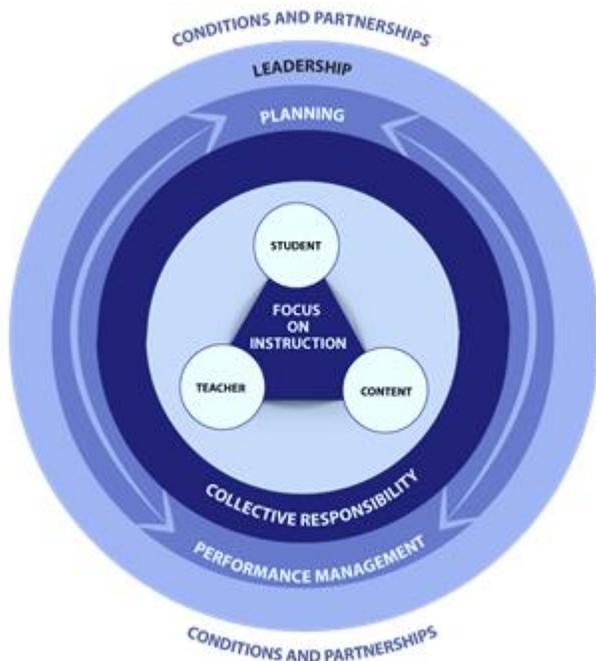


Director of Research & Impact Job Description

About Mass Insight Education & Research

Mass Insight Education & Research is a Boston-based nonprofit serving schools and districts nationwide. Our mission is to provide leadership in closing achievement and opportunity gaps for underserved students by focusing on system transformation and student academic success. Mass Insight is a leader in education reform, providing academic programs, research, and strategic consulting services across the United States. We take a design-based approach to implementing our theory of action by building networks, coherence, and capacity in order to make learning rigorous for all students.

We seek to dramatically improve student achievement at scale by transforming state and local education systems, structures, and policies. We also work directly with schools and districts to develop, implement and assess plans to improve school and district performance. Mi organizes its work around our theory of action for improving schools:



IF schools have:

- **Focus on Instruction:** Processes and supports that help teachers work together to constantly improve and refine standards-based instructional practice so that students can engage in deep learning tasks;
- **Collective Responsibility:** The school faculty and staff ensure there is collective responsibility for both the quality of instruction and student learning and success;
- **Planning:** Evidence-based, actionable improvement plans that address the root causes of low performance informed by a review of existing conditions and input from school, district, and community stakeholders;
- **Performance Management:** Consistent processes for using data to measure both implementation and outcomes to determine what's working and inform efforts to improve;
- **Leadership:** A principal who can manage and communicate complexity while maintaining focus on the school's vision and key priorities;
- **Conditions:** Sufficient school-level control over people, time, money, and program to address the root causes of low performance; and
- **Partnerships:** Partnerships that help the school meet the multiple needs of teachers and students,

THEN schools will dramatically improve, and student learning will increase.

The Opportunity - Position Summary

Mass Insight Education & Research (Mi) is looking for a Director of Research & Impact to collaborate with Mi's leadership team to make Mi a learning organization that continuously improves its work, measures its impact, and shares important learnings both internally and externally to further school improvement. The Director of Research & Impact will be responsible for high-level visioning and implementation of Mi's organizational measurement and impact priorities, including understanding the range of quantitative and qualitative data currently collected, strengthening these systems in alignment with our theory of action, driving development and implementation of new systems and structures, and helping to communicate

compelling stories of impact to a variety of stakeholders. S/he will also bolster systems to support data-driven decision-making within the organization. This is an exciting opportunity for an individual interested in creating a growing impact shop at an organizational inflection point. We are looking for someone who is comfortable managing in rapidly changing environments, a self-starter, a continuous and collaborative learner, and excited to advance Mi's work nationally.

Responsibilities

Lead Organizational Impact Strategy

- Work with Mi's leadership team to determine and prioritize strategies for assessing organizational impact
- Work with Mi's leadership team to establish internal data use policies and systems
- Collaborate with project teams to identify appropriate impact measures and build systems to track project outcomes
- Plan for and nurture Mi's evolution as a data-driven organization including building tools and processes for data sharing, reflection, and analysis with staff
- Work with our partners to shape how they collect and share data with us (e.g., lead the development of data-sharing agreements)
- Oversee external evaluation and research partnerships

Communicate Impact

- Effectively tell the story of our work and impact—both of specific engagements and in sum—to a variety of audiences and stakeholders through the use of qualitative and quantitative evidence
- Analyze, synthesize, and produce key insights that can easily inform multiple audiences across Mi—from key leadership (i.e., Leadership Team, Board Members) to our wide network of partners
- Collaborate with Mi teams to identify insights, and strengthen each team member's ability to effectively tell our story with qualitative and quantitative data, and cultivate relationships with key partners

