



East Coast Program Director Springboard Collaborative

About Springboard Collaborative:

The Problem

Children spend 75% of their waking hours outside the classroom, yet our school system struggles to capture educational value from this time for children in low-income communities. These students lack continuous access to learning at home and school, slowing down progress during the academic year and leading to chronic regressions over the summer.

The Solution

Springboard Collaborative closes the literacy gap by coaching teachers, training family members, and cultivating reading habits so that our scholars have the requisite skills to access life opportunities. We offer summer and afterschool programs that combine differentiated reading instruction for Pre-K through 3rd graders; workshops training parents to teach reading at home; a rigorous coaching cycle for teachers; and an incentive structure that awards learning tools to families in proportion to student reading gains.

Since launch in 2011, Springboard has scaled from 40 students to nearly 4,000. Last summer, our scholars replaced the typical 3-month reading loss with a 3.2-month reading gain. Weekly parent training workshops averaged 93% attendance and were featured in the New York Times, PBS Newshour, and Forbes. We are out ahead of the field proving a simple but powerful truth: parents' love for their children is the single greatest and most underutilized natural resource in education.

About the opportunity:

Springboard invites talented and passionate leaders to apply for the position of East Coast Program Director. The PD will manage Summer and Afterschool programming, seasonal staff, operations, and outcomes across multiple East Coast cities. Ultimately, it is the Program Director's responsibility to guarantee successful programmatic outcomes while ensuring satisfaction on the part of the region's stakeholders.

This position is for high-energy candidates who embrace the challenge of scaling a successful model. The PD will build and maintain strong relationships and will utilize data in decision-making. We are seeking candidates who thrive in a fast-paced, entrepreneurial environment. The Program Director will report to the East Coast Executive Director and work closely with the National Program Director,



Responsibilities: Lead Springboard programs in the East Coast region

- Drive successful implementation of Springboard Summer and Springboard Afterschool, reaching performance targets for every session, every time.
- Recruit, onboard, train, and manage program staff in every city.
- Conduct School Leader Planning Meetings at every Springboard site, creating alignment, reaching a shared definition of success, and tailoring programming to their context.
- Reach enrollment targets at every site.
- Instill a sense of accountability and ownership among team members.

Forge strong partnerships

- Represent Springboard in partnership meetings, supporting the ED & CEO in contracting, fundraising, and program execution.
- Communicate regularly with the National Program Director in implementing programming to fit the needs and culture of partners and stakeholders.
- Build and maintain positive on-going school relationships.
- Seek solutions in collaboration with school and district/network partners to troubleshoot programmatic challenges.
- Engage in the local literacy community and with like-minded organizations and coalitions to enhance programming and Springboard's relevance.

Coordinate regional program operations

- Manage the receipt, distribution, and inventorying of program materials and warehousing.
- Ensure program staff and participants have the materials and resources they need to implement programming.
- Maintain all regional inventory records; use inventory records and coordinate with the National Program Director and the Administrative Operations Manager to obtain accurate procurement quantities.

Use data to improve program quality

- Collaborate with the National Program Director to plan and execute program improvements.
- Collect, record, and analyze pertinent data and feedback to identify opportunities for improvement.
- Debrief with staff and principals to share results, synthesize lessons learned, and plan for the future.

Qualifications:

- Minimum of a B.A., ideally with an M. Ed., MBA, or related degree.
- At least 5-7 years of professional experience; strong preference for elementary literacy expertise and experience working with large, urban school districts/networks.

Requisite skills and characteristics:

- Familiarity with early elementary education and school systems.
- Demonstrated success in organizational management with the ability to develop high-performing teams, set and achieve strategic objectives, and manage operations.
- Vigorous organization and execution-orientation with acute attention to details.
- Excellent relationship-building skills with an ability to collaborate, prioritize, negotiate, and work with a variety of diverse internal and external stakeholders.
- Strong written and verbal communication skills befitting a persuasive and passionate leader.
- Relentless and passionate about realizing Springboard's mission
- Embody Springboard's core values: 1) We are data-driven and

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outcomes-oriented; 2) We are inquisitive problem-solvers; 3) We take initiative to help the whole team.

Location:

Responsibilities for this role range geographically from Boston to Washington DC; preference is given to candidates who reside in Philadelphia, New York, or DC.

Compensation:

Springboard Collaborative offers a competitive salary and benefits commensurate with experience.

To Apply:

Send a resume and brief cover letter describing your interest to info@springboardcollaborative.org.