



BOSTON COLLEGIATE CHARTER SCHOOL

Director of Learning & Academics

We are looking for an engaging, analytical and passionate Director of Learning & Academics .
This position reports to the Chief Academic Officer.

OUR MISSION AND VISION

The mission of Boston Collegiate Charter School is simple yet ambitious: to prepare each student for college. We offer an academically rigorous college preparatory curriculum for 700 students in fifth through twelfth grades. 100% of our graduates have been accepted to college; the majority of them will be the first in their families to complete a college degree.

All Boston Collegiate students will... graduate empowered to choose their own directions, with options aligned with their passions and interests. They will be equipped not only to go to college, but to thrive there, and they will possess the leadership skills and mindsets necessary to make an impact in their communities and the world.

To achieve this vision of our graduates, Boston Collegiate will... be academically rigorous, equitable, and inclusive. Boston Collegiate will create opportunities for each student to thrive and will cultivate curiosity, empathy, and the unique talents that each student brings. Boston Collegiate will be a beacon of the twin pillars of scholarship and belonging, and thus a national model for what integrated education can look like at its best.

OUR STRATEGIC PLAN

Boston Collegiate's strategic plan responds to urgent issues in education, builds institutional resilience, and positions Boston Collegiate to lead as an equitable and integrated school. Pursuit of these ambitious goals will ensure that our students can continue to access the exceptional instruction, customized resources, and enriching extracurriculars that will enable them to thrive in school, in college, and beyond. Read here to learn more about our [2023/2026 Strategic Plan](#).

JOB DETAILS

The Director of Learning & Academics drives academic excellence by coaching instructional staff, managing associate teachers, and overseeing a comprehensive data-driven assessment strategy to improve student outcomes. They also provide critical operational support by filling leadership gaps, coordinating school-wide initiatives, and collaborating with executive teams to ensure consistency across all educational programs.

Employee Duties include:

- Working with the school-based principals, Assistant Principals, Deans, Instructional Leadership Team, Chief Academic Officer, and Executive Director to dramatically improve student achievement;
- Providing interim coverage for principals, deans, other members of the Instructional Leadership Team, or teachers as needed, including for short term and/or extended leaves;
- Manage associate teachers across grades 5-12;
- Coach and provide comprehensive support to the new teacher cohort;
- Managing assessment providers, both consultants and vendors;
- Planning and overseeing a coherent approach to the school-wide assessment strategy that addresses remediation, intervention, and acceleration, and using data to improve outcomes;
- Coordinate and monitor competency determination requirements;
- Supporting the use by teachers and leaders, internalization, documentation, and celebration of data to improve outcomes;
- Managing the Summer Academy Director(s);
- Providing instructional coaching to teaching staff at the direction of the Chief Academic Officer;
- Providing support and/or leadership for departments, professional development sessions or initiatives, new staff and all staff orientations, committees, and/or working groups as assigned by the Chief Academic Officer;
- With the school-based teams, ensuring strong consistency between all three programs;
- Supporting all members of the Instructional School Leadership team with projects and core functions of their roles;
- regularly attend and/or chaperone after school and evening events, including family conferences and Back-to-School nights as appropriate;
- participating in lunch coverage, hallway transitions, and student arrival and departure for a minimum of 2 hours per week; and
- other such duties as the Chief Academic Officer may request commensurate with the Employee's position.

Strong candidates for our position will:

- Has 3+ years of experience as an instructional coach
- Advanced degree or special education license preferred
- 5+ years as a classroom teacher

Our teachers/staff:

- Are committed to learning about and practicing anti-racist work, including restorative justice approaches to building relationships;
- Communicate and collaborate effectively and proactively with colleagues, students, and families;
- Understand the importance of using data regularly to drive organizational decisions;
- Receive, and are grateful to receive, feedback in the pursuit of continuous improvement;
- Are willing to consistently hold our students accountable to academic and behavioral expectations;
- Actively contribute to the school and our position-based teams; and
- Affirm that we grow as educators best when we are held to high expectations for rigor, relationships, and relevance.

COMPENSATION & BENEFITS

- This position falls on our non-instructional [salary scale](#), Band E (not listed on current scale), based on years of prior experience within the range of \$91,623 - \$119,547.
- Why Boston Collegiate? Check out our [Value Proposition](#) to learn more about the benefits of being a staff member.

JOIN OUR TEAM

To formally apply, visit <https://forms.gle/U1knBekeNFftS55u6>. No telephone or email inquiries, please. Boston Collegiate is an equal opportunity employer. Accordingly, we make employment decisions without regard to race, color, religion, national origin, age, gender, gender identity, sexual orientation, veteran status, genetic information, disability or any other classification protected by applicable local, state or federal law. Boston Collegiate is committed to building a supportive and inclusive workplace that reflects the diversity of Boston.