authentic relationships - A positive attitude and affect, high degree of flexibility, curiosity to learn, creativity, dedication, resourcefulness, and energy
Compensation	Competitive with skills and experience. BranchED offers a competitive benefits package.
# of Direct Reports	0
Reports To	Vice President of Strategy
Location	Flexible, with occasional travel to Austin, Texas
Setting	This position operates in a general office setting. Travel to organization headquarters in Austin, Texas, MSI sites, and national conferences and convenings is expected, as well as occasional lifting.

Application Procedure

Nominations or applications (with current resume **and** letter of interest) should be sent confidentially, electronically to 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.