



Branch Alliance for Educator Diversity

	<p align="center">Branch Alliance for Educator Diversity (BranchED) Data Coach</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 290 Minority Serving Institutions (MSIs) comprise 14% of education providers in the United States but prepare 46% of our nation’s teachers of color.</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’s work encompasses four Centers of Excellence:</p> <ul style="list-style-type: none"> • The BranchED Inclusive Rigorous Content Hub (BIRCH), a professional learning center, which provides a variety of learning events focused on individual faculty development. • The National Teacher Preparation Transformation Center, which provides technical assistance and catalytic funds to select Educator Preparation Programs (EPPs) within MSIs as they progress through an intensive 3-year transformation journey. • The Inquiry and Innovation Center (I2), which focuses on collaborative ventures including higher education and PK-12 partners to address issues pertinent to MSIs educator preparation and the field. • The Educational Equity Accelerator, which focuses on PK-12 partners and conducts equity reviews for institutions outside of our core community (i.e., MSI EPPs).
<p>Position Objective</p>	<p>The Data Coach (DC) is situated in our Innovation and Inquiry Center that serves and communicates with multiple levels of stakeholders who are part of our National Educator Preparation Transformation Center and our Educational Equity Accelerator and individuals who participate in learning events sponsored by our BranchED Rigorous Inclusive Instruction Hub (BIRCH). The primary responsibility of the DC is to provide specialized coaching, professional development, and technical support to MSIs focused on building and implementing effective data management and usage, and transitioning from a culture of compliance to a culture of inquiry. The DC will also collaborate with the Director of Organizational Effectiveness to manage various</p>



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	<p>collection and analysis processes using data from MSIs to inform program technical support and research opportunities associated with BranchED.</p>
<p>Essential Functions –</p>	<p>Program Implementation</p> <ul style="list-style-type: none"> - Design and lead data reporting and assessment alignment sessions designed to support MSIs with establishing and implementing effective data use for programming. - Support all MSIs in the coaching cohorts with establishing and effectively using data to support continuous improvement planning/transformation plans. - Conduct diagnostic, formative, and summative assessments and communicate findings and recommendations via written reports and presentations aligned with BranchED’s Quality Framework: <ul style="list-style-type: none"> o Community of Learners o Data Empowerment o Inclusive Pedagogy o Practice Based Approach o Intersectional Content o Equitable Experiences - Document services provided, assessment results, and collaborate with other Continuous Improvement Coaches in supporting entire scope of MSIs - Design and utilize systems and tools to ensure proper documentation, measurement, and accessibility - Assist on program effectiveness analysis and use outcomes to continuously improve internal program design <p>Data Collection and Monitoring</p> <ul style="list-style-type: none"> - Ensure data collection and reporting methods are accurate, effective, and efficient - Lead data collection, entry, and validation practices and procedures for MSIs. <p>Data Sharing & Reporting</p> <ul style="list-style-type: none"> - Prepare audience-appropriate data visuals for internal and external audiences - Design and deliver data workshops, summits, institutes, and/or presentations with for designated stakeholders - Develop tool kits and resources to support data empowerment and foster a culture of inquiry



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	<p>Other</p> <ul style="list-style-type: none"> - Support the program team with identifying data sources, calculating baselines, setting targets, benchmark goals, etc. - Support the program team with assuring technical assistance programs are developed based on researched, evidence-based practices - Consult the program team on technical assistance and training for EPPs on effective data use and empowerment - Along with BranchED’s leadership team, help develop and contribute to the organizational culture and values - Other duties as assigned
<p>Education & Experience</p>	<p>Minimum Qualifications</p> <ul style="list-style-type: none"> - Bachelor’s degree or higher from an accredited college or university required, preferably in data analytics and social science or education - Minimum 2+ years of related experience in higher education, or national education technical assistance organizations - Ability to present data in an applicable and functional manner and communicate complex data in a simple, actionable way - Ability to visualize data in the most effective way possible for a given project or study - Knowledge in using Excel or other software to develop graphs and tables for a general audience - Knowledge of multiple data collection, analysis, and management tools - Experience with common data science toolkits - Experience with navigating data management software. - Familiarity with business intelligence tools (e.g., Tableau) - Strong mathematics skills (e.g., statistics, algebra) - Working knowledge of statistics including determining validity and reliability and measurement (e.g., assessment design) - Advanced ability to perform exploratory data analysis - Experience with using data to support and drive programmatic decision-making and improvement - Understanding of quantitative and/or qualitative methods to highlight the assets and community needs of diverse and marginalized communities - Familiarity with demographic and educational datasets - Exceptional technical writing skills - Current knowledge of research based instructional strategies <p>Preferred Qualifications</p> <p>The ideal candidate for this job has a demonstrated track record in project management, creating the new and different, and implementing innovative approaches.</p>



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	<ul style="list-style-type: none"> - Demonstrate skills and sensitivity to the cultural/linguistic differences of team, participants, and community - Ability to influence without authority and work with a team - Ability to work independently, set and achieve goals - Experience and skills in consultative and collaborative leadership with faculty across disciplines is essential, as is experience and skill in working with diverse and underserved student populations in higher education - Strong attention to detail, analytical and organizational skills - Knowledge of appropriate techniques and practices for the educator preparation population - Experience with Salesforce or other client case management software is highly preferred
<p>Personal Characteristics</p>	<ul style="list-style-type: none"> - Ability to thrive in a fast-paced environment and willingness to ‘roll up sleeves’ to get things done - Ability to build authentic relationships - A positive attitude, high degree of flexibility, creativity, dedication, resourcefulness, and energy - Ability to work independently and with team members from different backgrounds - Excellent attention to detail - Ability to communicate effectively - Self-directed and capable of working to meet quick turnaround and deadlines independently - Maintain a professional attitude, confidentiality, and respect cultural differences - A passion and commitment to transforming teacher preparation programs in MSIs - A visionary with ability to anticipate needs and future opportunities - Creative problem-solver with ability to identify and address issues proactively - Committed to equity and diversity
<p>Compensation</p>	<ul style="list-style-type: none"> - This is a full-time exempt position. BranchED provides benefits for eligible employees. - Competitive salaries benchmarked against the industry. Compensation will be commensurate with relative work experience and education. - Medical insurance with up to 100% employer contribution - Dental, vision, FSA, life and disability insurance plans, and 401 (K) retirement plan with an Employer Match up to 6% of your compensation.



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	<ul style="list-style-type: none">- Generous time off including 15 days of paid time off (to be taken for sickness or vacation) and 12 organization-wide holidays- Organization-wide and workgroup training, plus a \$200 professional development stipend for external training- A commitment to developing leaders from within the organization- An organizational culture that supports staff well-being and holistic self-care/community care- Ample opportunities to connect with the faculty/leaders, students and communities we serve
Reports To	Senior Vice President
Location	Flexible
Setting	This position operates remotely. Frequent travel to MSI sites, and national conferences and convenings is expected, as well as occasional lifting.

Application Procedure

Applications with current resume **and** letter of interest should be sent 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.