

## **Senior Director for Educational Equity Milton Public Schools**

### **Welcome to the Milton Public Schools**

The Town of Milton is a contemporary suburban community in eastern Massachusetts that prides itself on tree-lined streets, rich diversity, and acres of protected open space. Milton is unique in that it has the most privately and publicly conserved land within 20 miles of Boston, giving the town a bucolic atmosphere in close proximity to the cultural and business opportunities in the Greater Boston area. Milton residents have quick access to major highways such as Routes 128, Interstate 93 and Interstate 95. Residents can also access the Red Line into Boston via the Mattapan Trolley.

The Milton Public Schools serves just over 4,400 students in four elementary schools- Collicot Elementary School, Cunningham Elementary School, Glover Elementary School, and Tucker Elementary School; one middle school- the Pierce Middle School; and one high school- Milton High School. In addition, Milton offers a developmental preschool, before and after school programs and summer school programs. All six of the district's buildings have been rebuilt or updated to state-of-the-art facilities. Relative to other suburban school districts in the Metro West and South Shore areas of Massachusetts, the Milton Public Schools is uniquely diverse, proudly serving students with the following demographics- 14.2% African-American; 7.2% Asian; 4.4% Hispanic; .1% Native American; 69.4% White; .1 Native Hawaiian, Pacific Islander; and 4.6 % Multi-Race (doe.mass.edu). In addition, approximately 14% of our students qualify for free and reduced priced lunch.

### **Equal Opportunity Employer**

The Milton Public School system does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, gender identity, transgender status, gender transitioning, age, national origin (ancestry), disability, pregnancy/parenting status, marital status, sexual orientation, homelessness, or military status, in any of its programs, activities or operations. These include, but are not limited to, admissions, equal access to programs and activities, hiring and firing of staff, provision of and access to programs and services, as well as selection of volunteers, vendors and employers recruiting at the Milton Public Schools. We are committed to providing an inclusive and welcoming environment for all members of our staff, students, volunteers, subcontractors, and vendors. The following person has been designated to handle inquiries regarding the non-discrimination policies: Dr. Karen L Spaulding, Assistant Superintendent for Curriculum & Human Resources, 617-696-4811.

### **Position Description:**

The Senior Director of Educational Equity will work alongside the Superintendent as a strategic planner in order to ensure inclusive, anti-racist, academically rigorous and dynamic schools cultures across Milton Public Schools in collaboration with Central

Administration and School Principals. In conjunction with the leadership team, they will develop a system of accountability that will collect and examine data, create and develop professional development opportunities for staff, design and maintain relationships with caregivers/community members to address inequities and systemic racism and eliminate gaps for all marginalized populations within Milton Public Schools. The Senior Director will document and report to the community on progress towards said efforts. Additionally, the Senior Director will provide support to all MPS stakeholders in their efforts to address inequities within the curriculum, policies/practices, and community participation as the district strives to ensure that all students have an authentic sense of belonging. The Senior Director will actively address systemic racism and bias issues throughout all levels of the school system.

**Major Responsibilities:**

- Advise and make recommendations to the Superintendent and Senior Leadership Team on all matters pertaining to the district's work around advancing racial equity, eradicating institutional racism, and eliminating achievement and opportunity gaps
- Work in conjunction with the Assistant Superintendent for Curriculum and Human Resources to recruit, hire, and retain staff of color
- Design/implement/refine student connectedness and school climate surveys and partner with school leaders to eliminate barriers to inclusive communities
- Design, plan, and provide transformative professional development for all MPS educators on equitable and antiracist practices and build systems and supports for ongoing, job-embedded professional learning in this area
- Assess and prepare annual reports for the Superintendent (to be shared with the community and School Committee) on the district's progress towards meeting its goal of ensuring an excellent, equitable education for all students
- Strengthen and expand community partnerships to ensure that students have a broad array of support for both academic and social emotional learning
- Be an active member of the MPS Strategic Planning Committee and Cultural Proficiency sub-committee
- Develop and facilitate take care and response teams regarding these issues
- Create multiple opportunities for anti-racism dialogue throughout all levels and with all stakeholders of the district
- Develop and maintain resources that support schools in their efforts to close the opportunity and outcome gaps
- Develop a mechanism to elevate the voices of BIPOC students and families and ensure that work regarding progress toward accountability outcomes is made transparent, especially to BIPOC students and families
- Document and disseminate information on promising practices in schools who have been successful in eliminating achievement gaps and achieved a significant commitment from teachers and staff to be culturally proficient as demonstrated throughout their student interactions
- Develop affinity groups for staff (e.g. race, cultural, LGBTQ) and support building leadership to establish them among students
- Provide current research on strategic and successful programs in public schools that can be used to assist staff and eliminate performance gaps as well as current

scholarship regarding racial equity and the complexities and intersectionalities of issues in diverse communities

- Team with principals, building-based administrators, and curriculum leaders to craft and facilitate professional development to ensure it is well aligned with the district's anti-racist efforts

**Qualifications:**

- Master's degree or higher
- Experience leading racial equity initiatives in public schools
- A proven track record of navigating complex issues successfully
- Experience responding to events that warrant a high level of understanding and appropriate action prioritizing impact over intent
- Significant experience collecting and disaggregating data
- Strong ability to teach complex issues to a wide range of learners
- Significant experience dealing with equity issues in public schools
- Demonstrated experience of leadership in public education
- Excellent written and interpersonal communication skills
- Demonstrated ability to navigate and deescalate complex situations

**Salary:** Non-union Administrative 12 month position \$90,000-\$105,000, depending on experience.

**To Apply:** Please visit [SchoolSpring](#).

**Questions?:** Please contact Dr. Karen Spaulding, Assistant Superintendent for Curriculum and Human Resources at [kspaulding@miltonps.org](mailto:kspaulding@miltonps.org).