



Position Description: Manager of Talent Development

Organizational Overview

Rocketship Education (www.rsed.org) is a network of public K through 5 charter schools serving primarily low-income students in neighborhoods where access to excellent schools is limited. Using a blend of traditional instruction, adaptive technology and targeted tutoring, Rocketship strives to meet the unique needs of each and every student. But we believe that truly transformative schools do more than educate students; they empower teachers, engage parents and inspire communities. Together, we can eliminate the achievement gap in our lifetime.

Rocketship is based in San Jose, but we realize the achievement gap stretches across the nation. We're opening new schools every year to help reach the millions of students striving in underperforming schools every day.

The Leadership Development Team

The Leadership Development (LD) Team is responsible for the design and implementation of structures, tools, and programming to support the preparation of Rocketship's teacher leaders, assistant principals, and principals. This includes codifying school-based leadership roles and competencies, running the Network Fellows principal preparation program and other ongoing development opportunities, partnering closely with school and regional-based teams to ensure development of all staff, and evaluating current practice in school talent development.

Position Summary

The Manager of Talent Development will play a critical role in setting the vision for school-based careers and designing structures, tools, and programming to support leadership development of school staff. This is an exciting opportunity to bring innovation to school-based careers and design coherent, aligned roles across school staff roles in order to develop, improve effectiveness, and retain school staff over time. This position may also include the opportunity to lead and support on initiatives related to talent development for Rocketship central office staff. The Manager of School Talent Development is a full-time exempt role that will report to the Sr. Manager of Leadership Development.

Primary Responsibilities

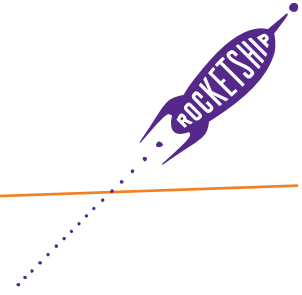
Collaborate closely with key regional and school staff members as well as talent teammates to lead work in the following areas:

School Staff Role Design

- Develop and refine network-wide vision for school leader and teacher roles and career paths
- Refine ILS or tutor/coach role for Rocketship classroom model

Competency Design

- Develop and/or refine competencies and selection criteria for Rocketship principals, assistant principals, teacher leaders, teachers, and Individualized Learning Specialists



Performance Management Systems and Assessment of Current Practice

- Design and implement a 360 feedback protocol for school leaders
- Design and implement performance evaluations for all school based instructional staff
- Design, implement, and analyze surveys to assess school leader effectiveness and capture best practices
- Analyze current practice against competencies for each school-based instructional role

Training and Development

- Consult on training and program design in alignment with competencies, gaps, and strengths in current practice
- Lead norming process for all talent-related tools at school sites
- Provide training design support

School Staff Retention

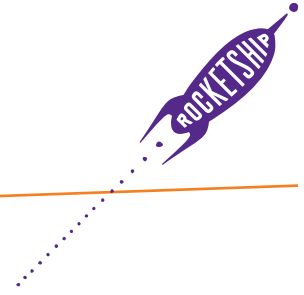
- Assess regrettable and voluntary staff departures and develop retention strategies

Rocketship Central Office Staff Talent Development

- Lead and/or support on initiatives to drive talent development in the Rocketship regional and national offices including but not limited to: design of performance management and feedback systems, define and clarify positions, titles, and pathways, and identify appropriate training and development opportunities

Qualifications

- Commitment and passion for Rocketship’s mission, vision, and goals
- Outstanding skills in problem solving and critical thinking
- Innovative, visionary approach to redefining school-based careers and career paths
- Sharp eye for school staff talent and ability to assess competencies
- Skill at building strong working relationships with people in both senior- and junior-level roles, both within and beyond Rocketship. Experience “managing through influence,” driving results requiring contribution from multiple stakeholders without direct oversight
- Ability to boil down complex topics into usable tools and sticky language
- Ability to organize and synthesize large amounts of data and extract key trends
- Ability to provide tools, systems, and solutions for large-scale systems
- Analysis (qualitative, some quantitative preferred)
- Research skills to identify models and best practices in other networks and fields
- Understanding of how adults learn and develop
- Experience in a fast-paced, highly analytical, entrepreneurial environment, with the ability and desire to help shape a new role and flexibly shift responsibilities over time as the role and department evolve
- 2+ years of teaching experience
- 2+ years of experience in design of tools, systems, or trainings related to performance management, talent selection, adult training or development
- Proficiency in Excel, Word, and Powerpoint required
- School leadership experience strongly preferred



- Recruitment or hiring experience a plus
- Bachelor's degree required

Hiring Process

If you are interested in this opportunity, please go to <http://www.rsed.org/> to submit your online application.

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