

TITLE: DIRECTOR OF EDUCATIONAL EQUITY

TERMS OF EMPLOYMENT: 12 months

IMMEDIATE SUPERVISOR: Superintendent or designee

QUALIFICATIONS:

1. Bachelor's Degree required or evidence of professional certification.
2. Successful leadership experience of at least three (3) years.
4. Experience in building community relations and programming.
5. Experience establishing diversity and equity programs preferred.
6. Expertise and credentials in social emotional learning preferred.

ESSENTIAL JOB FUNCTIONS:

1. Develop, assist, support and monitor programs, procedures, policies, and processes that promote and sustain equity, inclusiveness, and diversity throughout the district.
2. Develop and implement strategies to monitor and evaluate district-wide progress toward eliminating the achievement and opportunity disparities among students of all identified subgroups.
3. Coordinate and develop effective district communication strategies to enhance and support cultural diversity and issues of equity.
4. Collaborate with district committees and key stakeholders to develop and sustain practices that support the equity agenda of the district.
5. Serve as the liaison to the various parent organizations within West Aurora, such as BPAC, Title I Parent Advisory, and SCAC. In addition, Solicit feedback and support efforts of parent groups advocating for traditionally underserved students.
6. Collaborate with the Human Resources Department in the development of strategies for recruitment and retention of a diverse workforce.
7. Collaborate with the Teaching and Learning Department to ensure a curriculum that is equitable, unbiased, and reflective of the District's diversity.

8. Design and coordinate professional development in the areas of equity and social justice.
9. Provide assistance, coaching, and consultation to individuals and groups regarding equity and cross-cultural competence.
10. Serve as the point of contact for employee, student, and parent concerns regarding cultural diversity, diversity recommendations, issues of equity, and suggestions.
11. Support student-based equity initiatives and school improvement efforts at the schools.
12. Remain current with the scholarship, pedagogy and theoretical underpinnings of equity education and cultural competence.
13. Establish working relationships with community organizations to promote the district's equity initiatives.
14. Review policy and planning documents paying attention to the language of hidden bias.
15. Perform other duties as assigned.