Position: Program Intern

Location: Remote, TX Preferred

Position Summary

Working closely with other members of the Empower team, interns at Empower Schools gain exposure to a broad range of our organization's work. In this role, you will have opportunities to explore the world of education policy and non-profit organizations, receive coaching and mentorship from experienced leaders, and enhance your skills. Given the wide range of work that you could be involved in you will have an opportunity to discuss your professional interests and desired areas of growth at the beginning of your internship.

Who We Are

Empower Schools works with local communities across the country to help design, launch, and support empowered district school partnerships and Zones. We believe that schools and communities thrive when educators are empowered and held accountable for making key decisions that are best for students. Our approach centers around the following focus areas:

- Establishing Partnerships: We execute foundational and operational necessities for the launch of new networks—from complex, multi-stream project management to crafting governance agreements/contracts, to navigating state and local policy pathways.

- Supporting Leaders: We bring deep expertise and strong support skills to help school, system, and community leaders design and launch networks of empowered district schools. We help build capacity in network and district leaders to implement and sustain the work.

- Convening Practitioners: We host convenings and organize learning cohorts for school, network and district leaders pursuing empowered school strategies.

- Spreading the Word: We identify and narrate bright spot successes and best practices in empowered public school models and innovative, sustaining governance structures.

Empower's work is informed by our experience as the design and launch partner of several public school improvement and innovation efforts across the country including the Springfield (MA) Empowerment Zone Partnership, the Luminary Learning Network in Denver, the Rural Schools Innovation Zone in South Texas, and the Leadership Academies Network in Fort Worth. Recently, we have built responsive and high-performing teams supporting work in states including Texas and Colorado. To date, we have supported the design and launch of fourteen empowering partnerships across five states, serving more than 28,000 students attending 60 schools. Visit us at www.empowerschools.org.

How You'll Help

As mentioned above, opportunities to support the work of Empower will vary based on your interests and organizational needs. Tasks you work on may include:

Conducting research to inform Empower's approach in Texas and other target states:

- Research state policy around school governance, school autonomy, and Zones of autonomous schools, rural collaboratives, in Texas, Louisiana, and other target states
- Assess past school improvement initiatives in target states to understand local context and results
- Identify potential local champions and non-profit partners who seem aligned with Empower's approach and present strategies for outreach
- Conduct landscape analyses and case studies about school districts in Texas and target states
- Maintain internal databases and gather data to understand how partner networks are performing

Building Empower's knowledge of the national education landscape:

- Keep track of recent and in-progress education laws that could impact our work
- Conduct research on innovative Zone and school models across the country
- Produce and present written summaries of relevant research to team members

Partner with teammates to support their work with network partners

- Support planning of group learning visits and partner convenings during 21-22 School Year
- Create deliverables to support our partners' work
- Support analysis of school, network, and district data to inform strategic planning
- Manage logistics and materials to support projects

Provide support to Empower Schools on other initiatives, as needed

Who You Are

- You are deeply passionate about building and sustaining an education system that advances equity.
- You are a strong researcher with the ability to identify and synthesize disparate pieces of information to see the big picture.
- You're comfortable digging into the details of laws and policies to understand how the education system works.
- You are a clear and compelling communicator, both in writing and in person.
- You thrive in a fast-paced, entrepreneurial setting and can find a way forward even when faced with ambiguity.
- You make time to reflect on your work to continually improve your effectiveness and can keep it all in perspective with a strong sense of humor.

What You've Done

- You are a current student, recent graduate, or have comparable experience, preferably based in Texas.
- You are comfortable using Microsoft Office (PowerPoint and Word) and Google Products (Docs and Sheets).
- You have access to the internet and a device that allows web conferencing.
- [Preferred] You have experience working with education organizations and/or agencies.

Stipend and Timing

This position is 10-20 hours per week. Timing is flexible for any 12-week period with a rolling start date before January, 2022 with the opportunity to extend based on mutual agreement. Stipend is $160-$320 a week based on hours.

Application

Interested and qualified applicants should send a cover letter and resume to careers@empowerschools.org. The priority deadline for applications is November 1, 2021.

Please note the job title, "Program Intern- Texas" in the subject line of your e-mail and please save your attachments using the following convention: LastName_FirstName_CoverLetter and LastName_FirstName_Resume. Applications will be reviewed on a rolling basis.

We support equal opportunity and value building the diversity of our team as we grow. We seek individuals of all races, ethnicities, abilities, and creeds to support our organization's work and encourage applications from historically under-represented backgrounds.