



DISTRICT OF COLUMBIA

OFFICE OF THE STATE SUPERINTENDENT OF

EDUCATION

Education Policy and Equity Specialist

Overall

The Office of the State Superintendent of Education (OSSE) is focused on sustaining, accelerating, and deepening the progress being made for the District of Columbia's 90,000+ students. OSSE serves as the District's liaison to the US Department of Education and works closely with the District's 470+ early childhood facilities, 250+ schools, 60+ local educational agencies (LEAs), and 15 educator preparation providers (EPPs).

Educators, including teachers and school leaders, are the single most important school-based factor influencing student learning and lives. OSSE is seeking an Education Policy and Equity Specialist to implement the strategic vision, oversee, and support all educator data projects at OSSE. This role will support LEAs and EPPs to develop strategic practices based on educator data. This role will also support OSSE's work to collect LEA course data linked to students and teachers.

The Education Policy and Equity Specialist serves as a key member of OSSE's Division of Teaching and Learning's Human Capital team and reports to the Director of Educator Quality and Effectiveness.

The Role

The specific functions of the job include:

Strategic Policy Analysis and Leadership

Synthesize, innovate, and lead DC's use of educator talent data

- Identify and implement national best practices in educator data collection and use
- Support LEAs and EPPs in strategic use of high-leverage educator talent data to drive decisions and improvements in DC's educator workforce
- Disseminate best practices on how to integrate OSSE-developed data tools into day-to-day practice in talent throughout the DC educational ecosystem
- Support OSSE's agency-wide work to collect and link student and teacher course data from LEAs

Project Management

Manage the successful development of all educator data reports and publications in the agency

- Lead the writing and development of the bi-annual Educator Workforce Report
- Lead the data collection, writing and development of the Educator Preparation Provider Reports

- Develop and implement supports to ensure that all LEAs successfully submit the Faculty and Staff data collection
- Oversee all operational aspects of the enhancements of the Educator Talent and Equity Dashboard
- Work collaboratively across OSSE divisions to ensure timely, accurate delivery of all data projects and publications
- Work closely with the Director of Educator Quality and Effectiveness to successfully implement DC's educator data transparency project plan

Communications and Stakeholder Engagement

Inform and inspire key internal and external stakeholders

- Clearly communicate opportunities, successes, and challenges to key educational stakeholders
- Effectively leverage a variety of different forms of communication, including written communication tools, verbal communication tools, and electronic communication tools, to reach the full range of audiences who may be interested in educator data
- Draft, review, and disseminate all communications related to educator data

Core Knowledge and Skills

- Demonstrated ability to use data and information to plan and act strategically to improve program outcomes
- Experience working collaboratively with diverse teams to achieve ambitious goals
- Excellent interpersonal and collaboration skills, including stakeholder engagement facilitation
- Knowledge and understanding of the DC education landscape and the role of key entities, including DC's educator preparation programs and local educational agencies
- [Preferred] Experience serving as a data manager in a school, local educational agency, or educator preparation provider

Educational Requirements

Applicants must have successful completion of a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree. Master's degree is preferred but not required. In addition to the degree requirement, this position requires one (1) year of specialized experience equivalent to the next lowest grade level in the District of Columbia government. Specialized experience is experience that equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position, and that is typically in or related to the work of the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level in the normal line of progression for the occupation in the organization.

Interested applicants should submit a resume and cover letter to osse.talent@dc.gov.