



Center for Collaborative Education

Transforming schools for student success

Redesign Coach, Programs JOB DESCRIPTION

The [Center for Collaborative Education](#) (CCE) is seeking dynamic and experienced educators to serve as Redesign Coaches for the Massachusetts Consortium for Innovative Assessment (MCIEA). Coaches must have a strong background in performance assessments as a vehicle to inform learning and teaching. In addition, they are expected to have a strong background in interpreting and analyzing data for school and district improvement. These are full-time positions that report to the Senior Director of National Programs.

About the Center for Collaborative Education

The Center's mission is to partner with schools, districts and communities to ensure that students succeed, and communities thrive. CCE envisions a just and equitable world where every student is college- and career-ready and prepared to become a compassionate, thoughtful, and contributing global citizens. CCE partners with public schools and districts to create and sustain effective and equitable schools.

About the Programs at CCE

CCE believes that in order for schools and districts to ensure that all of their students are receiving a high-quality education that is free of barriers and biases, that these institutions cannot use traditional methodologies to achieve non-traditional outcomes. The foundation of our work is rooted in an understanding that institutions move along a continuum toward producing more equitable outcomes when they engage in a rigorous examination of their systems, policies, and practices, using a cultural competency lens, and then acting on the findings to change the hearts, minds, and actions of those involved in educating students. This is accomplished using a variety of methodologies that facilitate schools going through data-based inquiry protocols and then coaching them through their growth arc.

Massachusetts Consortium for Innovative Education Assessment: To drive learning and school success beyond a one size fits all model

College Partnership Teacher Pipeline: To strengthen the teacher pipeline and community development through community assets

Coaching and Problem Solving: Coaching and problem solving for leaders and communities

Reciprocity Project : To make schools better by working with and for the community

Pilot/Autonomous Schools: To drive school change through innovation and new approaches

Innovation and New Designs: Creating different and better approaches to improve education

Community Development: Putting the Public Back in our schools

The Redesign Coach will primarily work on the [Massachusetts Consortium of Innovative Education Assessment \(MCIEA\)](#) project. Our field guide, [Quality Performance Assessment: A Guide for Schools and Districts](#), describes the QPA model and provides tools and resources to implement high quality

performance assessments. The Massachusetts Consortium for Innovative Education Assessment (MCIEA) is a partnership between CCE, MA public school districts, and their local teacher unions, joined together to create a fair and effective accountability system that is guided by a set of principles and offers a more dynamic picture of student learning and school quality than a single standardized test. MCIEA seeks to increase achievement for all students, close inequitable achievement gaps, and better prepare students for college, career, and life. MCIEA's system focuses on a school quality framework that includes multiple measures of student engagement, student achievement, and school environment, and emphasizes performance assessments in the classroom to measure students' deeper mastery of content and skills.

Responsibilities of the Redesign Coach

The Redesign Coach partners with schools and districts to design quality performance assessment systems, provide data analysis and action planning through SQM Data to facilitate professional learning experiences, and implement assessment practices that are equitable and fair. A Redesign Coach will bring passion, insight, and ideas to a team working in a fast-paced, cross-functional environment. The Redesign Coach will put evidence-based approaches to student-centered instruction and assessment into practice with educators, school, district, state leaders, and other stakeholders. The Redesign Coach has a multifaceted skill set and the ability and disposition to design and implement effective and innovative approaches in the following roles:

- Build and develop strong relationships with school teams and school staff by motivating and inspiring strategic action and supporting schools and districts leaders in navigating the change process.
- Design, plan, and facilitate effective and engaging professional learning related to the process of designing, implementing, and creating systems of rigorous and engaging performance assessments in a variety of settings across schools, districts, and states including:
 - Presenting and facilitating at multi-day institutes and workshops;
 - Adaptive coaching in one-on-one and small group settings; and
 - Designing and facilitating virtual and blended learning and networking opportunities (e.g., webinars, online learning modules).
- Collaborate on coaching plans for schools based on their current needs and provide adaptive coaching, technical assistance, and professional development
- Use school quality measures survey and administrative data to plan performance assessment coaching that is attuned to school strengths and areas for growth
- Further develop the QPA model and supporting performance assessment tools and resources in response to identified needs within QPA's areas of expertise
- Collaborate and contribute to build the team's portfolio of work that is aligned with CCE's mission
- Contribute regularly as a thought leader in forums ranging from the CCE blog to local and national conferences
- Work collaboratively as a member of the CCE staff to support and develop all CCE programs and to contribute positively to the CCE organizational culture
- Complete additional CCE special projects, as needed



Qualifications

The successful candidates for the position of Redesign Coach should have the following qualifications:

- Demonstrated commitment to and passion for equity in public education and working with educators to improve education
- Experience working in public schools, especially in an instructional leadership role, teaching, and/or school or district administrator
- Experience with a school reform effort, either as a staff person or as an outside facilitator
- Experience with coaching strategies or protocols
- Knowledge of and experience in personalized, student-centered learning practices including:
 - performance assessment design and school-based performance assessment systems
 - rigorous and culturally responsive curriculum, instruction, and assessment
 - competency-based education
- Understanding of the theory and practice of effective adult professional learning and leading change
- Strong facilitation and teaming skills
- Ability to develop high quality content that integrates and elevates equity in practice
- Effective presentation skills
- Strong writing and editing skills
- Demonstrated communication, project management, and organizational skills.
- Bachelor's or advanced degree in education or a related field

Additional qualifications that are an asset to the position:

- K-12 teaching background
- Experience instructing or planning for students who are English Learners
- Experience instructing or planning for students with Special Needs
- Experience with culturally relevant and sustaining curriculum and pedagogy
- Expertise in standards-based grading, project-based learning, early-grades assessment, and learning progressions
- Understanding of Massachusetts context
- Comfort with Qualtrics survey software a plus

Salary, Benefits, and Location

CCE offers a competitive salary as well as health and dental insurance; generous paid time off including sick time, vacation days, floating holidays and personal time; 403(b) with employer match; flexible spending accounts; and transportation/internet services and cell phone subsidies. CCE offers a remote (work from home) office environment with in person meetings as needed and travel (~20%) primarily in New England and sometimes in other areas of the U.S.

Further information about the Center for Collaboration Education can be found at <https://www.cce.org>.



Application

To be considered for this position, please submit a cover letter and resume [here](#). These positions will remain open until filled.

The Center for Collaborative Education is an equal opportunity/affirmative action employer and is committed to diversity in the workplace by maintaining a staff that represents the voices of the communities we serve. People of color and/or bilingual/bicultural individuals are encouraged to apply.

