



POSTING

Executive Director

Open: November 2018

Closes: December 21, 2018

Education Requirements:

- Master's Degree in Education, Organizational Leadership, Educational Equity or a related field
- Teaching license, preferred
- Administrative license, preferred

Organizational Background:

East Metro Integration District #6067 (EMID) dba Equity Alliance MN is a joint powers district which strives to eliminate gaps in E-21 educational opportunities and achievement in member and non-member school districts and other community non-profit organizations. Our mission is to be the leading force for systemic educational equity and integration through collaborative learning and advocacy.

Current member districts include:

- Forest Lake Area Schools, ISD 831
- Inver Grove Heights, ISD 199
- Roseville Area Schools, ISD 623
- South St. Paul Public Schools, SSD 6
- Stillwater Area Schools, ISD 834
- White Bear Lake Area Schools, ISD 624

Job Summary:

The Executive Director reports directly to the EMID Board. The key functions of this position are to impact organizational leadership and systemic structures to promote educational equity in opportunities and achievement and to grow the organization. This position will assist with the overall design, development, and implementation of the District's strategic plan. The Executive Director serves as a vital link between the District's strategic plan, its member districts, partner districts, and other organizations to align efforts and ensure educational equity. This position will work to support leaders, administrators, and board members to

implement programs, practices, and strategies that directly improve student engagement and achievement and the content knowledge and skills of the staff. The Executive Director serves as Equity Alliance MN's liaison with superintendents, integration / equity leaders, curriculum leaders, and other organizational leaders and with Minnesota Department of Education and other educational organizations.

Experience Requirements:

- Teaching experience, preferred
- Experience as a principal, central office director, or other similar position of authority and scope
- Working knowledge of best practices to achieve educational equity
- Demonstrated successful implementation of organizational reforms with results
- Experience with design and delivery of professional development
- Experience with systems change in organizations
- Expertise in culturally responsive instruction and culturally relevant curriculum
- Experience with design and implementation of evaluation programs that effectively measure program outcomes
- Experience working in an organization serving diverse populations
- Experience leading, developing, and supervising staff
- Knowledge and experience in budgeting
- Experience writing and receiving foundation grants

Knowledge, Skills, and Abilities:

The Executive Director's position requires knowledge, skills, and abilities in these key areas of leadership: Educational Equity and Strategic Organizational Development.

Educational Equity:

- Clear and demonstrated commitment to Equity Alliance MN's mission
- Exceptional oral and written skills
- Respectful and motivational interpersonal and team-building skills
- Ability to interact effectively with persons representing a wide variety of cultural, ethnic, and socio-economic backgrounds
- A working knowledge of the variety of approaches to educational equity reform
- A relentless focus on student achievement, the passion for all students to achieve their highest potential, and a drive to close predictable gaps between student groups
- Working knowledge of the goals, objectives, structures, and operations of public school districts and other organizations

Strategic Organizational Leadership:

- Advanced analytical and critical thinking skills and the ability to analyze, summarize, and effectively present data
- Ability to build new programs and market the work of Equity Alliance MN to non-member organizations
- Strong organizational skills with demonstrated ability to prioritize and manage multiple complex roles and responsibilities
- Knowledge of budgeting and ability to create and manage a budget
- Ability to effectively manage limited resources to support strategic organizational goal attainment
- Ability to build consensus among parties that may have divergent views and needs
- Communicate effectively with all stakeholders and partners
- Prepares district-level reports and presentations as requested by the Board or by governmental authorities

Application:

Submit resume, letter of intent, and three letters of recommendation (one from supervisor), via email or regular mail to:

Search Consultant Ken LaCroix
Equity Alliance MN
6063 Hudson Road, Suite 218
Woodbury, MN 55125
lacroixkp@hotmail.com

Please direct all inquiries to Ken LaCroix, 651-437-7453 (office), 651-210-3598 (cell)

All applications will be evaluated by the Search Committee of the East Metro Integration District Joint Powers Board. Applicants' names will be treated with confidentiality. Only the names of those selected for interviews will be made public.