

Integration / Equity Coordinator

Qualifications:

- Current Minnesota teaching license
- Classroom teaching experience
- Masters degree
- Administrative licensed (preferred)
- Advancement Via Individual Determination (AVID) Certified District Director (preferred)
- IDI Qualified Administrator (preferred)
- Commitment to culturally responsive teaching
- Demonstrated leadership skills
- Life-long learner
- Excellent organizational skills
- Ability to work strategically with big picture/vision and also details/logistics
- Excellent communication, collaboration, interpersonal skills
- Excellent problem-solving skills
- Strong initiative and high energy

Responsibilities:

1. Coordinate District 196 initiatives related to diversity and inclusion.
2. Coordinate equitable learning opportunities (PreK-12) in alignment with equity action plan in the District 196 strategic plan.
3. Work cooperatively with school administrators and provide leadership for staff in integration/educational equity programs.
4. Communicate with the Minnesota Department of Education regarding the integration plan.
5. Facilitate and monitor evaluation of the integration plan.
6. Convene and provide direction to the Community Collaboration Council as required by the Minnesota Desegregation Rule.
7. Maintain knowledge of federal guidelines and laws relating to student assignment plans as they relate to integration.
8. Collect and analyze data on student population transfers as related to school choice and make recommendations for choice options
9. Develop and maintain contacts with a range of community organizations regarding issues of integration and educational equity.
10. Collaborate with other districts on educational equity issues.
11. Serve as the district's spokesperson to all school and community outreach programs involved in the development or promotion of the integration/equity initiatives.
12. Develop and disseminate information to the public on issues related to educational equity through written reports, and oral presentations.
13. Budget development and management within policies and procedures established by the School Board.
14. Request and implement grant monies from state, federal and philanthropic sources in addition to district budgets and integration revenue.
15. Work with the Teaching and Learning Department's assessment center to analyze data & support programs that accelerate learning to close the achievement gap.
16. Work with curriculum coordinators to provide direction for cultural inclusion in curriculum materials.
17. Provide training to district staff and new teachers on equity focused and culturally responsive instructional practices.

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18. Implement and certify the Advancement Via Individual Determination (AVID) program, implement and support the AVID curriculum, hire, train, and supervise AVID tutors, and coach elective teachers as a trained and certified District AVID Director.
19. Hire and train, supervise and lead Cultural Family Advocates and develop a working protocol to assist schools and families.
20. Recruit and retain staff of color in District 196 by facilitating and implementing recruitment strategies in partnership with Human Resources staff.
21. Performs such other tasks and assumes related responsibilities as the Director of Teaching and Learning assigns.