



Achieving the Dream™

Achieving the Dream, Inc.

8484 Georgia Avenue, Suite 500

Silver Spring, MD 2091

<https://www.achievingthedream.org/>

Position: Vice President of Network Engagement

ORGANIZATION OVERVIEW:

Achieving the Dream—the national, nonprofit leader in championing evidence-based institutional improvement—has seen firsthand what happens when there is a long-term, sustainable commitment to improving student success. Achievement gaps close. Momentum builds. Lives change. Neighborhoods flourish.

Student success means so much more than a personal goal secured – It means improved skills, better employability, and economic growth for families, communities and our nation as a whole.

Conceived as an initiative in 2004 by Lumina Foundation and seven founding partner organizations, Achieving the Dream now leads the most comprehensive non-governmental reform movement for student success in higher education history. Together with our Network of [over 277 institutions of higher education](#), [75 coaches and advisors](#), and numerous [investors and partners](#) working throughout 44 states and the District of Columbia we are helping more than 4 million community college students have a better chance of realizing greater economic opportunity and achieving their dreams.

VISION, MISSION, AND VALUES

Vision

A nation in which community colleges are highly valued for preserving access and ensuring that their students, especially low-income students and students of color, achieve their goals for academic success, personal growth, and economic opportunity.

Mission

To lead and support a national network of community colleges to achieve sustainable institutional transformation through sharing knowledge, innovative solutions and effective practices and policies leading to improved outcomes for all students.

Values

- **Organizational Community:** We are committed to the success of each other and the full ATD team. Together, we create an empowering, collaborative, and trusting atmosphere where staff feel connected and respected. We believe meaningful change can be achieved through purposeful partnerships and relationships.
- **Integrity:** We demonstrate honesty and trustworthiness in all of our actions. We lead by example and consistently hold ourselves accountable to one another.
- **Equity:** We proactively seek to create an equitable and inclusive environment within ATD. We highly value and appreciate our differences and create an environment grounded in the principles of fairness where all staff can thrive.
- **Reflective Practice and Improvement:** We believe in evidence informed decisions, and feedback. As such, we know that learning, reflection and adaptation to evolving circumstances are critical to ATD's success. We build organizational capacity, sustainability, and impact through creative and innovative approaches.

Equity

Community colleges are an indispensable asset in our nation's efforts to ensure and preserve access to higher education and success for all students, particularly students of color, low-income students, and other historically underrepresented student populations. However, student access and success in higher education continues to be impacted by the effects of structural racism and systemic poverty. Achievement gaps among student groups reflect structural inequities that are often the result of historic and systemic social injustices. These inequities typically manifest themselves as the unintended or indirect consequences of unexamined institutional or social policies.

Achieving the Dream believes that access to a high quality education in an inclusive environment is the right of all individuals and imperative for the continued advancement of a strong democracy and workforce. Achieving the Dream also believes higher education institutions have an obligation to work toward equity for their students. Equity is grounded in the principle of fairness. In higher education, equity refers to ensuring that each student receives what they need to be successful through the intentional design of the college experience.

Achieving the Dream expects colleges to dismantle the barriers facing underserved students. Colleges must routinely scrutinize structural barriers to equity and invest in equity-minded policies, practices, and behaviors that lead to success for all students.

OPPORTUNITY OVERVIEW:

Reporting to the President/CEO, the Vice President holds the primary responsibility for executing ATD's Network "connect" strategy, with the goal of creating a strong network experience for all ATD Colleges. Executing this strategy involves leading efforts to recruit and retain colleges into the ATD Network, engaging colleges during their life cycle of participation with ATD, and planning and delivering events that inspire and mobilize college leaders across their organizations to adopt innovative, evidence-based practices that accelerate equitable student success outcomes. As part of the President's leadership team, the Vice President supports organizational strategy development working collaboratively with ATD leaders responsible for coaching, innovation and core operations.

The VP for Network Engagement supervises a team of 10 ATD employees.

Duties and Responsibilities

- Network Support (25%)
- Network Recruitment and Retention (20%)
- ATD Service Offerings (20%)
- ATD Events (25%)
- Other (10%)

Required experience / skills:

- A master's degree is required with preference given for an earned doctorate
- Significant experience leading change in a complex organization through collaboration and innovation in student improvement efforts.
- Proven success as a management professional able to meet multiple high-priority demands.
- Excellent interpersonal, written, and oral communication skills in working with community college CEOs, faculty, and staff, as well as governmental, institutional, and other higher education leaders.
- Work experience in a community college environment preferred.

APPLICATION PROCESS:

Please direct inquiries and nominations to the College's search consultant:

Angela Provart, President Pauly Group, Inc.
3901 Wood Duck Drive, Suite E Springfield, IL 62711
Phone: 217-241-5400
Fax: 217-241-5401
E-mail: aprovart@paulygroup.com

Please submit electronically to aprovart@paulygroup.com the following documents as MS Word or Adobe Acrobat attachments: (1) a cover letter that addresses the Opportunity Overview; (2) a current résumé; and (3) names and contact information of **five** professional references.

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **Monday, July 22, 2019** receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant.

Achieving the Dream, Inc. does not discriminate on the basis of race, color, national origin, religion, gender, age, veteran status, sexual orientation, gender identity, marital status, or disability (in compliance with the Americans with Disabilities Act) with respect to employment opportunities.

Recruiting Services provided by

