



## Position: Manager

### Location: Louisiana (Flexible)

*Location: Flexible, Louisiana preferred*

### Position Summary

Working directly with key Empower leaders, you will work to plan and support the implementation of innovative education initiatives primarily in Louisiana. This effort will help drive sustainable and transformative progress within public school systems.

If public health conditions make travel possible then applicants must be willing to travel up to 30% of the time (primarily within Louisiana) to support the growth of our statewide work and to provide on-the-ground support in communities across the state. As part of this role, you will receive coaching, mentorship, and guidance from experienced leaders inside and outside of our organization.

### Who We Are

Empower Schools works with communities across the country to design, launch, and support innovative and sustainable solutions to local education needs. While the specific work varies in response to local context, all of our projects are grounded in our deep commitment to improving school and life outcomes for predominantly Black, Hispanic, and low-income students.

Our approach centers around the following focus areas:

- *Establishing Partnerships:* We execute foundational and operational necessities for the launch of new and innovative approaches to education—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 new education initiatives. We help build capacity in system leaders to implement and sustain the work.
- *Convening Practitioners:* We host convenings and organize learning cohorts for school, nonprofit, and system 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, and we are working to deepen our impact in Louisiana. 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. We are supported by an ecosystem of partners and stakeholders in each community, often organized at a state-level in partnership with state agencies. Developing both site and state-specific strategies and relationships is key to our work.

We are currently focused on two active projects in Louisiana and are working directly with public school systems of all sizes and types across the state:

- **Strong School Systems Strategic Planning Initiative:** Empower Schools is supporting a second round of systems that are participating in a deep planning process to develop strong strategic plans to accelerate school system progress.
- **Reimagine School Systems Initiative:** Empower Schools is the lead technical assistance provider for the competitive Louisiana Department of Education (LDOE) grant program and will be providing direct support to school system grantees. We are currently working with systems to refine and further develop their original plans that aim to take bold, innovative action to address local education needs in a sustainable way. Following the planning phase, our team will provide support to systems in the first couple years of implementation to ensure that the system is well-equipped to continue the work for years to come.

## Who You Are

- You are committed to centering racial and socioeconomic equity in your work. You understand the impact of systemic and implicit racism and challenge yourself and others to support transformational outcomes for students across race and class.
- You are a fast learner with a thirst for knowledge and are excited by developing creative solutions to challenges encountered at the school and system levels, and particularly excited about developing state-specific expertise in Louisiana.
- Your strong project management skills allow you to develop and implement complex projects involving multiple stakeholders and tight deadlines to high standards.
- You enjoy working individually and as part of a team and are able to quickly and effectively build strong relationships and influence others with your ideas. You can work collaboratively with a wide range of stakeholders, becoming a trusted partner through your reliability, initiative, and collaborative spirit.
- You are familiar with the challenges facing K-12 urban education and have applied your analytical and creative problem-solving skills to address them in previous roles.



- You are able to take ideas and solutions from brainstorming to fruition, while engaging and incorporating the perspectives of others.
- You make time to reflect on your work in order to continually improve your effectiveness, you know how to self-advocate in order to get the support that you need, and you can keep it all in perspective with a sense of humor.
- In short, you are a rock star generalist with a broad skill-set, who can support a wide range of projects.

## How You'll Help

You will support an array of important initiatives and relationships, playing a key role in enabling schools in the state to make the best decisions for students in communities across Louisiana. Your work will vary based on the needs over time and will include the following:

- **Support execution and project management of work with school systems**
  - Serve as project manager for specific project workstreams with Reimagine School Systems and/or Strong School Systems; successfully manage and track workflows and activities of staff, consultants, and partners as required for successful execution
  - Work closely with superintendents and cabinet-level system leaders to plan and implement bold school plans, such as new school launch of high-demand models, high-quality school replication, and other innovative efforts; help set conditions for flexibility and innovation to enable strong responses to student needs
  - Build deep relationships with system stakeholders and help ensure projects stay on track over time through regular check-ins and communication
  - Create custom, community-focused presentation and communication materials for various stakeholders (e.g., district partners, school-based staff, community members, state policy champions, etc.)
  - Work with teammates to support the design and implementation of programmatic strategy that supports transformative, innovative, and sustainable education initiatives
- **Support partnership development and execution of state and district partnerships**
  - Develop and cultivate relationships with potential state and district partners in Louisiana and across the country
  - Build a productive and professional working relationship quickly with various stakeholders
  - Support developing project proposals, project plans, and deliverables



- **Additional support as needed**
  - Provide leverage and capacity on additional growth projects outside of Louisiana as needed

## Qualifications

- At least 3-5 years of work experience
  - Educational expertise required
  - Consulting and strategic planning work preferred
- Demonstrated interest in and strong alignment with the goals of Empower Schools
- Strong, demonstrated commitment to anti-racism, diversity, equity & inclusion
- Track record of taking initiative to successfully manage complex projects and initiatives involving multiple components
- Dynamic and effective prioritization skills, enabling strong, ontime completion of multiple projects with shifting timelines
- Must be articulate, tactful, and able to successfully manage stakeholder relations with partners, external organizations, policy makers, and education leaders
- Possess an entrepreneurial mindset (i.e., flexible, resourceful, and creative) and deep motivation to drive toward high-quality outcomes with a consistently positive attitude
- Excellent written and oral communications skills, including the ability to translate ideas into clear, compelling documents (e.g., in PowerPoint and Word formats)
- BA/BS or advanced degree preferred

## Salary and Benefits

The salary for a Manager starts at \$70,000 per year. Empower Schools offers a comprehensive benefits package, including health and dental insurance, retirement benefits, life and disability insurance, and flexible spending accounts.

## Application

Interested and qualified applicants should submit a cover letter and resume to [careers@empowerschools.org](mailto:careers@empowerschools.org).

*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 individuals from historically under-represented backgrounds to apply.*