

POSITION TITLE: DIRECTOR OF DIVERSITY, EQUITY and INCLUSION

Full Year, 1.0 FTE

Champlain Valley School District is committed to fostering an equitable, inclusive, diverse and antiracist community. We recognize that these goals are a reflection of our world, help to create a climate of acceptance, and further our overall mission to educate children.

POSITION PURPOSE:

Provides leadership and coaching support to schools and central departments in the implementation of district equity and diversity initiatives aligned with CVSD Equity Policy and strategic focus areas. Responsible for planning, developing, and delivering equity and diversity focused professional learning experiences for district employees, providing personalized leadership support to administrators to advance equity and diversity initiatives. Assess, interrupt, and remediate opportunity gaps and the predictability of student achievement outcomes based on social and cultural factors. Engage the broader community in furthering District equity policy.

MINIMUM QUALIFICATIONS:

KNOWLEDGE, SKILLS, AND ABILITIES

- Comprehensive knowledge of equity-based concepts such as critical race theory, intersectionality, identity development, cultural schema, and culturally responsive instruction
- Considerable knowledge of school improvement planning processes
- Effective leadership skills
- Demonstrated ability to communicate clearly and concisely both in oral and written form using a variety of communication techniques and tools to ensure the appropriate flow of information, collaborative efforts, and feedback
- Demonstrated ability to gather and analyze data and to present recommendations in an easily understood, reportable format
- Demonstrated ability to establish and maintain effective working relationships with students, teachers, administrators, school system staff, and the public

EDUCATION, TRAINING, AND EXPERIENCE

- Master's Degree from an accredited college or university or equivalent experience
- Three years of demonstrated equity-focused leadership practice
- Experience in creating and facilitating DEI training and professional development
- Excellent written and verbal communication skills

CERTIFICATION AND LICENSE REQUIREMENTS

- a willingness to pursue a Vermont professional educator's license if not currently licensed

PREFERRED QUALIFICATIONS:

- Three years of K-12 teaching experience
- Three years of professional experience as a senior diversity officer
- Demonstrated community activism with respect to diversity, equity and inclusion issues

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Creates and delivers district-wide professional development trainings on topics including equity, racial bias, allyship, cultural competence and culturally-relevant instruction
- Coordinate and lead building level DEI coaches and teams
- Provides coaching support to school and district administrators to assist in problem-solving equity challenges
- Consults with administration in matters related to micro-aggressions, harassment, bullying, and mistreatment of students, faculty and staff
- Develops community partnerships and resources that directly enhance CVSD diversity, equity, and inclusion initiatives
- Assists related student organizations with planning and implementing diversity projects and initiatives
- Serves as an active liaison between schools and central office departments to establish equity-based practices and procedures
- Periodically reviews district-wide communications to ensure inclusive, non-discriminatory language, including CVSD website, social media pages, school newsletters, etc.
- Assists in the growth and enrichment of diversity materials and curriculum throughout the district
- Consults with Human Resources in the solicitation, selection, and retention of a diverse staff
- Collaborates with Human Resources to ensure state compliance of regulations as they relate to diversity and equity in the workplace and throughout our educational systems
- Serves as a district Title IX and Title VI coordinator concerning various aspects of discrimination and discrimination trends
- Performs other related duties as assigned

COMPENSATION

Full-time compensation, including benefits, will be commensurate with experience

CVSD is an equal opportunity employer. Black, Indigenous, and People of Color (BIPOC), immigrants, women, and LGBTQ candidates are strongly encouraged to apply