



The Mind Trust
Transformative education. Rooted in equity.

1630 N Meridian Street, Suite 450
Indianapolis, IN 46202
317.822.8102

Job Description: Director of Schools

Organizational Overview

The Mind Trust is an Indianapolis-based education nonprofit that works to build a system of schools that gives every student in Indianapolis, no exceptions, access to a high-quality education. The Mind Trust does this by building a supportive environment for schools through policy and community engagement; empowering talented, diverse educators to launch new schools; and providing existing schools with the support they need to hire world-class talent and achieve excellence. Since 2006, The Mind Trust has supported the launch of 45 schools and 15 education nonprofit organizations, and has helped place more than 1,750 teachers and school leaders in Indianapolis classrooms. More information can be found at themindtrust.org.

About Working at The Mind Trust

The Mind Trust is a high-impact organization with a fast-paced environment and an emphasis on outcomes and equity. The organization prides itself on its inclusive and dynamic culture, with a focus on quantitative measures and continuous improvement, and is highly collaborative and team-oriented, while also offering a flexible work environment. The organization strives to be anti racist in all its programming, policies, and procedures.

Position Overview

The **Director of Schools** reports to the Senior Vice President of Schools and will support the incubation and authorization work as fellows transition through the fellowship. The primary role of the **Director of Schools** will involve working collaboratively with the Senior Director of Schools and team members to support fellows in the incubation and authorization process as they engage with the district and authorizer to ensure they are sufficiently prepared for charter approval, replication or expansion. The Director of School Incubation and Authorization remains abreast of the school landscape and supports in pushing the work of the Mind Trust forward through consistent engagement with the authorizer and district.

To be successful, the **Director of Schools** must: be an independent, self-motivated strategic and operational thinker; demonstrate strong written and verbal communication skills; possess exceptional attention to detail and a high bar for quality; be able to organize, prioritize, and direct a

large volume of projects and tasks; seek solutions as an active problem solver; and eagerly partner with all colleagues to collaboratively extend The Mind Trust's impact.

Position Responsibilities

- Support fellows in the development of their prospectus and all other artifacts required to obtain a charter or amend a charter for replication/expansion.
- Engage regularly with fellows to progress monitor completion of fellowship deliverables relating to charter authorization, replication/ expansion.
- Provide as-needed assistance to The Mind Trust fellows to assist in contractual agreements with the district.
- Compile and analyze program outcomes through quarterly surveys and case studies.
- Create and maintain a library of school incubation supports for use by current and future fellows and staff
- Work in collaboration with the members of the schools team that manage the budgets of school support and incubation.
- Research and aggregate publicly available school data, including state assessment data, and present key legislative changes that impact schools in Indianapolis and across the state.
- Conduct ongoing school visits to identify resources that support best practices
- Support in the research and identification of high quality education providers that support existing schools and incubation.
- Arrange logistics for recruiting and school support events with an emphasis on high quality planning and execution.
- Support Great Schools staff by coordinating meetings, events and visits for key stakeholders.
- In collaboration with the Great Schools team, support in the recruitment and cultivation of talent.

Qualifications

- Bachelor's degree or higher; preferably in the education field.
- Minimum of three to five years in building level school leadership/instructional coaching.
- Demonstrated success in curriculum and instructional systems
- Commitment to and enthusiasm for The Mind Trust's mission and Core Values.

- Sharp attention to detail and strong organizational skills.
- Strong interpersonal skills to facilitate relationships with visitors/ guests and others outside the organization.
- Willingness to take initiative and pitch in as needed on any and all tasks.
- Excellent team player and enthusiasm for working in a collaborative environment.

Compensation

The Mind Trust offers competitive compensation commensurate with experience and a comprehensive benefits package including medical, dental, and vision insurance, a 403b retirement plan, and paid time off. The Mind Trust is an Equal Opportunity Employer.

To Apply

Submit cover letter and resume to:

Paula D Glover, Director of Recruitment and Project Management

Email: pglover@themindtrust.org