Develop Internal Capacity to Measure Impact

- Support Mi staff in creating, interpreting, and sharing impact and outcome measures with both internal and external audiences
- Facilitate regular data reflection conversations with project teams to inform continuous improvement
- Provide training and develop Mi staff data skills

Expected Competencies

Competencies	What it looks like for the Director of Research & Impact
<i>Believes in and grows people</i>	<ul style="list-style-type: none"> • Creates and seizes opportunities to build the capacity of our people to measure and describe Mi's impact through both qualitative and quantitative measures. • Believes in the ability of our stakeholders to understand complex problems and propose solutions, and simultaneously makes those problems more accessible through clear, evidence-informed explanations, visualizations, and other tools.

<p><i>Champions our theory of action</i></p>	<ul style="list-style-type: none"> • Understands the importance of Mi’s design-based approach and strives to create consistency in ways that will strengthen the work without using “one-size fits all” approaches that don’t account for important contextual nuances and differences across engagements.. • Draws on existing research and innovates to measure and describe impact with respect to the seven elements of our theory of action.
<p><i>Communicates effectively</i></p>	<ul style="list-style-type: none"> • Leverages excellent written and verbal communication skills, including ability to communicate effectively with colleagues, school and district leadership, and funders through writing, speech, and graphs. • Turns impact data into meaningful stories for the organization.
<p><i>Continuously builds both education & specific subject-matter expertise</i></p>	<ul style="list-style-type: none"> • Designs and manages programmatic evaluation systems. • Makes decisions about research and analytic design choices with minimal guidance. • Implements a variety of evaluation methodologies (including surveying) across diverse contexts with attention to scope and utility of a given method.
<p><i>Effectively works as a team player</i></p>	<ul style="list-style-type: none"> • Builds trust and successful relationships with all Mi teams; serves as an internal consultant to help Mi achieve objectives related to impact and research. • Manages projects across a range of teams and embeds focus on impact into Mi’s work.
<p><i>Establishes partner trust</i></p>	<ul style="list-style-type: none"> • Makes us an organization about both people <i>and</i> ideas: able to establish reliability, credibility, empathy, and compassion with Mi’s people regardless of their position in order to be pushed in thinking, and to push others in their thinking.
<p><i>Facilitates effectively</i></p>	<ul style="list-style-type: none"> • Facilitates problem-solving and decision-making meetings with internal teams. • Facilitates data reflection conversations with internal teams to inform continuous improvement. • Leverages a variety of facilitation techniques to promote collaboration, honest dialogue, and expression of diverse, at times likely dissenting, perspectives to advance the work.
<p><i>Manages projects to impact in spite of ambiguity</i></p>	<ul style="list-style-type: none"> • Finds ways to ensure that Mi is able to credibly assess our impact and compellingly tell our story even when available data differs across years and sites. • Designs and manages projects to meet objectives with minimal guidance.

<p><i>Promotes diversity, equity, and inclusiveness</i></p>	<ul style="list-style-type: none"> • Interacts in both internal and external relationships with a high level of self-awareness, recognizing how identity can impact perception and action. • Collaborates effectively with colleagues of diverse backgrounds, views, and positions. • Supports an inclusive team culture that encourages diverse perspectives and innovative thinking. • Uses data to surface gaps and inequities in the educational system to inform Mi's work. • Uses role to highlight impact of our work on traditionally underserved populations.
<p><i>Solves complex problems systematically</i></p>	<ul style="list-style-type: none"> • Takes a big-picture view of Mi's work and understands how individual projects advance organizational goals and priorities; develops work plans that reflect this understanding. • Prioritizes internally- and externally-facing work effectively to achieve goals.

Qualifications

- A master's degree from an accredited college or university in a relevant content area, with a doctorate preferred;
- A minimum of 3 years' experience working in K-12 education, with preference given to candidates who have held a leadership position in a relevant organization;
- Strong working knowledge of issues related to student achievement and opportunity gaps.
- Qualitative and quantitative data analysis skills;
- Ability to engage staff in understanding data and how to use it for program improvement, both internally and in the field.
- Candidates with experiences and backgrounds that equip them with comparable skills and abilities to those outlined above will also be considered for this position.
- Able to work from our Boston office.

How to Apply

To apply, please submit your resume and cover letter to iwanttowork@massinsight.org. Please include in your correspondence in which position you are interested. We look forward to hearing from you!