



Director of Program Impact

Overview:

Since 2009 IslandWood has experienced rapid growth in the education programs we provide throughout the Puget Sound region. Our education programs currently serve over 12,000 students per year in multiple locations--this figure is up from 3,500 students in 2009. This rapid growth presents both challenge and opportunity for team and program development. As a member of the IslandWood Education Team, the Director of Program Impact works closely with the Senior Vice President for Education and Program Directors to ensure cross-team collaboration and evidence-based program evolution.

In 2012 IslandWood released its Blueprint for Growth Strategic Plan. That plan identified a specific goal of developing initiatives that lengthen and deepen the impact of IslandWood's programs. The Director of Program Impact is crucial to the realization of this goal by keeping our current programs operating at a high quality level and providing the means to amplify the influence of programs by ensuring that programs support desired outcomes and reach a diverse constituency in responsive and meaningful ways.

The Director of Program Impact supports the advancement of program design and delivery through the design and interpretation of program assessment. Additionally, the Director of Program Impact advances the quality of programs by facilitating inter-team communication and planning that keeps Education Team members both informed of program change and in cultivating innovation.

The Director of Program Impact researches best practices in diversity initiatives and uses those findings to inform program decisions. The Director of Program Impact develops communication strategies to promote IslandWood's mission and assesses the outcomes of those initiatives with a particular focus on their impact as related to education, equity and inclusion.

Reports to: Senior Vice President for Education

Responsibilities:

Administrative Responsibilities:

- Pioneer a systemic and innovative approach toward understanding and articulating IslandWood's programmatic impact. This would include designing relevant and meaningful assessment mechanisms, overseeing analysis of results, and making recommendations based on findings in order to nurture a culture of evidence-based instruction.
- Assist Senior VP for Education with providing academic leadership across all of IslandWood's education programs ensuring that programs are carefully designed to deliver meaningful, and when possible, quantifiable measures in accordance with the goals set by the team and Board.
- Increase the effectiveness of IslandWood programs in serving our diverse constituencies.
- Actively participate and show leadership in IslandWood's diversity initiatives.
- Support program leaders toward helping IslandWood education programs improve while also becoming more effective and efficient.
- Guide program leaders in the development of annual program-related goals and ensure that benchmarks are met in a timely and effective manner.

- Support the processes and culture of strategic learning, including working with staff to define and implement theories of change.
- Prepare reports regarding IslandWood program impact that are suitable for internal or external publication.
- Work closely with the Philanthropy Team to ensure the financial stability of the position.

Other:

- Support the integration of high quality educational strategies in IslandWood events and strategic initiatives.
- Support the Graduate Programs through the teaching of seminars, classes, or if appropriate, a full course.
- Organize and lead convenings that further IslandWood's research and evaluation activities.
- Support collaborative relationships with institutions that are, or want to become, engaged with IslandWood, especially those with the credibility and capacity to seek external grants for researching and evaluating the impact of IslandWood's programs on student interests, skills, and conceptual knowledge.
- Actively participate and show leadership in IslandWood's diversity initiatives.
- Represent the education team on the appropriate IslandWood committee.
- Other duties as assigned.

Compensation:

- IslandWood's salary and benefit package is commensurate with the field.

Qualifications

Required:

- Earned advanced degree in education, environmental education, learning sciences, or related fields.
- Ability to switch between strategic and practical thinking, with exceptional qualitative and quantitative analytic skills.
- Demonstrated experience in conducting program assessment and using program assessment to change program design.
- Demonstrated experience within educational settings supporting equity, inclusion, cultural competence and/or diversity.
- Passion for learning, distilling lessons and turning them into action.
- Proficiency in planning, organization, and project management.
- Tolerance for ambiguity.
- Strong team player.
- Successful experience in collaborating with other community-based organizations.
- Excellent written and oral communication skills.
- Solid computer skills in relevant software applications.
- Possess a restless pursuit for excellence in programming.
- Experience in working with individuals from a variety of cultural and economic backgrounds.
- Must pass child safety screening.
- Must comply with and maintain a smoke-free and drug-free work environment.

Desired:

- Earned doctorate in education, environmental education, learning sciences, or related fields.

- Rich programmatic experience in environmental education with a focus on community issues and environmental justice.
- Demonstrated passion for educational reform.
- Successful experience as a professional coach.

APPLICATION REQUIREMENTS:

Submit a cover letter, resume, Application for Employment, and contact information for three current references to:

employment@islandwood.org - **OR**
Search for Director of Program Impact
IslandWood
4450 Blakely Avenue NE
Bainbridge Island, WA 98110

IslandWood provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, pregnancy, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws.