



**Branch Alliance for Educator Diversity (BranchED)
Literacy Content Specialist**

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| <p>Organizational Description</p> | <p>Branch Alliance for Educator Diversity (BranchED) is a professional services organization and a collective of university faculty and leaders advancing educational equity and excellence by expanding individual capacity, enabling supportive relationships, boosting institutional effectiveness, and collaborating with communities.</p> <p>Our growing national network includes hundreds of current and future educators at federally designated Minority Serving Institutions (MSIs), other higher education institutions enrolling 50% or more students of color, and PK-12 school districts with populations of 75% or more students of color. Together, we are activating educational environments that not only enroll diverse future educators but equip them so that they excel.</p> <p>We believe:</p> <ul style="list-style-type: none"> • Every student deserves access to caring, adaptive, and well-prepared teachers. • Every teacher deserves preparation that fuses quality with diversity. • Every person benefits when we create a higher standard of education together. <p>At BranchED, we believe transforming education happens within an educational ecosystem in which there is strong connection and collaboration among stakeholders to ensure all children have the support they need to thrive. This ecosystem includes but is not limited to children, families/caregivers, community, community organizations, health care systems, Local Education Agencies, post-secondary education providers, industry/business partners, and government agencies. These stakeholders have unique and complementary roles that converge and diverge to benefit all children by preparing them to thrive in our heterogenous society.</p> |
| <p>Position Objective</p> | <p>The Literacy Content Specialist works directly with Educator Preparation Programs (EPPs), district partner(s), community organizations, caregivers, and other key stakeholders within the educational ecosystem in building high quality literacy programs and supporting the development of in-service and pre-service teachers. The Literacy Content Specialist also provides technical assistance to EPPs and district partners to strengthen individual and program capacity for continuous improvement and transformation. The technical assistance provided is related to reading literacy outcomes and indicators aligned to BranchED’s Framework for the Quality Preparation of Educators.</p> |



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| <p>Essential Functions</p> | <p>Core Responsibilities of the Literacy Content Specialist include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Building relationships within and across the educational ecosystem to ensure positive literacy outcomes for children and youth. • Working with EPP faculty and district partners to develop high quality programs and clinical experiences to further pre-service and in-service teacher capacity to teach literacy. • Working one-on-one with faculty and related stakeholders to help them prioritize and sequence program improvement efforts. • Providing coaching support to EPP/District co-leads as they engage in program improvement. • Facilitating collaboration and sharing of evidence-based and promising practices between/among faculty, partner district(s), and other stakeholders via a Community of Practice. • Designing and delivering virtual and in-person professional development to build and strengthen literacy knowledge and capacity to implement literacy outcomes and indicators. • Developing tools and resources that provide explicit templates and practical examples, to support program improvement, in-service and pre-service teacher development, and family engagement in fostering educational initiatives. • Ensuring programs, technical assistance, and professional development provided exemplify best practices (e.g., instruction and clinical experiences). • Supporting faculty, partner district(s), and other stakeholders, in assessing progress and corresponding supporting evidence of program improvement. • Ensuring appropriate and timely documentation, reporting, and escalation of issues/concerns with program progress. • Collaborating with BIRCH and the Transformation Center in supporting literacy initiatives. • Monitoring program progress, developing annual reports, and identifying bright spots for external communication. |
| <p>Education and Experience</p> | <ul style="list-style-type: none"> • A master’s degree in literacy or related field. Doctoral degree preferred. • At least 3 years work experience teaching in higher education, preferably in teacher preparation • At least 5 years of early childhood/literacy experience • Knowledge of current and emerging trends in teacher education and literacy • Experience working in or with our core community (i.e., institutions that serve a large percentage of students of color) at the PK-12 or higher education level • Knowledge of adult learning theories and best practices for professional development |



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| | <ul style="list-style-type: none"> • Ability to work with multiple stakeholders, including EPP Chairs, faculty, staff, and district personnel (principals, teachers, and other district- and/or school-based staff) • Experience working with Microsoft Office 365, audio/video conferencing software, group calendars, and other collaboration tools • Strong communication skills (verbal and written). • Knowledge of data collection, analysis, and action for continuous improvement via a culture of inquiry versus a culture of compliance • Experience providing coaching and/or feedback to teachers/teacher candidates, and other district personnel |
| Personal Characteristics | <ul style="list-style-type: none"> • Commitment to equity and diversity • Commitment to quality teacher preparation • A passion for and commitment to transforming teacher preparation programs in MSIs and other institutions (PK-12 and higher education) that serve a large percentage of students of color • A visionary with the ability to anticipate needs and future opportunities • A creative problem-solver with ability to identify and address issues proactively • 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 and affect, high degree of flexibility, curiosity to learn, creativity, dedication, resourcefulness, and energy • Strong collaboration skills within and beyond the team • Strong interpersonal skills |
| Compensation | <p>This is a full-time position. BranchED provides the following benefits for eligible employees:</p> <ul style="list-style-type: none"> • Competitive salaries benchmarked against the industry. Compensation will be commensurate with relative work experience and education • Medical insurance, with 100% employer contribution for employee only plans • Dental, vision, FSA, life and disability insurance plans • 401 (K) retirement plan with an employer match up to 6% of your compensation • Generous time off including 15 days of paid time off (to be taken for sickness or vacation) and 12 organization-wide paid holidays |



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| | <ul style="list-style-type: none"> • Paid parental leave • Individual wellness wallets to contribute to employee wellbeing • Organization-wide and workgroup training |
| # of Direct Reports | <ul style="list-style-type: none"> • 0 |
| Reports to | <ul style="list-style-type: none"> • Director, BIRCH Professional Learning Center |
| Location | <ul style="list-style-type: none"> • Flexible (remote or Peachtree City, GA based) |
| Setting | <ul style="list-style-type: none"> • This position requires 30% travel to organization headquarters in Peachtree, Georgia, Core Community institutions, national conferences and convenings, as well as occasional lifting. |

To apply, please send your cover letter and resume/vita to: talent@educatordiversity.org

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. We are an inclusive organization and actively promote equality of opportunity for all with the right mix of talent, skills and potential. We welcome all applications from a wide range of candidates. Selection for roles will be based on individual merit alone.