

## **Network Program Manager**

### **About Us:**

The Stupski Foundation is a private, not-for-profit operating foundation whose mission is to improve life options for children of color and poverty through transformation of the public education system. We do so by fostering innovation in education that will prepare students for college, meaningful work and life in today's highly complex and competitive global marketplace.

In February 2010, the Stupski Foundation Board of Directors approved a business case and strategy to create a knowledge platform for education system leaders. The knowledge platform's broad goal is to connect our customers - leaders at the school, district and state levels - with the most effective instructional and change management practices that produce dramatically high student achievement or "breakthrough learning," particularly for children of color and poverty. We are located in San Francisco, California with an annual budget of approximately \$15 million and over 25 full-time staff, with plans for expansion.

### **Position Overview**

The foundation's overarching goal is to create a knowledge platform that connects our customers -- public education system leaders - with the instructional and change management practices that produce dramatically high student achievement for all children. This position serves this purpose by;

- Working hand in glove with the Program Manager, Research Development, and Learning to establish and implement a Research, Development and Dissemination (RDD) agenda that connects research and best practice in the Innovation Lab Network as part of the foundation's knowledge platform;
- Working with senior staff to help coordinate and assure the success of the Innovation Lab Network and the RDD Agenda
- Working through the Network Director and with the Senior Innovation Lab Coordinators to ensure the two-way flow of information within and across the Innovation Lab network(s) to identify emerging best practices as well as underlying issues and barriers;
- and, working directly with the expert community to rapidly provide available advice on possible solutions, to develop new solutions to underlying needs, and to prototype emerging applied research methodologies.

In service to the RDD agenda, sh/e will work with the Program Manager, Research, Development and Learning to apply multiple research streams relating to:

- Effective learning that dramatically accelerates student achievement of globally-relevant outcomes
- The implications of this kind of learning for school/district/state structures and governance, human capital strategies, finance models, and data/IT systems
- Change management solutions based on these implications for leaders who are working to redesign their systems.

### **Essential Job Functions, Duties, and Responsibilities**

- Partner with the Program Manager, Research, Development, and Learning to implement the foundation's and partnership's research agenda and development/dissemination methodology.

- Strongly promote the vision, mission and purpose for the Innovation Lab Network in support of the knowledge platform.
- Consults regularly with Senior Innovation Lab Coordinators on an individual basis and convenes a group call at least monthly.
- In collaboration with the Network Director, establish an orientation and continuing development process for the Senior Innovation Lab Coordinators.
- Supports the Network Director in the partnership with the Council of Chief State School Officers and supports communication with senior CCSSO staff.
- In collaboration with the Network Director continuously reviews needs and goal identification reports from state and district teams to determine best practices to be shared and documented across the Network. This continuous review of reports should also be subject to an analysis of consistent and underlying needs that could be addressed by information from the expert community.
- In collaboration with the Network Director directs an agenda (or framework) and process for knowledge transfer across the Network and the expert community.
- Assists in the organization and coordination of the expert community.
- In collaboration with the Network Director, provide direction and direct resources to the expert community for the design and development of potential solutions to consistent or underlying issues arising from the Network members. Direction to the expert community will include specifications for iterative feedback through a rapid prototyping process
- In collaboration with the Network Director, maintains current contextual background affecting client state and district teams including political, economic and financial issues at the state and at the national level.

## Qualifications

- PhD preferred
- A strong foundation in applied research methodologies
- A working background in systems change including experiences at an organizational level and in a political context; includes familiarity with a research base in systems change
- Analytical ability at a multi-systems level (for example, districts systems within and state and national system context).
- A working background in improving instruction at the district level; includes at least a consumer level knowledge of the research base in improving instruction;
- Knowledgeable regarding educational leadership and support structures and practices at both the school district and state levels;
- A working background in using group processes and protocols to facilitate analyses, decision making, and commitment;
- Understanding of how successful change management occurs in K-12 systems
- Experience with knowledge capture, "sense making," and dissemination
- Bridges theory and practice using deep knowledge of research theory, methodologies and analytics as well as deep understanding and experience in Practice of K-12 education at multiple levels.
- Demonstrated success using project management skills with the ability to thoughtfully coordinate multiple kinds of work owned by different individuals.
- Nimble handles complexity, ambiguity, and intellectually challenging content in such a way that makes it appear simple and doable at the point of application.
- Thrives in anthropological research and converts it into knowledge that can be used by practitioners.
- Understands the relationship between knowledge generation and the rate of learning.

- An unusually high degree of effective communication and human relationship skills in both individual and group settings. These would include writing, speaking, and listening as well as openness and sensitivity.
- Local candidates preferred; relocation assistance will be available.
- Some travel will be required.

**To Apply:**

If you would like to apply, please send your resume and a cover letter to [Careers@Stupski.org](mailto:Careers@Stupski.org). Indicate "Network Program Manager" in the subject line of the email for the fastest consideration. In your cover letter, please comment on how your skills and experiences are a good match for this position. Also comment on the personal qualities that you bring to the work environment and salary requirements.

Stupski Foundation is an Equal Opportunity Employer. [www.stupski.org](http://www.stupski.org)