



redefinED
atlanta

Position Description: Vice President of Strategy and Policy

OVERVIEW OF CAUSE AND MISSION:

Atlanta is the cradle of the civil rights movement and the economic engine of the Southeast. Yet, for generations, students from low-income communities, particularly Black and Latinx students, have been denied access to a public education that is of equally high quality as that available to the city's more affluent children. However, conditions for meaningful, positive change in Atlanta do exist, perhaps more so than in any other city in the South. Atlanta has a new Superintendent who has indicated a strong focus on equity, a relatively high per-pupil expenditure rate, and an abundance of human capital. redefinED atlanta is working to harness these conditions more fully and collaboratively to deliver educational excellence and equity to all students.

Our vision is for Atlanta to be a place where every student in every community receives a high-quality public education. We accomplish this by engaging communities, advocating for equity, and funding critical work to drive systemic level improvement in K-12 public education for students and families.

MEASURES OF SUCCESS:

This past year we championed initiatives that yielded meaningful policy wins and had a needle-moving impact on the talent work at the district. We also supported the launch of some of the strongest new schools in Atlanta, and [invested more than \\$300,000 in five community nonprofits](#) that are supporting the education needs of Black, Latinx and other under-resourced students and families in the city.

During the summer, we funded \$170,000 in small-dollar grants to parent-led organizations through our redefinED Innovation Fund: Pandemic & Education Restart, to parents and caregivers in APS who faced hardship due to the pandemic. These families included 474 children who attend 61 different schools.

In the area of voter mobilization, we launched the Get Out The Vote campaign to increase voter participation in the November 2021 elections for Atlanta mayor, city council, and APS school board members. Efforts from the campaign allowed us to secure more than 1,400 voter commitments in the general elections and nearly 1,100 in the runoff elections.

Since 2016, redefinED has partnered with the district and community to increase Atlanta's capacity to offer every child in every community an education that will set them on the path to a choice-filled life.

OPPORTUNITY

The Vice President of Strategy and Policy position represents an exciting opportunity to join a mission-driven, committed and high-functioning team. The person selected for this role will be part of a thriving

organization and community of dedicated stakeholders acting with urgency to realize equity and excellence in education. We are a small, horizontal and entrepreneurial team whose energy and creativity are elevated when we work shoulder to shoulder together. We also enjoy a diverse, aligned and deeply engaged board whose support and influence make our work better and easier.

ROLE AND RESPONSIBILITIES

The Vice President of Strategy and Policy will develop and drive strategic action plans related to issue campaigns and policies aligned with redefinED atlanta's stated goals. Specific responsibilities include:

- building relationships and trust with district and political leaders and harnessing those relationships to advance the work of redefinED across multiple levels;
- navigating and adapting to the shifting environment with agility and knowing when and how to refresh messages and reorient action;
- developing a holistic, integrated strategy that supports long term desired outcomes with short term goals and tactics;
- supporting productive collaboration across functional areas (communications, advocacy, grant making, development, data, etc.) to share policy developments, put out opinions and thought pieces, and move the broader work of the organization;
- functioning as a contributing member of the redefinED atlanta leadership team;
- supporting the annual progress monitoring efforts;
- leading organizational efforts to ensure that all communications, advocacy, and policy work is grounded in sound research and data;
- serving as the organization's outward-facing policy expert, and
- representing redefinED at meetings and conferences.

DESIRED SKILLS AND ABILITIES

The Vice President of Policy and Strategy will be an established K-12 education professional seeking to play a meaningful role in the movement for effective policy, excellent schools, quality operators, and informed communities in Atlanta and the state of Georgia. They will work in close collaboration with redefinED colleagues, district and public officials, policy leaders, educators and families, and have a track record of engendering trust and confidence, leveraging strong relationships and thoughtfully executed strategy to move behavior and influence outcomes. Desired skills and experiences include:

- working with diverse communities and building strong relationships;
- fostering productive partnerships at all levels of the Atlanta education ecosystem;
- developing coalitions and strategies and executing plans to influence outcomes aligned with redefinED atlanta's goals;
- communicating in a way that is clear and accessible to a wide range of stakeholders;
- indirectly managing and influencing teams and individuals to meet specific and strategic outcomes;
- "teaming" across the organization in a way that supports true collaboration and leads to the best possible outcomes;
- contributing to organization wide success as a member of its leadership team, and
- supporting multiple projects and competing priorities across multiple teams of people with a meticulous attention to detail.

REPORTING

The Vice President of Policy and Strategy is a member of the leadership team, and will report to Executive Director Ed Chang.

COMPENSATION

The salary range for this position is \$125k-\$155k and includes full benefits. Compensation is commensurate with experience.

APPLY

The Executive Search team at Promise54 is managing this search. Review of applications will begin immediately, and continue until the position is filled. For best consideration, please submit a resume and letter of interest (in a single PDF file) to Leslie Nair, Partner, at leslie@promise54.org by March 4, 2022.

COMMITMENT TO RACIAL EQUITY AND INCLUSION

We do not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff and contractors, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all staff members, clients, volunteers, subcontractors, and vendors.

Furthermore, as an organization, redefinED atlanta commits to:

- attracting and retaining staff with diverse identities, backgrounds, and lived experience in public schools and the public-school system;
- further diversifying our board to include deeper lived experience and perspective from public school parents and under-resourced communities, and
- creating an inclusive working culture that celebrates difference, promotes universal belonging, and fosters ongoing learning and personal growth.