

**Application Deadline  
January 3, 2024**

# Director of Diversity, Equity, Inclusion and Belonging Search

The Milton Public Schools is seeking a 21st century education leader as the next Director of DEIB. The successful candidate will work collaboratively with the Superintendent as a strategic planner in order to ensure an inclusive, anti-racist, anti-bias, academically rigorous, and dynamic school culture across Milton Public Schools.



## **MPS at a Glance**

**4400 Students**

**450 Professional Staff**

**250 Support Staff**

## **Student Race and Ethnicity**

**African American 12.5**

**Asian 8.0**

**Hispanic 6.5**

**White 66.6**

**Multi-Race, Non-Hispanic 6.2**

## **Selected Populations**

**First Language not English 10.4**

**English Language Learner 2.7**

**Low-income 13.4**

**Students With Disabilities 17.7**

**High Needs 29.2**

## **District Core Values**

**High Academic Achievement for  
all Students**

**Excellence in the Classroom**

**Collaborative Relationships and  
Communication**

**Respect for Human Differences**

**Risk-Taking and Innovation  
for Education**



- In conjunction with the Leadership Team, the Director 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 community members to address inequities and systemic racism and work toward eliminating gaps for all marginalized populations within Milton Public Schools.
- The 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 Director will document and report to the community progress towards said efforts

## **Qualifications**

- Master's degree or higher
- Experience leading racial equity and anti-bias initiatives
- Experience implementing restorative justice best practices
- A proven track record of navigating complex issues successfully; demonstrated ability to navigate and deescalate complex situations
- 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



## MPS Mission Statement

The Milton Public Schools Educate, Challenge & Empower all students to achieve individual post-secondary goals and to be productive, caring, and contributing members of society.

## Major Responsibilities

- Advise and make recommendations to the Superintendent, Central Office and District Leadership Team on all matters pertaining to the district's work around advancing racial equity, eliminating institutional racism, and closing achievement and opportunity gaps
- Work in conjunction with the Assistant Superintendent of Curriculum and Human Resources to recruit, hire, support and retain a diverse staff
- Administer 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
- Provide updates to the Superintendent to be shared with the community and School Committee on the district's progress toward meeting district goals
- Strengthen and expand community partnerships to ensure that students have a broad array of support for both academic and social emotional learning
- Create multiple opportunities for anti-racism and anti-bias dialogue throughout all levels and with all stakeholders of the district; develop partnerships with community organizations
- Continue 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
- Lead and support affinity groups for staff and students (e.g. race, cultural, LGBTQ)
- 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 intersectional ties of issues in diverse communities
- Support the individual schools' Diversity, Equity & Inclusion Groups in their endeavors to enhance school culture and promote acceptance of diversity.

### Anticipated Timeline

1/3/24	Applications Due
1/8/24	Select Semi-finalists
1/10/24	Semi-finalist Interviews
1/10/24	Semi-finalist Interviews
1/10/24	Selection of Finalist
7/1/24	Start date

### Salary

Non-union Administrative  
12 month position  
\$120,000-\$125,000,  
depending on experience.

### Apply Now

Please visit

[www.miltonps.org/about/employment-opportunities](http://www.miltonps.org/about/employment-opportunities) to apply.

The Milton Public Schools serves approximately 4,400 students in four elementary schools, one middle school and one high school. Milton offers a developmental preschool, before and after school programs and summer programs.

All six of the district's buildings have been rebuilt or updated to state-of-the-art facilities. The district is currently engaged in seeking options for additional space to accommodate our growing student population.