



The Commit! Partnership Summer/Fall 2017 Externship Opportunity Position Description

OVERVIEW

Founded in 2012, The Commit! Partnership (“Commit!” or “The Partnership”) has become the largest educational community-based collective impact organization in the U.S. as measured by either staff, by budget, or by total students supported (790,000+ ages 0 through 22). Encompassing 190+ partners across Dallas County, including almost every public school district, higher education entity and large foundation in the region, The Partnership also encompasses numerous independent private schools and public charter networks, businesses and educational non-profits. The Partnership’s overriding vision is relatively simple and straightforward: our community, working together, to ensure that all students receive an excellent and equitable education.

The Partnership seeks a highly motivated Summer/Fall Extern to join our Educator Initiatives team for six months this coming summer and fall. The Educator Initiatives team is working to grow the number of economically disadvantaged students in Dallas-Forth Worth who are on track for postsecondary success by increasing access to effective, diverse teachers and school leaders. With over 70,000 teachers and 1.2 million students in the Dallas-Forth Worth region, successful implementation of the Commit! Educator Initiative strategy has the potential not only to secure a brighter future of hundreds of thousands of local students, but also to influence education strategy across the state and the nation.

The right candidate will be a collaborative and adaptable self-starter with experience in data analysis and communications, partnership building, and project management.

TEAM

The Educator Initiatives strategy focuses on four levers:

- **Attract:** Attracting a greater number of well-prepared educators, who are increasingly representative of the Dallas-Forth Worth student body, to work in our highest need schools
- **Prepare:** Ensuring that all educator candidates go through certification programs and induction that prepare them effectively for classroom and school leadership
- **Develop:** Strengthening existing educator quality through improved, differentiated professional development supported by highly effective school leaders
- **Retain:** Increasing retention of quality, diverse educators by supporting schools and districts in proven retention strategies such as expanded career path options and an enhanced teaching environment

The Educator Initiatives team serves as backbone staff for a group of partner organizations that will work to implement the Educator Initiatives strategy on the ground. Partner organizations will include school districts, institutes of higher education and other educator preparation programs, and philanthropic organizations. Partners will be organized into an infrastructure comprised of an Advisory Board, Alignment Council, and several Working Groups.

ROLE

The position is for a six-month period from approximately June through November 2017 (some flexibility possible based on candidate availability). The Extern will work closely with the Director of Regional Educator Initiatives and Human Capital Senior Associate for Strategy & Analytics. Key projects for the Extern will include:

- **Annual Teacher Survey Activation:** The Educator Initiatives team is building and conducting its second annual regional teacher survey with the support of Bain & Co. Dallas. The survey is intended to help us understand teachers' experiences and perspectives related to their training, induction, and ongoing support. The Extern will be responsible for activating the results of the survey, helping the Educator Initiatives team raise up and motivate action on opportunities for improvement highlighted by the data. This will involve seeking out channels to share and publicize the survey results, crafting presentations and reports for different audiences, and possibly some follow-on data analysis (in addition to analysis from Bain).
- **Teacher Shortage White Paper:** In addition to activating the data from our annual teacher survey, a related priority for the Educator Initiatives team is producing a report and supporting materials that will shed light on teacher shortages in the Dallas-Fort Worth region and share recommendations that highlight the importance of high quality recruitment, preparation, and induction. The Extern may play a large role in tapping into existing Commit data on DFW teacher shortages to produce these materials.
- **Alignment Council Formation:** The Alignment Council for the Educator Initiatives work will engage high-level representatives of all organizations actively involved in or seeking to align their efforts with the goals and strategies of the Educator Initiative. A large body likely comprised of 50 or more stakeholders, the Alignment Council will meet quarterly to provide feedback on Educator Initiatives strategy and implementation and build broad-based support for the work. The Extern will support the Director of Regional Initiatives in the formation of the Alignment Council, including by helping to identify potential members, composing recruitment materials, and project managing the recruitment process.

The Extern would also have the opportunity to engage and observe other efforts across the cradle-to-career spectrum and may support other existing priorities if there is sufficient interest and available capacity.

QUALIFICATIONS

- Demonstrated effectiveness with respect to data analysis and communications, partnership building, and project management
- Strong written and verbal communications skills
- Excellent attention to detail and ability to juggle execution of multiple concurrent projects at various stages of maturity; experiencing managing up to make effective use of manager's time
- Knowledge of educational policy and trends desired; demonstrated passion for the transformative power of education required

Salary will be dependent on qualifications and relevant experience.

Interested candidates should email a cover letter and one-page resume to Kelly Kovacic, Director of Educator Initiatives, at kelly.kovacic@commit2dallas.org. Please reference the "Summer/Fall Extern" position in the subject line. For more information, [read more about us](#) or contact Kelly with questions.