

Lowell Public Schools
Lowell, Massachusetts

CHIEF EQUITY AND ENGAGEMENT OFFICER

ABOUT LOWELL PUBLIC SCHOOLS:

The Lowell Public Schools (LPS) is one of the largest districts in Massachusetts, currently enrolling more than 14,150 students in grades PreK-12. LPS has a dedicated school community committed to serving our students and families. The Lowell Public School System provides an inspiring, engaging and empowering education by creating the “Pillars of Urban Excellence” to support and drive its vision:

- The Limitless Potential of all Teachers and Students
- School Cultures that are Welcoming, Respectful, Safe, and Healthy
- Collaborative, Professional Growth of Educators Throughout their Careers
- Partnerships with Schools, Families, and the Community
- Equity and Transparency in all our Actions and Interactions

Our school traditions and activities are enjoyed not only by our students, but by the community as well. Our Students enjoy: Field Trips, Celebrations, Student Assemblies, Science Fair, Reading and Writing Events, Family Nights, Special Recognition Events, Civic and Social Justice Activities, Knowledge Bowl, Athletic Activities, Extended Day Programs and more. We provide many parent/guardian engagement activities and meetings. We encourage guardians to participate.

Overview:

Job Goal

The **Chief Equity and Engagement Officer** will lead the district’s work to embed equity and culturally sustaining practices into every core district function, ensuring that all students have full and equitable access to the district’s programs and resources, and will lead the district’s efforts to engage students, families and community members as true partners in the educational process

The ideal candidate will be a visionary and transformational thought leader, who has demonstrated experience and influence in achieving positive change in an academic setting in the areas of diversity, inclusion, multiculturalism, community partnerships, economic development, and educational and employment equity at multiple levels of education leadership such as school, district, state and community.

This position will reside in the Office of Educational Equity and Community Empowerment and will report directly to the Superintendent.

PERFORMANCE RESPONSIBILITIES:

Role as a Member of the Superintendent's Executive Cabinet

- Keeps the Superintendent informed on issues, needs, policies and operations as they relate to equity and inclusion to ensure that Lowell's diversity is leveraged as an integral part of the district's strategy for raising academic achievement;
- Offers professional advice to the Superintendent on items requiring action, with appropriate recommendations based on thorough study and analysis to ensure that all students have equitable access to programs and resources through analysis, monitoring and policy development;
- Interprets, supports and carries out the intent of all Lowell School Committee policies and procedures relating to equity and inclusion in support of the district's strategic efforts to build a culture of equity and inclusion for all students, families, employees and the community;
- Attends and presents at meetings as necessary (including School Committee, city or DESE related).

Specific Programmatic Responsibilities

- Ensures that Lowell's diversity is leveraged as an integral part of the district's strategy for raising academic achievement.
- Ensures that all students have equitable access to programs and resources through analysis, monitoring and policy development.
- Acts as the lead in enhancing parental and community involvement in district decision-making.
- Serves as the district's public information officer and coordinates all media-related activities.
- Coordinates the district's legislative agenda and manages government relations.
- Enhances the district's relationship with the vast network of community partners across the City of Lowell.
- Supports and advises district administrators, school principals, assistant principals, and other supervisors with the practices and issues of equity.
- Provides for the continuing review and improvement of existing curricula and the preparation of new curricula, such as anti-bias and cultural proficiency curricula, as needed.
- Confers with equity experts to ensure that the initiatives, policies, and practices of the district are grounded in research; creates initiatives, policies, and practices around equity.
- Partners with families and community organizations to engage in dialogue about equity and equity-based solutions to achieve excellence in schools.

Other Responsibilities

- Partners with and enhances the district's relationship with key stakeholder groups, including Parent Advisory Committees, the Superintendent's Cabinet, Central Office Departments, the School Board, the Mayor's Office and key community-based organizations towards meeting the goals of Lowell Public Schools.
- Solicits feedback and supports efforts of parent and community groups advocating for traditionally underserved and/or under resourced students.
- Monitors the District's compliance with the McKinney-Vento Homeless Education Act.
- Performs such other tasks and assumes such other responsibilities as may be assigned by the Superintendent.

PROFESSIONAL QUALIFICATIONS:

The successful applicant for this position must possess:

- A master's degree or higher from an accredited college or university.
- At least 10 years in education, including successful teaching experience and at least 5 years of successful administrative experience at the school, district and/or state level.
- Strong interpersonal skills and the ability to communicate, collaborate, and problem-solve with a wide variety of constituents, including students, teachers, families, administrators, and community partners.
- Experience leading community engagement and community organizing efforts;
- Deep knowledge in the creation of, implementation of, and adherence to federal, state, and district policy.
- Experience leading system-wide and school-wide improvement initiatives.
- Demonstrated facilitative leadership and problem solving.
- Ability to successfully create and manage stakeholder relationships.

Ability to speak two or more languages at a conversationally proficient level is strongly preferred.

REPORTS TO: Superintendent of Schools

EFFECTIVE DATE OF EMPLOYMENT: Negotiated upon hire

TERMS OF EMPLOYMENT: Twelve month position

SALARY: In the range of \$150,000 commensurate with educational level and experience

The posting of this position will be effective as TBD Applications will only be received through the Lowell Public Schools Personnel Office website, via the on-line application system.

<http://www.lowell.k12.ma.us> Lowell Public Schools

Office of Personnel & Recruitment
155 Merrimack Street