

BARRINGTON COMMUNITY UNIT SCHOOL DISTRICT
220 Barrington, Illinois 60010

JOB DESCRIPTION

TITLE: DIRECTOR OF EQUITY, RACE, AND CULTURAL DIVERSITY INITIATIVES

QUALIFICATIONS:

1. Illinois Professional Educator License (PEL) preferred. 2. Masters degree in the field(s) of psychology, education, school counseling, social work, or related field. 3. A minimum of three years of experience at a leadership level at a school, district, state, or public organization with experience in establishing and strategizing systemic change. 4. Excellent oral and written presentation skills with an emphasis on the ability to build strong interpersonal relationships at all levels of an organization. 5. Excellent public speaking, facilitation, organizational, and analytical skills. 6. Knowledge and experience in the areas of diversity, equity, and inclusion strategic initiatives and cross-cultural communication. 7. Knowledgeable about current trends related to equity, diversity, and inclusion. 8. Knowledge and experience working with the social and emotional learning needs of students in school-based settings from diverse populations; exploring theories of educational improvement, youth development, and adult learning, and planning; coordinating and delivering professional development and training for teachers. 9. Ability to create positive and trusting working relationships and handle multiple tasks and priorities, sensitive information, and simultaneous projects. 10. Commitment to self-reflection and ongoing professional development.

REPORTS TO: Assistant Superintendent for Operations
and K-12 Schools

SUPERVISES:

N/A

POSITION SUMMARY: The Director of Equity, Race, and Cultural Diversity Initiatives (ERD) position is a 10-month administrative position. This individual will serve as a member of the district's leadership team and is responsible for leading efforts to develop and provide assistance in the implementation of ERD initiatives throughout the district in order to promote an inclusive school climate, integrate equity-based inclusive teaching and learning strategies, foster healthy youth development, and engage students collectively with explicit ERD instruction.

The position provides leadership regarding the development, coordination, facilitation, and delivery of diversity-related programs, services, and support for students, staff, and faculty across the district. The Director will plan, develop, and implement strategic initiatives in collaboration with other parties to help increase awareness, enhance education, and promote advocacy.

ESSENTIAL FUNCTIONS:

1. Highly motivated and visionary leader that is prepared to work collaboratively with multiple stakeholders to

continue to develop and build the future of ERD in our school communities. 2. Think creatively, strategically, and innovatively to develop strategies and practices that integrate ERD support structures, protocols, and instructional knowledge at the classroom level. 3. Lead the professional development of ERD and work in partnership with educational leaders inside and outside. 4. Lead a focus on social justice initiatives, personal and community development, cultural awareness, and advocacy to cultivate and develop an inclusive environment. 5. Ensure resources, professional learning, and policies are designed to support student growth and achievement, teacher professional development, and school-wide climate improvement for the diverse population. 6. Effectively collaborate with a variety of stakeholders including faculty, staff, parents, students, and the larger school community, and use facilitation methodologies that incorporate data-driven strategies for change. 7. Perform other tasks and assume responsibilities as assigned.

PHYSICAL CONTEXT OF THE JOB: Ability to stand, walk, and sit frequently or for prolonged periods of time. Ability to travel to school buildings, offices, various events, and other engagements.

TERMS OF EMPLOYMENT:

10 month position. Salary/benefits determined by the Board of Education. Performance evaluated annually in accordance with the District Administrative Performance Evaluation Process.

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