The Lynch Leadership Academy (LLA) develops and sustains school leaders working in high need communities through a rigorous, 14-month professional development fellowship. The LLA fellowship experience is unique in three ways:

• We pair strong cohort learning experiences with individualized, on-site coaching.
• We include and embrace leaders from traditional district, charter and Catholic schools, removing superficial barriers, fostering a cross-sector network of collaborators and raising the bar around expectations for student achievement and best practices for school leadership within and across high-need communities.
• We develop fellows into strong instructional leaders, strategic executive managers and advocates for equity.

LLA is having encouraging impact on student achievement, school culture and leadership sustainability. As we gear up to welcome our seventh fellowship cohort in the Boston metropolitan area this spring, we are also beginning to expand and deepen our efforts in schools, districts and communities across the New England region and the nation.

Leadership Effectiveness Director Job Opportunity

The Leadership Effectiveness Director (LED) will join a team of talented, experienced and committed educators who collaborate often and with gusto, and hold themselves to a high degree of professional accountability as individuals. The LED will contribute to program design, implementation and evaluation, directly coach leaders and leadership teams and partner with a broad range of constituents. S/he will have a significant impact on leaders, schools, districts and communities touched by LLA, and during this exciting period of growth, help to shape and drive LLA’s evolution.

The LED will report to the Lynch Leadership Academy Executive Director and work closely with the entire team. This position is based in Boston, MA. The LED must be willing to travel 40-50% - to schools in the Boston metropolitan area, on the north and south shore and in western MA.

Primary responsibilities for this position include:

Fellowship Program

Design and Facilitation, Cohort Learning
• Collaborate with the LLA team to design, evaluate and refine high-quality, effective and engaging learning experiences for a diverse cohort of current and aspiring school leaders.
• Co-facilitate our two-week summer institute, monthly professional development days, spring and winter retreats.

Coaching and Development, Individual Leaders and Leadership Teams
• Provide routine high-impact, differentiated coaching to a portfolio of leaders and teams on site at schools.
• Encourage and challenge leaders and teams to excel despite obstacles and challenging situations.
• Ensure coaching cycles are connected to cohort learning experiences, guided by quantitative and qualitative data and grounded in performance goals.
• Facilitate the development and employment of technical and adaptive leadership strategies.
• Analyze and support the development of leader practice through ongoing observations, data analysis, and examination of work.
• Collaborate and communicate with mentor principals.

Participant Recruitment and Selection
• Contribute to marketing and outreach efforts.
• Review fellowship applications.
• Actively participate in our comprehensive selection process.

Shape and Drive LLA’s Evolution

Assume responsibility for identified work streams beyond the fellowship, to advance the impact and influence of LLA.

Professional Qualifications
• At least five years of experience as a school leader, with a proven track record of raising student achievement, preferably in high-need schools or with high-need populations
• Demonstrated skill as a coach; able to elicit evidenced-based reflection from and communicate compelling feedback to leaders in ways that motivate, impact instruction and accelerate student achievement
• Knowledge of adult learning theory and best practices
• Ability to help leaders track and analyze student achievement and other performance data, to help them uncover trends and act strategically and effectively to improve outcomes
• A clear understanding of what effective teaching looks like and a deep commitment to rigorous instruction
• Ability to facilitate leaders’ understanding and implementation of the Common Core State Standards
• Experience facilitating professional learning communities and professional development sessions
• Master’s degree

Personal Qualifications
• Commitment to equity - passionate about closing the achievement gap and ensuring that every child, regardless of background or circumstance, receives an excellent education.
• Innovative problem-solver - approaches work with a sense of possibility and sees challenges as opportunities for creative problem solving; takes initiative to explore issues and find potential innovative solutions.
• Teamwork - increases the effectiveness of leaders and colleagues through collaboration, constant learning and supporting others; sensitive to diversity in all its forms; respects and is committed to learning from others.
• Dependability - does whatever it takes to consistently deliver with high quality under tight deadlines; successfully manages own projects through strong organization, detailed workplans and balancing of multiple priorities.
• Communication - communicates clearly and compellingly with diverse stakeholders in both oral and written forms; builds trusting relationships; anticipates and responds to others’ needs in a respectful and considerate manner.

Lynch Leadership Academy is committed to building a culturally diverse team and strongly encourages applications from candidates of color.

Please submit a resume, and a cover letter that clearly articulates your interest in and qualifications for the position, to Karen Drezner, Executive Director, at karen.drezner@bc.edu.