



### Senior Manager of Implementation - Winter 2024

#### About SPED Strategies

SPED Strategies believes every student with a disability deserves access to a high quality education in an environment where they can thrive. We support leaders and educators across all levels of the education system and community by connecting the dots between policy, funding, and academics to advance outcomes for students with disabilities.

#### The Opportunity

Long-standing inequities have driven poor educational outcomes for students with disabilities. SPED Strategies is on a mission to change this through meaningfully designed professional learning for school systems, leaders and educators. We are seeking a Senior Manager of Implementation to work closely with our Executive Leadership team to drive systemic change in service of improving outcomes for students with disabilities. The Senior Manager will be instrumental in our ability to pilot new initiatives and lead work in new regions.

SPED Strategies has experienced rapid growth, and we are looking for someone who wants to bring their ideas, entrepreneurial spirit, and skills to our growing organization. The successful candidate for this role will have a relentless focus on improving outcomes for students with disabilities and a deep understanding of educational systems at the district and school level. They will have the ability to cultivate relationships with leaders and educators from various backgrounds and belief systems and inspire them to change practices.

#### *The Senior Manager of Implementation at SPED Strategies will:*

- **Successfully execute new projects.** You enjoy being part of an innovative team that is implementing a new approach or working in a region for the first time. You will take ownership of the project plan, thinking ahead to anticipate challenges and opportunities and taking initiative to address both. You will manage large-scale implementation efforts, moving fluidly between the 50,00 ft level (overseeing year-long timelines with multiple workstreams) to the 50 ft level (creating project collateral and reviewing partner-facing materials). Ultimately, you will do what it takes to ensure all project deliverables are completed on-time and with high levels of quality and partner satisfaction.
- **Cultivate an effective and collaborative team culture.** You thrive in collaborative settings and believe in the power of co-construction. You will manage contractor relationships, ensuring content authors and facilitators on a given project are well-supported and delivering high levels of quality and partner satisfaction. You will work collaboratively with fulltime teammates, through virtual meetings and asynchronous work, as you advance project deliverables. You will seek out and implement feedback on your own work and provide thoughtful, constructive feedback for others as well.
- **Provide direct support to partners that drives change.** You will cultivate relationships with partners and enhance our approach to supporting systems change. You will provide live, consultative guidance to education leaders while also maintaining ongoing communications that support effective implementation. You will facilitate professional



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learning for district and school leaders, employing your conversational stage presence and skilled command of your audience.

- **Engage in Strategic Planning.** You find joy in reflecting on the process, deliverables and impact of each project. You share insights with your manager that support the organization in successfully replicating and scaling new projects and new regions. You serve as a strong thought partner to your manager and teammates, asking probing questions, raising important flags, and offering productive recommendations.

### What You Bring

SPED Strategies is looking for amazing people who believe in the full potential of students with disabilities, and the ability of systems to change to meet that potential. SPED Strategies may be a good fit if you are someone who is constantly learning and growing; are both comfortable with a team oriented environment and have an independent work ethic; and believe in the power of constructive collaboration to elevate our collective efforts.

*A SPED Strategies Manager of Partnerships will be someone who can:*

- **Influence leaders to act:** You thrive in listening to others, identifying and understanding root causes, and investing in supporting others to a shared vision for solutions to the challenges they face. You can effectively translate partnership conversations into next steps both internally and externally. You will regularly interact with, and be expected to influence, high level clients at the district and school levels – motivating them to implement both small and significant recommendations.
- **Value continuous growth and feedback:** You believe that feedback is a valuable tool for continuous growth, development and overall improvement. You actively work to solicit feedback from a variety of stakeholders in service of improvement. You have proven abilities in integrating diverse stakeholder and cross-functional team feedback into a cohesive narrative.
- **Embody flexibility / adaptability:** You thrive in a fast-paced, entrepreneurial environment that requires you to adjust quickly to changing priorities and conditions. You enjoy responding to complexity and change, and know how to use ambiguity as an opportunity for innovation and advancement. You are excited to work in a new role, and know that role will evolve over time.

### Experience

SPED Strategies is seeking a Senior Manager of Implementation with a demonstrated commitment to improving outcomes for students with disabilities. The successful candidate will have:

- Bachelor's degree required; advanced degree is a plus
- 5+ years of experience in K-12 education with time focused on special education
- Experience in leadership roles and team management within district offices, state agencies, or other educational organizations
- Experience in facilitating adult professional learning within a state, district, school, or other educational organization
- Proven commitment to equity for all students, including students with disabilities



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- Efficient planning skills with demonstrated ability to manage competing priorities and a dynamic schedule
- Comfort with ambiguity and complexity; ability to assess challenges, identify flexible solutions, and adapt as necessary.
- Strong oral and written communication skills
- A demonstrated commitment to working through obstacles to achieve individual and team goals and following through on all tasks, big or small

### Location & Compensation

This is a full-time position located from a remote home office in the US. Travel to various state, district and school agencies is expected and a significant portion of this role. The salary range for this position is \$80,000-95,000. New hires are typically brought into the organization at a salary between the range minimum and midpoint depending on experience, qualifications, and in alignment with internal equity. We offer competitive benefits including a 401(K) with employer match, full medical, dental, and vision coverage for employees, generous vacation time, family friendly policies, flexible work environments, and other benefits.

### Equal Opportunity Employer

SPED Strategies is an equal opportunity employer. All applicants will be considered for employment without attention to disability, race, color, religion, sex, sexual orientation, gender identity, national origin, or veteran status.