**NOTICE OF VACANCY**

**District 211 Director for Diversity, Equity and Inclusion**

An opening exists for the Director for Diversity, Equity and Inclusion in Township High School District 211 beginning July 1, 2022.

The Director for Diversity, Equity and Inclusion develops, assists, supports and monitors programs, procedures, policies and processes that promote and sustain equity, inclusiveness, diversity and access to opportunities throughout the district.

**Reports to:** Assistant Superintendent for Curriculum and Instruction

**Qualifications:**

* Knowledge of issues impacting and informing access, inclusion, equity and diversity in school systems
* Work experience in diversity, equity and inclusion or a related field
* Experience in implementing actions and systems resulting in creating a sense of belonging, equity and access in an organization
* Current Illinois Professional Educator License with an administrative endorsement or enrollment in a program that will result in endorsement prior to August 2022
* PERA-qualified evaluator requirements fulfilled by August 2022
* Successful prior experience as a licensed educator and school leader preferred
* Strong interpersonal and communication skills to collaborate effectively with a variety of stakeholders, including faculty, staff, parents, students and the larger community
* Ability to interact with employees with empathy and compassion
* Ability to handle multiple tasks and priorities, sensitive information and simultaneous projects

**Essential Duties and Responsibilities:**

* Facilitates the implementation and accountability of the District 211 Equity Plan
* Directs building and district professional learning activities on equity, bias, racism, diversity and inclusion
* Develops and maintains a professional learning system that encourages institutional practices of anti-racism through evaluation and training activities
* Leads and coordinates affinity groups and builds capacity in facilitating this work across the district
* Guides and supports student-focused initiatives, activities and groups that highlight diverse student voices, reduce bias and racism, affect positive change and support inclusion and equity at all sites within the district
* Establishes working relationships with local community organizations to uphold the district's commitment to equity, anti-bias, anti-racism, diversity and inclusion.
* Recommends policies and develops and implements strategies to monitor and evaluate district-wide progress toward eliminating the achievement and opportunity disparities among students in educational and extracurricular programs
* Collaborates with instructional leaders to review curriculum, instructional material, media and other resources to ensure that it is equitable, unbiased, inclusive and reflective of the district’s diversity
* Collaborates with the Human Resources Department to recruit, welcome and retain staff from diverse backgrounds
* Collaborates with other administrators to integrate diversity and equity practices into employment, professional development and training practices
* Collaborates with other administrators to integrate diversity and equity practices into Title IX processes and the systems used to address student harassment complaints and student behavior
* Uses data analysis to provide leadership and guidance to district leadership teams and the Board of Education through the lens of equity, anti-bias, anti-racism, diversity and inclusion
* Serves as the district-level liaison to school-based equity committees and other stakeholder groups formed to address systemic anti-bias and anti-racism efforts
* Collaborates with the English as a Second Language and Special Education leaders to ensure equity in the curriculum, protocols and practices for students with English language and special education needs
* Serves as a point of contact for employee, student and parent concerns regarding cultural diversity, issues of equity and suggestions for improvement
* Provides coaching, consultation and assistance to individuals and groups regarding equity, inclusion and cultural competence
* Other duties as assigned

All applicants must complete an on-line application prior to 4:00 p.m. on Wednesday, February 23, 2022: https://adc.d211.org/employment

**Please post through Wednesday, February 23, 2022**