



Chief Schools Officer Job Description

New Schools for Alabama is hiring a Chief Schools Officer to lead the growth and success of our Schools Team. This is a key role on our Executive Leadership Team, primarily responsible for the stewardship and success of the School Founders Program, our yearlong incubator program for new school founders. The Chief Schools Officer is also responsible for supporting the development of our organizational strategy and guiding the implementation of our technical assistance services, among other responsibilities. This role reports directly to the Chief Executive Officer.

Organizational Background and Mission

At New Schools for Alabama, we believe every child has a fundamental right to attend a quality school offering a safe, supportive, and academically challenging environment. Unfortunately, abundant evidence shows that far too many students in Alabama today do not have access to such a school, especially students of color and students in low socioeconomic communities.

New Schools for Alabama was established to address this issue. We do so in an inclusive and collaborative manner, by recruiting high-caliber leaders to establish new schools in underserved communities and by fostering a policy environment that supports the growth of excellent charter schools in high-need areas throughout the state. We are a 501(c)3 nonprofit, public charity organization created to serve kids in Alabama.

Our mission is to support the growth of excellent charter schools in Alabama to ensure that every child has access to a quality public education.

Overall Responsibilities

The Chief Schools Officer will be responsible for the following:

- Effectively demonstrate an interest in educational equity and share in the belief that all children deserve high quality educational opportunities.
- Guide the success of the Schools Team in the following core functions:
 - School Founders Program;
 - Aspiring Founders Program;
 - School Performance Data Analysis;
 - Leader Coaching & Support:
 - Curating and managing contracted professional development providers;
 - Facilitating *occasional* leadership convenings; and
 - Providing *occasional* ad hoc coaching to leaders.
- Manage the Schools Team staff.
- Work alongside the Director of Programs to guide the success of the School Founders Program, our incubator for charter school founders, which provides a yearlong fellowship and an administrative residency.
- Lead the development of a strategy for delivering high-quality technical assistance to new and existing charter schools.
- Advise charter school leaders, board members, and other stakeholders on best practices and scalable solutions to common challenges.
- Under the direction of the Chief Executive Officer, cultivate and maintain strong external relationships with leaders, board members, and other stakeholders in the charter school movement in Alabama.



- Under the direction of the Chief Executive Officer, cultivate and maintain strong internal relationships with teammates, board members, funders, and contracted partners at New Schools for Alabama.
- Effectively represent the interests of the organization and the public charter school sector in internal and external meetings.
- Serve on the Executive Leadership Team (ELT), providing input on organizational goals and strategy.
- Support the CEO as necessary.

Experience & Qualifications Preferred

- At least 3 years of experience in a school leadership role, preferably with at least 1 year leading a charter school.
 - Candidates with strong outcomes for underserved students preferred.
- Significant experience and/or professional relationships in Alabama preferred.
- Leadership experience in the non-profit or private sector is a plus.
- Applicants with an Ed.D. or Ph.D are preferred.
- Must be a strong team player.
- Must have strong communication skills, a positive attitude, and the willingness to have difficult conversations when necessary, particularly with school leaders and applicant groups.

Compensation

NSFA provides a competitive full-time salary and extensive benefits including paid time off, 401k match, and fully covered healthcare premiums.

Interested candidates should send a resume and brief cover letter to Natalie Tucker at natalie@newschoolsforalabama.org as well as completing the [online application](#). The application opens April 1, 2024-- with an anticipated closing date of April 30, 2024.

New Schools for Alabama is an equal opportunity employer. We are committed to providing a supportive and inclusive environment for all employees.