



# Director of Education Strategy and Impact

Fort Worth, Texas

Child Care Associates (CCA), the largest nonprofit child development organization in North Texas, has served over 545,000 vulnerable young children and their families since 1968. Regional support for young children has increased over the past 5 years, creating an opportunity to propel CCA's services and the early learning system to new levels of impact and quality. **CCA is creating a new position - Director of Education Strategy and Impact - to increase educational impact using data, cultivating school and community partnerships, and influencing systems level change.**

Working at the forefront of quality early childhood education, **CCA has been a trusted community partner for the last 49 years.** This unique position will provide the opportunity for an experienced candidate who is well versed in the creation of **research-based educational design, data-driven improvement and partnership development** to work with a regional organization in one of the **largest 25 cities** in the nation. The Director of Strategy and Impact will increase educational outcomes for CCA's students and the larger educational system through the purposeful application of research and data driven decision making to execute strategic partnerships and initiatives.

CCA serves approximately **17,000 young children** per year and has an annual budget in excess of **\$70 million**. Child Care Management Services is CCA's largest program, annually serving **14,000 children**, offering child care payment assistance, child care quality improvement activities, and acting as a liaison among parents, providers, and the State of Texas. In addition, CCA has the opportunity to serve approximately **300 infants and toddlers and 2,000 preschoolers** through their Head Start, Early Childhood Development Campuses, and Pre-Kindergarten/Head Start partnership classrooms. CCA operates 22 Head Start and Early Child Development campuses, including 75 Pre-Kindergarten/Head Start partnership classrooms in high poverty neighborhoods and local elementary schools. CCA supports kindergarten readiness and educational alignment by offering Pre-Kindergarten programs in partnership with one charter school and seven Independent School Districts (ISDs) including, Fort Worth, Arlington, Hurst-Euless-Bedford, Everman, White Settlement, Keller, and Grapevine-Colleyville.

CCA manages several other programs and special initiatives in this region, all focused on early childhood development. Because of CCA's longevity, size, and history of achievement, it has the potential to become a model for the early learning field at the local, state, and national level. The Director of Strategy and Impact will support CCA leadership as the organization develops this potential.

## The Position

To ensure that all children served by CCA are achieving positive outcomes, the Director of Strategy and Impact will initiate and oversee the design and execution of educational partnerships and initiatives across a variety of center-based and school campus-based infant, toddler, and preschool classroom settings.

The Director of Strategy and Impact position includes three major areas of focus:

1. **Research-based, Educational Design**—draw from experience and understanding of current best practices to support classrooms with strong academic achievement by:
  - a. Effectively tracking and using child and program outcome data to design responsive educational initiatives and improvements.
  - b. Supporting an effective system of classroom coaching and professional development.
  - c. Designing research & evaluation with outside evaluators.
2. **Partnership Development**—initiate, cultivate, maintain, and renew key strategic partnerships and service models with school districts and other community educational initiatives. This also involves strengthening the connection between CCA management and the educational experience in the schools and centers.
3. **Impact Communication**—develop an approach to capture and disseminate the organization’s educational progress and impact through key data points and measures to the larger early learning community and its leaders. This includes maintaining strong communication with funders to keep them informed of the impact of their investments, as well as strategically tying outcomes to CCA’s annual plan.

As a member of CCA’s leadership team, the Director of Strategy and Impact will work closely with the Head Start/Early Head Start Directors and the program management team to advance the organization’s mission to assist family successes through excellence in comprehensive early learning and development services. This team will also shape the community’s early learning context. The Director of Strategy and Impact will report directly to the Chief Executive Officer.

### **Responsibilities**

- Design and oversee the implementation of a comprehensive educational plan spanning all education programs to include ongoing professional development, student assessment, curriculum implementation, and a coaching model.
- Support cross-organizational strategic planning to leverage resources and influence the early learning landscape.
- Initiate, develop, maintain, and renew quality working partnerships and collaborations with school districts and all other academic partners, including the co-delivery of infant toddler, pre-k, and Head Start.
- Foster consistent service quality and accountability across the organization by connecting CCA management closely with the progress of the centers and providers it serves.
- Connect CCA with a collaborative system of building early childhood outcomes.
- Support a culture of measurable results and accountability by commissioning independent evaluation projects and by using student outcomes from these evaluations to inform programmatic choices relating to school readiness.
- Design and execute comprehensive, organization-wide strategies for system and process improvement.
- Coordinate the selection and deployment of developmental assessment tools and help teams utilize formative and assessment data to drive improvement.

- Strategize the targeted, consistent communication of educational impact both internally and externally to the community and funders.

### **Core Qualifications**

- 5-7 years of educational management experience in education, preferably among children 0-8 yrs.
- Demonstrated track record of success in leading initiatives that positively impact student achievement, particularly with those based in or engaging public or charter schools.
- Ability to work with key staff to develop strategic direction for educational programming and to effectively use student data and evaluation to guide key decision-making.
- Experience leading high-performing teams, managing staff, providing constructive feedback, and coaching team members.
- Commitment to equity for all children by working to promote school readiness.
- Understanding of state funded Pre-Kindergarten through third grade programming, execution, and standards compliance. Experience in developing relationships with educational and evaluation partners and seeking out new opportunities.
- A solution-focused and collaborative work style.
- Strong public speaking and presentation skills.
- At least a Master's degree in education, educational leadership, or equivalent preferred.

**Preference will be given to candidates who demonstrate the ability to cultivate relationships with both team members and stakeholders in the Early Child Care and Education fields and who have experience managing or partnering with Head Start and Early Head Start programming.** Candidates should ideally demonstrate a number of preferred personal qualities in addition to a successful track record of leading early learning initiatives.

### **Compensation**

Compensation range is expected between **\$95,000 and \$115,000**. A competitive benefits package is provided, including (current) employee health insurance plan (at no cost to employee), dental insurance, life insurance, wellness benefits, and a 403(b) retirement plan. Employer contributes 4% to 403(b) beginning after one year of employment and will match at 50% up to an additional 4% employee contribution. Flexible Paid-Time Off begins upon hire with paid holidays and employer-provided week off at December holiday time. Summer flex-time options are available.

### **To Apply**

Please send a cover letter and resume to [executive@childcareassociates.org](mailto:executive@childcareassociates.org). Resumes will be reviewed on a rolling basis.

As an equal opportunity employer, Child Care Associates hires without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status, disability, or any other category protected by applicable law.