SchoolWorks
Assessing Quality, Building Capacity

Job Description

Senior Strategist, Multilingual Learning and Dual Language Education

Organizational Overview

SchoolWorks is an educational consulting group whose mission is to build the capacity of educators and educational organizations to advance all aspects of student learning and well-being. We represent a diverse client base including departments of education, school districts, charter school authorizers, charter management organizations, charter schools, district schools, K-12 service providers and foundation, and individual practitioners.

We know that the largest driver of our success is the people who work in our organization every day. Our staff have an immediate impact on our ability of reaching our mission and changing the lives of our students. We strive to attract, develop, and retain a team that is diverse by race, ethnicity, culture, income background, gender, sexual identity, and a variety of other factors. See our statement on diversity here.

Research has shown that people of color and women are less likely to apply for jobs if they don't believe they meet every one of the qualifications described in a job description. Our highest priority is finding the best candidate for the job. We encourage you to apply, even if you don't believe you meet every one of our qualifications described or you have a less traditional background.

Role Overview

SchoolWorks partners with The Massachusetts Department of Elementary and Secondary Education (DESE) to provide a range of supports to schools and districts, including through this position. DESE's Office of Language Acquisition (OLA) provides support to districts to ensure that multilingual learners have equitable access to a high-quality education and feel a sense of belonging in school communities that value and honor their linguistic and cultural identities. OLA fosters a vision of multilingualism by providing instructional support and monitoring compliance for English Learner Education programs, facilitating the Seal of Biliteracy, and promoting World Language education.

A particular focus for this year's work will be centering the needs of multilingual learners in the selection and culturally responsive implementation of high-quality instructional materials (HQIM) and collaborating with other offices across DESE to promote shared understanding and collective responsibility for supporting the needs of multilingual learners. In particular, OLA aims to strengthen tools and resources to support high-quality, equitable, and asset-based dual language programs across Massachusetts in order to realize the vision of the LOOK Act and seeks a leader who brings expertise in this area. These areas of work may involve significant change management and support for culturally responsive instructional leadership.

Role Responsibilities

- Facilitate the implementation of the LOOK Act by creating a collaborative vision for increasing the number of multilingual learners served in asset-based bilingual programs, and supporting the creation, oversight, and implementation of high-quality dual language programs based on current research.
- Conduct a state-wide needs assessment of dual language and bilingual education including evaluation of current programs, analysis of licensure needs, and understanding policy and implementation barriers to creating dual language programs that serve more multilingual learners in high incidence, urban districts.

- Create or oversee the creation of programmatic tools and resources to support the design and implementation of high-quality asset-based dual language programs, statewide.
- Facilitate the state Bilingual Education Leaders' Network to bring together district and school leaders of bilingual and dual language programs, share best practices, gather feedback and foster a professional community of learning.
- Act as a liaison and consultant for the Statewide System of Support team, Office of Strategic Transformation and other internal DESE offices in support of an inclusive vision and shared responsibility for meeting the needs of multilingual learners.
- Provide partnership and technical assistance to EL/ML Directors and other leaders in urban districts, receivership districts, and other districts in need of support.
- Center the needs of multilingual learners in the selection and culturally responsive implementation of high-quality instructional materials (HQIM) by bringing a multilingual lens to existing curriculum selection tools and processes, helping to define and support the implementation of HQIM in ESL and dual language instructional contexts, and providing partnership and technical assistance to districts implementing HQIM with multilingual learners.
- Evaluate, refine, and evolve the OLA competitive grant programs in order to more effectively meet the needs of districts who are using grant funding to seed, develop, and grow dual language and other alternative ELE programs. Provide support and technical assistance to districts who receive these grants.
- Develop tools and resources, aligned to the MA Blueprint for EL Success, NextGen ESL project, and current research/best practice in multilingual education, to help DESE staff and school/district leaders more effectively observe and provide aligned feedback in support of high-quality instruction for multilingual learners. Support teams' calibration in using these tools to observe instruction.
- Contribute to the development and facilitation of high-quality professional learning and provide technical assistance to educators in order to improve educational outcomes for multilingual learners.
- Consistently center racial equity and cultural and linguistically sustaining practices in all aspects of the work above.

Compensation and Location
This is a full-time exempt position, which will report to the SchoolWorks Project Manager, Director of Project Management or President as well as the Special Advisor in the Office of Language Acquisition. Compensation will be commensurate with experience, ranging from $75,000 – $110,000.

Questions?
Please contact info@schoolworks.org.

SchoolWorks is an equal opportunity employer.