

Scituate Public Schools

Job Description



Group: Administration

Title: Director of Diversity, Equity and Inclusion

Reports to: Superintendent of Schools

Overview: The Scituate Public Schools is currently seeking a committed, dynamic, and equity-driven leader to join our district as its founding Director of Diversity, Equity and Inclusion. The Director of Diversity, Equity and Inclusion will foster deep and meaningful relationships that prioritize the dignity of our most disenfranchised community members, providing coordination, accountability, and support for all stakeholders to advance our commitment to becoming an Anti-Racist school district. Working in partnership with students, staff, caregivers and the Scituate school community the Director of Diversity Equity and Inclusion will guide a range of activities and initiatives to include Racial Equity & Anti-Racism, School Climate & Relationships, and Family and Youth Engagement. This is a central office position, the Director of Diversity, Equity and Inclusion will report directly to the Superintendent of Schools.

Duties & Responsibilities:

Racial Equity and Anti-Racism

- Serve as the primary steward of anti-racism dialogues and district-wide trainings;
- Design and facilitate learning and other processes for all staff members that advance racial equity throughout all levels of the organization;
- Align SPS District Goals with SPS School Committee Antiracism Resolution
- Serve as a coach, guide, advisor and mentor to school and department leaders, and ensure the sharing of racial equity best practices across departments and schools;
- Identify accountability and progress measures, document and report on outcomes through channels that are accessible and transparent to those whom racism impacts most;
- Build and support mechanisms that elevate the voices of students and families of color for input and leadership in key decision-making processes;
- Work with Human Resources Director to recruit and hire educators within BIPOC groups;
- Facilitate pathways for professional growth, shared decision-making, and development for educators of color that build capacity and afford opportunities to create healing.
- Enhance availability of culturally responsive practices and modalities that honor the lived experiences of Black, Indigenous, and People of Color (BIPOC) students and families.

School Climate & Relationships

- Support and guide District implementation of restorative approaches to discipline practices.
- Identify and invest in opportunities that build positive school climates, including support for those who have been historically marginalized.
- Implement and refine assessment/survey tools that evaluate and audit school climates, as well as partnering with school leaders and community members on data-driven responses to barriers to inclusive school cultures.

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Family and Youth Engagement

- Create opportunities for dialogue, power-sharing, and authentic collaboration with families traditionally relegated to the margins of the education system.
- Develop, curate, and disseminate resources and training to school leaders on best practices for engaging families that are generated from scholarly research and engagement with Scituate Public Schools families.
- Lead the creation of spaces that foster community dialogue including family affinity groups, community conversations, and advisory groups.
- Advocate for all marginalized students finding safe spaces for social interactions and guide those students as students of the Scituate Public School District;
- Foster strong ties to Town and community partnerships that support family engagement.

Other

- Perform such additional responsibilities and duties as designated by the Superintendent of Schools or his/her designee.

Skill Set: As the incoming and founding Director of Diversity Equity and Inclusion, you will possess many, though perhaps not all, of the following skills and experiences:

- Commitment to the stated mission and values of the Scituate Public Schools;
- Challenge entrenched systems of power and bias that require leading difficult conversations;
- Commitment to and experience with engaging all school stakeholders, including students, parents and caregivers, educators, and other strategic partners, with an emphasis on advocating for the voices of members representing historically marginalized groups;
- Experience leading racial equity initiatives in an education-focused social impact organization, public school or school district, or post-secondary institution;
- A proven track record of navigating complex issues, leading change and driving strong results. The ability to work across teams and with all leaders is essential;
- Experience with and commitment to collaborative management and team-building, alongside evidence of success building relationships and fostering alliances among diverse people to accomplish goals;
- Respect for the dignity and abilities of all people.
- Understanding of trauma and the ways in which it can manifest in BIPOC communities;
- A strong work ethic, with a results-oriented philosophy and personal qualities of trustworthiness, openness, accessibility, kindness, flexibility, and a sense of humor;

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- A deep commitment to continuous self-examination, including ongoing engagement with current scholarship regarding racial equity and the complexities and intersectionalities of issues in communities that are not diverse;
- Experience responding to events that warrant a high level of understanding and appropriate action, prioritizing impact over intent;
- High degree of comfort speaking candidly and confronting, issues of race and racism, bias, and systemic inequity;
- Ability to handle multiple assignments and accomplish deadlines; ability to pay attention to accuracy and detail while thinking broadly;
- Excellent written and oral communication skills;
- Undergraduate degree; master's degree preferred;
- Experience designing, implementing and sustaining, equity, racial justice and inclusion initiatives in a complex matrix organization preferred.

Qualifications:

- Bachelor's Degree required, Master's Degree preferred.
- Experience in educational setting preferred.
- Employment based on successful completion of a CORI and fingerprinting background check