



<b>Branch Alliance for Educator Diversity (BranchED) Pathways Specialist</b>	
Organizational Description	<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</p> <p>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 and a-rm them. So, they excel.</p> <p>We believe:</p> <ul style="list-style-type: none"> <li>• Every student deserves access to caring, adaptive, and well-prepared teachers.</li> <li>• Every teacher deserves preparation that fuses quality with diversity.</li> <li>• Every person benefits when we create a higher standard of education together.</li> </ul> <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>
Position Objective	<p>BranchED supports education ecosystems in reimagining pathways into the profession of teaching and uplifting a teacher pipeline that supports the needs of PK-12 students. An education ecosystem includes Educator Preparation Programs (EPPs), District Partners, and others that impact education within a community. The Pathways Specialist works alongside an education ecosystem to support the design and implementation of differentiated pathways into the profession of teacher including teacher residencies, teacher apprenticeships, and other Grow Your Own initiatives.</p>



<p>Essential Functions</p>	<p>Core Responsibilities of the Pathways Specialist include, but are not limited to, the following:</p> <ul style="list-style-type: none"> <li>• Working within education ecosystems (i.e. school districts, EPPs, junior colleges, state departments, other education partner) to help build differentiated pathways to the teaching profession such as teacher residencies, registered teacher apprenticeships, and other grow your own initiatives.</li> <li>• Working one-on-one with EPPs, district partners, and other ecosystem stakeholder to help them prioritize and sequence the work needed to design and implement differentiated pathways to the teaching profession.</li> <li>• Staying apprised of developments in the field related to pathways to the teaching profession and share developments with BranchED staff.</li> <li>• Conducting site visits to assess the readiness and capacity of EPPs and district partners to build different pathways to the teaching profession.</li> <li>• Designing and delivering virtual and in-person professional development to build and strengthen EPP and district partners' capacity to design, implement, and continuously improve on their pathway programs to the teacher profession.</li> <li>• Developing tools and resources that provide templates, practical examples, and tips for the implementation of pathways to the teaching profession.</li> <li>• Facilitating collaboration and sharing of promising practices between/among EPPs, their partner districts, and other education ecosystem stakeholders.</li> <li>• Building relationships with EPP leadership and faculty, district partners, and other education ecosystem stakeholders.</li> <li>• Supporting partnerships in assessing their progress, in collecting artifacts that demonstrate their work, and in utilizing data to empower their continuous improvement and demonstrate impact.</li> <li>• Ensuring appropriate and timely documentation, reporting, and escalation.</li> <li>• Collaborating with other coaches in supporting the entire portfolio of MSI EPPs.</li> <li>• Providing clear, concise, and informative analyses and insights to BranchED leadership about EPPs' progress and contribute to reports for external communication.</li> <li>• Contributing to identifying process gaps and inefficiencies that impede organizational effectiveness.</li> <li>• Other duties as assigned.</li> </ul>
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Education and Experience	<ul style="list-style-type: none"> <li>• A doctoral degree in education or related field or a Masters degree in education or related field with significant experience developing and supporting teacher pathways.</li> <li>• At least 5 years work experience teaching in higher education or in PK-12 district leadership.</li> <li>• Knowledge of current and emerging trends in teacher education.</li> <li>• Experience working in or with MSIs, or a demonstration of extensive knowledge of MSI environments or a desire to learn about and support MSIs.</li> <li>• Knowledge of adult learning theories and best practices for professional development.</li> <li>• Ability to work with multiple stakeholders, including EPP Deans, Chairs, faculty, staff as well as district personnel (superintendents, principals, teachers, and other district- and/or school-based staff).</li> <li>• Experience working with Microsoft Office 365, audio/video conferencing software, group calendars, and other collaboration tools.</li> <li>• Strong communication skills (verbal and written).</li> <li>• Knowledge of data collection, analysis, and action for continuous improvement via a culture of inquiry versus a culture of compliance.</li> </ul>
Personal Characteristics	<ul style="list-style-type: none"> <li>• Commitment to equity and diversity.</li> <li>• A passion for and commitment to transforming teacher preparation programs in MSIs.</li> <li>• A visionary with the ability to anticipate needs and future opportunities.</li> <li>• A creative problem-solver with ability to identify and address issues proactively.</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 and affect, high degree of flexibility, curiosity to learn, creativity, dedication, resourcefulness, and energy.</li> <li>• Strong interpersonal skills.</li> </ul>
Compensation	<ul style="list-style-type: none"> <li>• Competitive with skills and experience. BranchED offers a competitive benefits package.</li> </ul>
# of Direct Reports	<ul style="list-style-type: none"> <li>• 0</li> </ul>
Reports to	<ul style="list-style-type: none"> <li>• Director of EPP Transformation Services</li> </ul>
Location	<ul style="list-style-type: none"> <li>• Flexible (remote or Peachtree City based)</li> </ul>
Setting	<ul style="list-style-type: none"> <li>• This position operates in a general office setting. The position requires travel to organization headquarters in Peachtree, Georgia, Core Community, national conferences and convenings. It may require occasional lifting</li> </ul>



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