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Chief of Academics

Organization: Envision Education (envisionschools.org)

Location: SF Bay Area; sites in Oakland, Hayward, and San Francisco

Salary Range: \$179,115 - \$207,117

Envision Overview: Established in 2002, the mission of Envision Education is to transform the lives of students – especially those who will be the first in their families to attend college – by preparing them for success in college, career, and in life. Envision is aiming for the moon: We are committed to changing how American schooling defines and measures success, not only for the students in our school network but for all public school students in the country. 99% of our graduates are accepted to college and 75% of those are the first in their family to attend college. Envision is set apart from other school networks by three key features: our Portfolio Defense assessment system, our instructional and cultural vision rooted in an anti-racist and pro-Black framework, and our commitment to sharing our learning and improving public schools everywhere.

POSITION SUMMARY: Envision is seeking a dynamic, experienced educator and leader to build on the successes of our three high schools and two middle schools and establish **Envision Schools as exemplar schools of equity and excellence for our students and for the public school districts we serve through our consulting arm, Envision Learning Partners.** The Chief Academic Officer (CAO) will do this by providing vision, management experience, educational expertise, and operational oversight. In partnership with the Superintendent of Schools, the CAO will work with Envision's Senior Leadership Team to achieve our goals:

- 95% of graduates will be accepted into a 4-year college
- All student subgroups will meet or exceed statewide performance on SBAC
- Our Portfolio-Defense assessment system will be a scalable model for public schools districts nationwide

The CAO leads the academic program and the implementation of our Portfolio Defense system, oversees our academic program, ensures a strong data driven culture of learning, establishes teacher and leader training and development, coaches and develops principals in partnership with the superintendent of schools, and manages the academic team at the support office. The CAO leads the organization in the planning, development, implementation, delivery, and evaluation of instructional programs for all students; provides decisive, dynamic leadership and supervision of curriculum and instruction; provides direction and inspiration for our continual improvement in academic content standards and assessment, teaching and learning, and professional development; ensures compliance with policies, practices and procedures; clarifies and communicates the defining features of the Envision model in our efforts to influence school

design nationally.

Reporting: This position reports directly to the CEO, serves on the organization's Senior Leadership Team, and manages their own team within Envision.

KEY RESPONSIBILITIES: Design and Development of the Academic Program

- Implements the strategic vision for the network academic model, guided by Envision's graduate profile, "deeper learning" pedagogies, and antiracist stance; incorporates evidence-based best practices; aligns curriculum, instruction, and assessments; meets state, federal, and college/career requirements; and meets the needs of all students
- Collaborates with the Executive Director of Envision Learning Partners to ensure the Envision model is scalable to support our national goals
- With input from key stakeholders and in partnership with the Superintendent of Schools, develops network strategy for implementation of the academic model and resource allocation to achieve desired student outcomes
- Ensures that our academic model includes high expectations and an effective tiered system of supports to meet the needs of all students, including special populations (e.g., Special Education, English learners, and other groups)
- Promotes educational equity (equitable outcomes and processes) as a guiding principle across the entire school network, and ensures that equity is reflected in curriculum, instruction, and assessment systems
- Continually aligns and refines academic model and professional development to drive improvement and achieve desired student outcomes across school network
- Ensures academic team efforts are effectively building the capacity of teachers and leaders across the system to meet the needs of all students and create conditions for students to thrive, especially students who have historically been marginalized
- In partnership with the Superintendent, deploys resources and staff to support the instructional and overall needs of each school

KEY RESPONSIBILITIES: Principal Support & Coaching

- Coaches school leaders on all academic facing work including academic programming, curriculum, instruction, and assessments
- In partnership with the Superintendent, supports the culture of continuous improvement systems including establishing key priority indicators and setting high expectations and standards for quality teaching and learning that align with mission and organizational philosophy.
- Partners with the superintendent of schools to coach and support leadership teams in instruction, culture, and transformative leadership
- Defines and monitors key metrics to determine success of school network and foster data-driven continuous improvement
- Ensures that Envision students are regularly engaging in challenging, memorable, inquiry-based learning experiences, measured by the quality of student work that emerges from those experiences
- Fosters a collaborative and results driven culture across the network of schools
- Prepares academic alignment, and the instructional program and results information needed, for successful oversight, accreditation, and charter renewal processes (including WASC accreditation) in partnership with the Superintendent

KEY RESPONSIBILITIES: Senior Leadership Team Member:

- Collaborates with the CEO and the senior leadership team to establish and monitor academic organizational goals, objectives and strategic plans, exploring growth opportunities and identifying key risks and success factors
- Develops external partnerships with educational organizations, district and non-profit partners, and universities
- Participates in representing Envision Education in the national assessment reform movement (for example, the Deeper Learning Conference, the Assessment for Learning Project, etc.)
- Works with key stakeholders in the development and revision of grants and educational policies for recommendation to the Board

KEY RESPONSIBILITIES: Other duties as assigned by supervisor**MINIMUM QUALIFICATION**

- A minimum of 5 years as a successful administrator, with 3 of those years as a school leader and 2 years supervising school leaders
- A Master's in education or a related field, or comparable management-level experience
- Administrative Services Credential - preferred

THE STRONGEST CANDIDATES WILL DEMONSTRATE:

- A healthy blend of strategic, team, operational and equity leadership
- A drive to succeed and achieve great results on behalf of students, especially those furthest from opportunity
- Expert knowledge, understanding and experience in developing equity-centered curriculum, progressive instruction, project-based learning, and assessment systems, especially performance assessment systems
- A demonstrated track record for excellent, innovative teaching, especially in project-based or inquiry-based learning. (The CAO is our "lead teacher.")
- Supervisory and leadership development experience with school leaders, instructional staff, and teacher leaders
- A successful record leading effective teams and individuals, managing organizational change and initiating key innovations
- Experience and comfort in holding structured cross-race dialogues in teams about how dynamics of race, power, privilege and microaggressions are playing out within teams
- An ability to connect with a diverse group of people and build strong relationships grounded in listening and high levels of challenge and support
- Experience and comfort with giving and receiving both positive and constructive feedback and track record of taking action and adapting style and processes based on the feedback
- Excellent written and verbal communication skills, including ability to convey complex information to a variety of audiences (e.g., large groups, staff meetings, senior leadership team meetings, public board meetings, memos)
- A strong analytic, performance management, accountability, and systems-thinking orientation necessary to inform strategy development and execution

BENEFITS: Benefits are competitive based on credential, education, and experience.

- Paid sick leave
- Retirement system from STRS
- Excellent health benefits package with employer contribution to benefits
- Optional Flexible Benefits Plan
- 403b Plan
- Commuter Check Plans
- Life Insurance at no cost to employee

TO APPLY: Please submit your application, including a thoughtful cover letter, [at this link](#).

As an equal opportunity employer, we believe deeply in diversity and are committed to creating an inclusive environment for all people. Envision recruits, employs, compensates, and promotes regardless of race, religion, color, national origin, gender, disability, age, veteran status, and the many other characteristics that make us diverse.