



Job Description

Job Title: School Advocate, Northern Pines Regional Center of Excellence (Exempt)

Supervisor: Director, Northern Pines Regional Center of Excellence

About NES: Established in Minnesota Statute 123A.21, the Northeast Service Cooperative helps build, sustain and recreate rural infrastructure and enterprise in education, technology, health care and economic development. Winner of several national awards for innovation, NES serves and supports 108 member schools, colleges, cities, counties, state agencies, service agencies, health care providers, regional consortia and others. An independent, regional, public initiative, NES often develops and delivers its services through collaboration between and among boards, staffs, members and colleagues as well as public and private partners.

Overview: The Regional Centers of Excellence (RCEs), in partnership with districts, schools and charters, focuses on school improvement and turnaround efforts on equity and underserved student groups so that schools can meet the needs of each student and ensure that each student benefits from a high-quality school.

Position

Description: The School Advocate builds the capacity of districts, secondary schools, and charters to engage in continuous improvement, to implement the World’s Best Workforce legislation and the Every Student Succeeds Act (ESSA). The ultimate goal of this position is to close achievement gaps, while increasing achievement and graduation rates for all student groups. This is a year-round, full-time position.

Core Competencies	All RCE staff demonstrate knowledge, skills, and willingness to:
Equity	<ul style="list-style-type: none"> • engage educators in conversations and action planning to ensure high levels of learning for all students and staff without exception. • identify and eliminate structural and institutional barriers to educational opportunities resulting in improved conditions for teaching and learning.
Effective Instruction	<ul style="list-style-type: none"> • support systems and educators in becoming standards-based and standards-aligned in curriculum design, instruction, and assessment through a

	<p>multi-tiered system of support framework.</p> <ul style="list-style-type: none"> • support systems and educators in establishing high-functioning Professional Learning Communities.
Coaching/Facilitation/Mentoring	<ul style="list-style-type: none"> • model and develop effective team facilitation processes and protocols. • design activities and resources to effectively deliver and evaluate professional development. • increase the quality and effectiveness of teams in data analysis, decision making, and collaborative implementation of instructional strategies utilizing the principles of adult learning. • engage in focused conversations with district and school leaders to build capacity for school turnaround and improvement.
Evidence/Data	<ul style="list-style-type: none"> • use evidence and data in system and educator improvement, including the use of MDE secure reports, multiple types of education data, and comprehensive needs assessment.
Active Implementation	<ul style="list-style-type: none"> • assist systems and educators in identifying and implementing evidence-based practices using the Active Implementation Framework (AIHub)

School Advocate Competencies:

- Engage with schools identified for support under the Every Student Succeeds Act (ESSA) in continuous school improvement.
- In collaboration with school leadership, facilitate, plan, implement and evaluate improvement efforts.
 - Conduct comprehensive needs assessments.
 - Identify and address resource equities.
 - Development of school improvement plan aligned to identified area.
 - Select appropriate evidence-based interventions and strategies.
 - Support school teams in successful implementation of evidence-based practices through the Plan Do Study Act process.
 - Engage stakeholder to ensure equitable access, participation, representation, and outcomes within the schools’ practices, policies, and procedures.
- Review and monitor school improvement plans for schools identified for support and improvement to ensure alignment with federal requirements.
- Differentiate continuous improvement resources, processes, and tools to support elementary, secondary schools, and credit- and dropout-recovery high schools.

- Pedagogy and content knowledge in the areas of: reading, mathematics, special education, English language development, primary and/or secondary school leadership.

Position Requirements:

- Foster positive, productive, and collaborative relationships with Regional Centers of Excellence colleagues, districts, schools, charters, service cooperatives, and the Minnesota Department of Education.
- Make appropriate and effective use of time, technology, and resources.
- Complete all operational reports in a timely manner.
- Be flexible in a variety of working environments in schools, virtual, or home office settings.
- Be required to travel to perform the duties of the job; travel costs are reimbursed.

Desired Education, Licensure, and Experience:

- Licensed administrator or educator, including counselors with experience in school settings
- A minimum of five years of experience in continuous improvement efforts as evidenced by
 - focused collaboration with district and school leadership
 - development, implementation, and monitoring of continuous improvement efforts
- Experience in working with diverse groups, addressing equity issues, and supporting systems in closing achievement gaps
- Preferred experience facilitating activities related to dropout prevention and drop-out and credit recovery in traditional or alternative learning settings.

Additional Service Cooperative Information:

Website: www.nescmn.net

To apply: hr@nescmn.net

Position open until filled.

An equal opportunity employer, the Northeast Service Cooperative is a regional agency providing products, programs, services, and support to schools, cities, counties, health care and public agencies throughout northeastern Minnesota.