

POSITION ANNOUNCEMENT: DIRECTOR OF DIVERSITY & INCLUSION

ABOUT BART CHARTER SCHOOL

Berkshire Arts & Technology Charter Public School (“BART”) is a nationally recognized, award-winning, college-preparatory, public middle and high school located in Adams, Massachusetts. As the only charter school in Berkshire County, it is consistently ranked among the top schools in Massachusetts for student academic achievement and growth.

Committed to its mission to prepare its students for college and a lifetime of learning, BART is a community of 363 curious and creative students, devoted and innovative teachers and staff members, and families dedicated to the success of their children. The student body is richly diverse, each member with an important personal story. The School is built around a makerspace, and its academic program comprises an intense academic core curriculum enriched by ample elective courses in the arts and technology as well as opportunities for students to pursue independent creative and scholarly projects. Before they graduate, BART students must pass courses on college campuses, take and pass collegiate-skills courses each year, complete an internship within the region, and participate in a rigorous program of mock interviews, portfolio presentations, and annual science fairs.

The success enjoyed by BART’s students and the School as a whole results from a school culture characterized by the pursuit of excellence and

- conviction that each student can succeed in college, regardless of background or previous school performance;
- belief that more time for learning, through BART’s longer school day and longer school year, will improve learning;
- an emphasis on effort and reflection as keys to students’ growth; and
- a strong, intimate community with supports in place for all members to reach, to take intellectual chances, and to achieve remarkable things.

POSITION SUMMARY

The Director of Diversity & Inclusion works with the School’s faculty, staff, and administration to ensure that BART’s programs, practices, and learning community support the ongoing development of a diverse and inclusive environment for students, employees, and families. Having responsibilities as teacher within a small number of classes will place the Director of Diversity & Inclusion regularly with students and provide the Director direct insight into student culture. Having responsibilities as an administrator will place the Director within discussions of and planning for all aspects of BART—hiring practices, academic programming, professional development, etc.—and bring attention to the intent to make BART ever more diverse and its community ever more inclusive.

The position is a full-time, salaried, 10-month position that has blended administrative and instructional responsibilities; because of this, the Director of Diversity & Inclusion reports directly to both the Executive Director and to the Principal.

EXPECTATIONS AND RESPONSIBILITIES

As Director of Diversity & Inclusion,

- Work with administration and faculty to ensure BART provides an exceptional academic program within a diverse, inclusive environment;
- Craft and execute with the Executive Director, Principal, and Business Manager hiring plans that creatively and aggressively bring in diverse pools of job applicants;
- Serve as Chair of the BART Diversity Council and work with the Executive Director to ensure the Diversity Council is active, is strategic, and reflects the broad, diverse community of BART;
- Collaborate with the Principal and other administrators to provide training in culturally relevant equity pedagogy and to help teachers create culturally responsive classrooms;
- Collaborate with the Director of Student & Community Development in small-scale and large-scale projects to enhance the BART community in inclusive, equitable fashions for students, families, and employees; and
- Be active, visible, and engaged with all aspects of the BART community.

As Teacher,

- Welcome the challenge of being a teacher in an organization committed to excellence;
- Believe that data-driven instruction is a powerful way to educate students;
- Recognize that objective assessments of student performance are important tools that must be used in concert with deep, analytical thinking assignments to assess student understanding;
- Excel in facilitating mixed-ability learning environments;
- Demonstrate depth of content knowledge and pedagogical skills in one's field(s);
- Model oneself as a continuous learner to students, families, and colleagues;
- Collaborate effectively with others on curriculum, instruction, and assessment; and
- Believe in creating a consistent environment throughout the school for discipline, classroom management, and classroom routines.

QUALIFICATIONS

- Commitment to the success of all children;
- Dedication to the belief that a diverse and inclusive community is strong because of these qualities and provides an ideal and powerful learning environment for children;
- Demonstrated experience in building, enhancing, and advancing a diverse, inclusive community;
- Demonstrated success in collaborative teaching, managing a mixed-ability classroom, and facilitating performance-based learning;

- Bachelor's degree required, Master's degree preferred;
- Must be highly qualified, demonstrated by passing the MTEL test for the subject(s) that the individual teaches, and, where appropriate, hold the SEI Endorsement;
- Preferably at least two years of classroom teaching experience or equivalent;
- A tireless champion of diversity and inclusion who can move forward an institution while celebrating joyously the children we are educating; and
- Marvelous sense of humor and wonder at the world into which we guide our students.

Those who can see themselves in the role of Director of Diversity & Inclusion at BART Charter Public School should send via email a résumé, cover letter, and full contact information for three professional references to employment@bartcharter.org. The cover letter should be addressed to BART's Executive Director, Dr. James White. Review of completed applications will begin immediately and will continue until the position is filled.

BART Charter Public School is an equal opportunity employer. BART does not discriminate in admission to, access to, treatment in, or employment in its services, programs or activities, on the basis of race, color, religion, national origin, sex, disability, sexual orientation, gender identity, homelessness, or age.

For more information about BART and its programs, please visit www.bartcharter.org.