

Strong Start to Finish: Site Strategist

STATUS: EXEMPT

Who You Are

A Site Strategist for the Strong Start to Finish project at Education Commission of the States builds and maintains relationships with site leaders, understands sites' priorities and seeks opportunities to actively support their education goals. The Site Strategist reports to SStF's Associate Director.

Who We Are

[Strong Start to Finish \(SStF\)](#) is a network of higher education leaders and philanthropists, working together to address inequities in education. We address injustices in higher education by ensuring that every student is set up to pass credit-earning courses in English and math in their first year of college. By doing this, we aim to reform traditional developmental education (DE)—or remedial practices—which can be a barrier for student success. We are committed to the success of every student in college and place a particular focus on students who are racially minoritized, poverty affected and adults returning to college.

SStF works with higher education systems (Sites) and national organizations that are committed to advancing DE reforms. In addition to supporting systems and institutions to adopt and implement these reforms, we have funded research projects that address reform efforts and developed new resources (i.e., original research, best practice reports, implementation toolkits, etc.) for the field at-large and deliver technical assistance services to institutions in the SStF Network. SStF is based at Education Commission of the States.

[Education Commission of the States](#) Partners with education policy leaders nationwide to address issues by sharing resources and expertise. We are proud to serve both the people who develop and implement education policy and the students who directly benefit from effective policy change. Every day, we provide education leaders with unbiased information and opportunities for collaboration because informed policymakers create better education policy.

We have been named by The Nonprofit Times for six consecutive years as one of the Top 50 Best Nonprofits to Work For. In the surveys conducted, Education Commission of the States' employees expressed the strongest satisfaction in the categories of leadership and planning, role satisfaction, work environment, relationship with supervisor, pay and benefits, and overall engagement. We are an equal opportunity employer offering competitive salaries and an outstanding benefits package. Education Commission of the States provides an exciting intellectual environment, a collegial workplace, flexible hours and an organizational structure that encourages teamwork.



Essential Duties and Responsibilities

Work with Site and Technical Assistance Partners to Provide Implementation Support

- Manage relationships and cultivate partnership with site leaders to identify areas for strengthening and refining their implementation of DE reform.
- Assist with recruitment, proposal process and onboarding of new SStF sites.
- Facilitate selection of partners for sites to ensure a pragmatic match for the effective implementation of work plans.
- Track engagements between partners and sites.
- Manage contracts and MOUs with partners.

Translate DE Reform Research to Facilitate Internal and External Learning

- Design and lead evidence-based activities for community of practice convenings; manage calendar for community learning activities.
- Develop SStF team knowledge using current literature (e.g., empirical articles, policy briefs, literature on the topics, and news articles) on traditional developmental (or remedial) education and current reforms; link to learnings emerging from SStF sites.
- Produce blogs and other written materials for external audiences (e.g., system leaders, faculty, etc.).

Develop and Revise Implementation Tools

- Use your content knowledge of DE reform practices to lead design, development and use of the *DE Reform Readiness, Assessment & Adoption* tool.

Collaborate on Research Activities to Evaluate SStF and Its Impact on the Field

- Co-manage RFP process to identify an external partner who will conduct an evaluation study for SStF.
- Review essential programmatic data to determine project effectiveness and quality of work; use data to engage in continuous improvement process.

Engage in SStF/ECS Team Activities

- Participate in creation and implementation of convenings.
- Perform other ECS and SStF duties as required (e.g., attend ECS-wide meetings and convenings, participate in stakeholder engagements, etc.).

Required Skills and Qualifications

- Master's degree (minimum requirement).
- Demonstrated content knowledge of levers for change and challenges regarding implementation of DE reforms (i.e., reforms to remedial education).

- Demonstrated commitment to racial and socioeconomic equity in higher education in alignment with SStF's mission; deep awareness of systemic inequities and knowledge of methods for addressing inequities in higher education.
- Historical, cultural and contextual knowledge of community colleges and minority-serving institutions (e.g., Historically Black Colleges and Universities (HBCU), Hispanic-Serving Institutions (HSI) and/or Tribal Colleges and Universities (TCU)), but not limited to these institutions.
- 3+ years of experience leading and/or managing a multi-stakeholder group.
- Excellent oral and written communication, management skills, and teamwork capabilities.
- Proficient in use of digital software and technology, including teleconferencing tools, and Microsoft Office.

Compensation and Benefits

Education Commission of the States offers competitive compensation and benefits, including health, dental, life, long term disability, vision insurance, a flexible spending account, a health reimbursement account and a yearly contribution to your 403b retirement plan. This position is located in Denver, CO or Washington D.C. Salary for this position starts at \$90K.

Applying for the Position

Please prepare your resume and cover letter. In your cover letter, please be sure to address: (1) your understanding of the challenges of implementing developmental (or remedial) reform as racial equity and socioeconomic equity imperatives and (2) your experiences addressing racial inequities and socioeconomic inequities in your prior work.

Email these documents to Nicole Gibson/ ngibson@ecs.org. Please include "Site Strategist" in the subject line.

Research suggests that women and racially minoritized individuals may self-select out of opportunities if they don't meet all job requirements. We encourage individuals who believe they have the skills necessary to excel at Strong Start to Finish/ Education Commission of the States to apply for this role.

Applications will be accepted on a rolling basis until the position is filled. Priority will be given to applications received by COB Friday, January 6, 2023.

Education Commission of the States is an equal opportunity employer that believes in developing and supporting a diverse work force.