



Network Director of School Culture and Climate

Salary: Commensurate with experience

Tour of Duty: 12 Month Position

Location: Detroit, MI

Reports To: Network Leader

To Apply: Submit a current resume via email to eaajobs@eaafmichigan.org

Our students need your expertise, passion and leadership.

We are looking for highly motivated and skilled talent to join our team at the Education Achievement Authority of Michigan (EAA). We seek individuals who are passionate about transforming the lowest performing schools in Michigan and making a significant difference in the lives of students, parents, principals, teachers, and central office employees.

Currently, the EAA runs fifteen schools of which twelve are direct-run and three are operated by a charter. Under the new leadership of the Chancellor, the EAA is committed to being a system of high-performing schools and not just a school system. We believe that all children are capable of high academic achievement. We continuously seek methods of improvement while enhancing the great work that our teachers, leaders and support staff do on a daily basis. Join our team!

Position Overview

The Network Director of School Culture and Climate is responsible for creating, directing, and implementing activities related to school culture and climate, conducting school audits and climate surveys, and self-monitoring upon request of the Network Leader. In addition, the Network Director of School Culture and Climate will provide leadership in the development of School Improvement Plans, Multi-Tiered Support Systems, and integration of external partners. The Director will also coordinate and facilitate culture and climate forums that provide feedback with community members, parents and families, students and staff.

Essential Duties and Responsibilities

The below statements are intended to describe the general nature and scope of work being performed by this position. This is not a complete listing of all responsibilities, duties, and/or skills required. Other duties may be assigned.

- Works with school staff in leading the effective implementation and continuous improvement of a school-wide program designed to promote positive culture and climate
- Works collaboratively with school and district leaders to develop a strategic implementation plan for improving culture and climate



- Works with current EAA partners to develop a system for measuring culture and climate improvements including attendance data, discipline data, student achievement data and climate survey responses
- Provides support and facilitation with Multi-Tiered Support Systems and promotes the integration of Special Education programs
- Provides professional development for school leaders, family, and staff designed to increase their skill level in developing academic, social, and emotional supports for students
- Sets the strategic vision for all areas of responsibility, and assists in developing recommendations for strategic long-term goals
- Manages assigned staff in the development, design, review, implementation and periodic reevaluation of project plans and strategies to support the achievement of goals and objectives
- Provides appropriate supervision, mentoring, and professional growth and development opportunities to assigned staff, including the development and implementation of professional growth plans
- Performs and promotes all activities in compliance with equal employment and nondiscrimination policies; follows federal laws, state laws, school boards policies and the professional standards

Qualifications

- Bachelor's degree (*required*); Master's degree in special education, education administration, or closely related field (*preferred*)
- Five or more years of supervisory or administrative experience in a PreK-12 public education setting (*required*)
- Ability to use effective public relations, interpersonal, organizational, leadership and supervisory skills for the successful implementation of school culture and climate monitoring
- Proven ability in the development, design, implementation and facilitation of diversity and competency training workshops
- Strong organizational, event planning, and cultural sensitivity skills
- Strong interpersonal and leadership skills that ensure productive interaction and effective team building
- Excellent oral, written communication and presentation skills

The Education Achievement Authority does not discriminate against, deny benefits to or exclude participation by any person in its programs, activities or employment on the basis of age, race, sex, color, national origin, creed, religion or handicap.