

EDUCATION

Organization: Results for America

Role: Associate Director, Education Policy Implementation

Location: flexible

Organization Overview

Results for America (RFA) is the leading, national nonprofit organization helping policymakers at all levels of government harness the power of evidence and data to solve the world's greatest challenges. Our mission is to make investing in what works the "new normal," so that, one day, all government leaders use rigorous evidence and quality data to inform important policy and funding decisions. We believe that data-driven and evidence-based policy decisions could significantly increase the impact of the over \$1 trillion that governments spend annually to advance economic mobility and racial equity.

Founded in 2012, RFA spent its first three years partnering with policy innovators to build the credibility of evidence-based policymaking, securing early and important wins in education, expanding its work to multiple levels of government and driving awareness and demand through carefully orchestrated education and communication campaigns. During its second phase (2015-2018), RFA worked to demonstrate the power of evidence-based policymaking in ways that resonate with an even broader universe of elected officials and policymakers. Now in its third phase of work, RFA intends to demonstrate that governments at all levels can make faster, more lasting progress in accelerating economic mobility for residents when they use evidence and data in decision-making. By creating specific issue-area wins, RFA will further cement support for evidence-based policymaking among all policymakers as the "new normal."

Program/Department Overview

In July 2016, Results for America launched the [Evidence in Education Lab](#) (Ed Lab) to help states, school districts and schools build and use evidence to improve outcomes for our nation's students. In December 2017, Ed Lab expanded its work with the launch of our State Education Fellows program. Our second cohort of fellows, which was launched in May 2021, is focusing on helping state education agencies and their school districts leverage evidence as they respond to the overlapping crises of the COVID-19 pandemic, the economic downturn, and pervasive, systemic racial inequities. In July 2020, RFA launched [EdResearch for Recovery](#) in partnership with the Annenberg Institute at Brown University. EdResearch taps top education researchers from across the country to develop evidence briefs to inform state and local education recovery strategies, and following a highly successful pilot, is about to expand into an ambitious second phase. RFA continues to advocate for stronger, more supportive policies that promote data and evidence use at the federal level, and is exploring a new focus on strengthening early childhood education outcomes through data and evidence-based investments.

Position Overview

Results for America is seeking a team member who is passionate about improving government and student outcomes and who has excellent project management, communication, and relationship building skills. The Associate Director for Education Policy Implementation will be critical in leading our [State Education Fellowship](#) and leading a new workstream under our [EdResearch for Recovery](#) initiative.

Position Reporting Relationship

The Associate Director, Education Policy Implementation will report to RFA's Vice President, Education Policy Implementation.

Position Responsibilities

The responsibilities of the Associate Director for Education Policy Implementation include, but are not limited to:

Project management related to State Education Fellowship initiative (40%)

Lead the development and management of the State Education Fellowship including:

- Plan agendas and facilitate monthly coaching calls with each state team.
- Coordinate and oversee technical assistance and support to each state team based on their strategic priorities and monthly coaching calls.
- Leverage partner organizations to provide training and technical assistance.
- Support the design and implementation of tri-annual fellowship convenings.
- Set agendas for and facilitate weekly planning and strategy meetings with the project team.
- Coordinate cross-cohort affinity and role-alike groups among participating Fellows.
- Capture and translate policy lessons and “wins” into policy briefs, case studies, blog articles, presentations, talking points.
- Collaborate with RFA's communications team to develop social media content, including short videos, tweets, and other posts.

Curriculum Development and Network Coordination related to the EdResearch for Recovery initiative (50%)

Oversee efforts to scale and spread the insights from the initial EdResearch for Recovery district-level communities of practice in Rhode Island and Washington, D.C. to additional cohorts of “recovery pilot” districts in 1-3 additional states.

- Lead the development of a model curriculum to guide evidence-based design, implementation, and measurement of recovery strategies in new communities of practice, to include facilitation guides, slides, and other related materials.
- Coordinate network support and learning across 1-3 new “recovery pilot” district networks by managing relationships with the network leaders in each new site and providing timely, relevant, and high-quality coaching to each network leader and cross-network learning opportunities.

- Draft a series of ongoing learning reports that spotlight implementation efforts across pilot sites and help expand the library of EdResearch for Recovery briefs.
- Support implementation of a set of common measurement tools to assess progress across pilot sites.
- Lead the selection and oversight of an external evaluation partner to work with us to build an ongoing measurement and learning plan that collects formative and summative data to inform overall project impact and influence ongoing decision making.
- Work closely and collaboratively with the EdResearch for Recovery team on other aspects of the initiative as needed.

Organizational and professional development (10%)

- Contribute to RFA-wide initiatives including diversity, equity, and inclusion efforts
- Draft a professional development plan and pursue opportunities to grow skills, including mentoring other team members at RFA.

Some travel required (approximately 10%, less if living in the Washington DC area). This is a full-time, exempt position.

Qualifications and Skills

- Strong commitment to the Results for America mission and vision
- Strong commitment to RFA's diversity, equality, and inclusion commitments
- Bachelor's degree and at least 10 years of relevant work experience required, with a preference for experience in a school district, state education agency, and/or federal agency
- Skilled facilitator, able to lead engaging group discussions and make progress on shared goals, including in a virtual environment
- Strong project management skills, including task and quality management, and fluency with project management tools
- Able to write clearly and concisely
- Strong attention to detail and organizational capabilities
- Able to work across a virtual and in-person team, and with government partners across the country
- Open and honest communicator
- Learning mindset and ability to give and receive compassionate, constructive feedback.

All RFA employees are expected to participate in the organization's diversity, equity, and inclusion (DEI) efforts.

This is a full-time, exempt position.

Salary and Benefits

At Results for America, all staff members currently receive a compensation package that includes: (1) a salary aligned with RFA's position level and salary bands and against similar nonprofit organizations; and (2) a suite of benefits that includes a choice of medical and/or

vision and dental care, paid time off, a 403b retirement plan with employer match, and education and commuter benefits.

How to Apply

To apply for this position, please send your cover letter and resume to recruiting@results4america.org. The subject line of your email should read "YOUR NAME – Associate Director, Education Policy Implementation".

RFA is an equal opportunity employer that values/celebrates diversity and that follows a policy of making all employment decisions and personnel actions without regard to race, color, religion, national origin, sex, age, marital status, partnership status, personal appearance, sexual orientation, gender identity or expression, genetic information, family responsibilities, matriculation, political affiliation, disability, status as a victim of domestic violence, sexual offenses or stalking, military status, veteran status or any other category protected under federal, state or local law.