



Context

New Orleans is well-positioned to become the first great urban public school system in America. Our system empowers educators to make decisions based on student need, holds schools and leaders accountable for academic and equity outcomes, and empowers families to choose the best schools for their children. Over the past decade, we have witnessed unprecedented growth in student performance, including dramatic increases in ACT scores, high school graduation rates, and college enrollment rates. While we have moved beyond a state of crisis, New Orleans still has a long list of systemic challenges, gaps, and inequities. We must do better.

NSNO's mission — delivering on the promise of excellent public schools for every child in New Orleans — drives everything we do. To achieve this mission, NSNO has three core strategies 1) we help schools make the instructional shifts necessary to meet more rigorous standards, 2) we invest in schools and partner with OPSB to improve the quality of New Orleans school options, and 3) we take an active role in coordinating solutions to the city's teacher recruitment and retention challenges. Our commitment to supporting schools, students, parents, and educators and maintaining an environment that fosters greatness in our city's schools will not waiver until all New Orleans children have access to an excellent education.

Role and Responsibilities

NSNO believes that the people working in schools and charter management organizations (CMOs) are integral to ensuring we achieve our mission and every child can achieve high-quality life outcomes. Citywide, New Orleans has been facing a shortage of great teachers, who are critical to students' success. NSNO works with and funds "talent development" organizations and local universities that recruit, train, and and/or develop the people working in schools.

NSNO is partnering with Xavier University of Louisiana, Loyola University New Orleans, Relay Graduate School of Education (Relay), Teach For America (TFA), and The New Teacher Project (TNTP) on Xavier's federal [Supporting Effective Educator Development \(SEED\) grant](#). Through this grant, these partner organizations will recruit and train 862 diverse teachers for New Orleans public schools that serve at least 50% economically disadvantaged students over the next three years.

The Director of Teacher Pipeline and Recruitment will be charged with ensuring that our city's public schools have a strong pipeline of effective teachers and will report directly to the Executive Director of Teacher Pipeline. Specifically, this role will be responsible for:

1. *Ensuring SEED partners meet their annual recruitment and matriculation goals* – Each of the SEED grant partners seeks to enroll a diverse cohort of teacher candidates. This role is responsible for ensuring that SEED partners successfully meet their goals. This will include understanding partners' current recruitment strategies, along with what has yielded high quality candidates in the past and where gaps may remain; designing recruitment project plans in partnership with each SEED organization requesting recruitment support; and supporting the implementation of those plans. This position will see the recruitment and matriculation goals for these programs as their own goals and will be held accountable to those outcomes.
2. *Coordinating joint recruitment opportunities among SEED partners* – This role will support any joint recruitment efforts of the SEED partners to attract candidates to their programs.
3. *Facilitate SEED partner placements at New Orleans charter schools* – This role will work closely with charter school operators across the city to help build excitement about teachers trained by SEED partners and ensure that those teachers have placements in local public schools.
4. *Supporting the Executive Director of Teacher Pipeline on SEED logistics* – This role will provide support on SEED grant logistics, such as tracking grant dissemination activities and coordinating logistics for grantee meetings.
5. *Supporting the Executive Director of Teacher Pipeline on implementing the citywide recruitment strategy* – This role will also provide support on executing the citywide strategy for recruiting teachers to New Orleans as needed.



This is an exciting opportunity for anyone who is:

- excited by the prospect of taking on a new role in the organization and is comfortable with a level of ambiguity that comes with a newly crafted role
- deeply passionate about recruiting diverse teachers for New Orleans public schools
- motivated by being creative and persistent in meeting goals

Requisite Qualifications

- At least three years of professional work experience
- Record of hitting measurable, ambitious results in recruitment or hiring
- Prior recruitment experience for a charter school operator or teacher pipeline organization
- Experience working in the New Orleans public education landscape or a landscape that is similar
- Strong organizational skills and ability to prioritize time effectively
- Experience managing multiple projects with a keen attention to detail and timeliness
- Demonstrated ability to build professional, trusting, and collaborative relationships with a variety of stakeholders
- The ability to think creatively when faced with challenges in the pursuit of meeting clear goals and outcomes
- Excellent verbal and written communication skills, including the ability to develop clear, concise, and compelling messages
- Comfort with ambiguity and the flexibility to work in a fluid, fast-paced, and highly entrepreneurial environment
- Strong proactive problem-solving and the ability to adapt to changing and challenging circumstances by staying positive and outcomes-oriented
- Eagerness for continuous personal development, a deep curiosity, and a history of executing on feedback to improve performance

PREFERRED QUALIFICATIONS

- Knowledge of SEED grant partners

APPLICATION INSTRUCTIONS

To apply for this position please visit: <https://nsno.wufoo.com/forms/director-of-teacher-pipeline-and-recruitment/>

Applications will be reviewed on a rolling basis. The priority application deadline for this position is May 4, 2018.

New Schools for New Orleans (NSNO) is an Equal Employment Opportunity employer and has a strong commitment to building a diverse and inclusive team. As such, it is the continuing policy of NSNO to consider all applicants without regard to race, color, religion, national origin, age, gender, sexual orientation, genetic information, veteran status, physical or mental disability, or any other categories protected by applicable federal, state, or local law, provided they are otherwise able to perform the essential functions of the job.