

“I HAVE A DREAM” FOUNDATION®

JOB DESCRIPTION: PROGRAM DIRECTOR

Start Date: Varies

Employment Type: Full Time - Minimum of 40 hours per week required. (*Weekly hours subject to flexibility based on program needs.*)

Position Reports to: Regional Executive Director (varies by location)

Summary

The “I Have A Dream” Foundation, which empowers children in low-income communities to achieve higher education through guaranteed tuition support and a long-term program of academic and social services, is seeking a Program Director to work with a group of students to maximize their success in school and ensure they gain access to college. These students, called ‘Dreamers,’ are from public schools or public housing complexes.

The “I Have A Dream” Foundation is at an exciting stage of its 26-year history. We are developing an ambitious new program model that aims to send an even greater number of Dreamers to college, and to ensure that they are equipped with the skills, knowledge, and habits they need to gain entry to higher education and succeed in college and beyond.

The Program Director will play a key role in the success of this model, and the success of the Dreamer class. The Program Director will lead a team of volunteers and other program staff to maximize their impact on student achievement with the overarching goal of college enrollment for all Dreamers.

The “I Have A Dream” Foundation seeks individuals of all ethnic and racial backgrounds to apply for the position.

Responsibilities

The Program Director will be responsible for developing and implementing a long-term program for a cohort of Dreamers with the ultimate goal of ensuring these students enroll in higher education and succeed in college and beyond.

Specific responsibilities include:

- Building a culture of college and investing students and families in the goal of higher education;
- Developing strong relationships with Dreamers and their families through individual and group interactions, and working closely with them to maximize Dreamer success;
- Developing ambitious goals for Dreamers' academic achievement, utilizing appropriate diagnostic and assessment tools to track Dreamers' progress towards these goals, and implementing strategies to meet individual academic needs and ensure Dreamers are on track to attend college;

- Designing and implementing an exciting and challenging curriculum that meets or exceeds state education standards;
- Creating and maintaining a program of after-school, weekend, and summer activities aimed at meeting Dreamers' academic and social needs;
- Working closely with school officials (i.e. principals, teachers, guidance counselors) to review academic performance and attendance records of Dreamers, ensure Dreamers have the necessary academic and social support, and ensure Dreamers and their parents can effectively navigate the school system and can access the resources they need;
- Recruiting, supervising, and supporting the activities of program staff, volunteers, interns, and tutors; and
- Conducting outreach and accessing community resources (e.g., other nonprofits, local schools, colleges and universities, public agencies, local businesses) to support Dreamers on their pathway to college.

Competencies

The ideal candidate:

- Holds high expectations for all our students, believes that almost all students can succeed in college and beyond, and has firsthand experience helping students in low-income communities achieve at high levels despite the challenges;
- Is goal-oriented and operates with a high level of urgency and personal responsibility for achieving ambitious outcomes;
- Has strong strategic thinking, problem solving, and implementation skills;
- Can prioritize effectively and is organized and efficient;
- Has strong communications, interpersonal, and relationship-building skills; and
- Thrives in an achievement-oriented, entrepreneurial, and fast-paced environment.

Education and Experience

- Bachelor's degree required
- Education background a plus, ideally experience teaching in a public school and working with students in low-income communities
- Proficiency in Spanish ideal

Compensation

The "I Have A Dream" Foundation offers competitive salaries commensurate with experience. In addition, a comprehensive benefits package is offered.

About the "I Have A Dream" Foundation

The "I Have A Dream" Foundation empowers children in low-income communities to achieve higher education by providing them with guaranteed tuition support and equipping them with the skills, knowledge, and habits they need to gain entry to higher education and succeed in college and beyond.

Our approach is unique in that we sponsor an entire grade level of 50-150 students in a public elementary school or public housing complex, and we work with these “Dreamers” from an early age all the way to college. This long-term, comprehensive approach, driven by the goal of college matriculation, has inspired our Dreamers to overcome extraordinary challenges. While only 50% of students in low-income communities typically finish high school and only one out of seven graduate from college, many of our Dreamers have gone on to become doctors, lawyers, teachers, social workers, scholar-athletes, and more. In many of our sites, we have doubled or tripled the local high school graduation and college enrollment rates.

By helping our Dreamers gain access to college, we are putting our Dreamers on a different academic and life trajectory, while having a broader impact on the students’ families and the generations that follow. Currently more than 4,000 Dreamers are on the pathway to college in 17 states, Washington, D.C., and New Zealand, following some 11,000 Dreamers who came before them.

We are in the process of developing an ambitious new plan for the “I Have A Dream” Foundation, to significantly increase our impact on students and communities across the nation, with the goal of at least doubling the number of Dreamers on the pathway to college at any given time.

Positions may be available at various points throughout the year.

To apply for this position, please send your resume and a cover letter to Marina Schreiber, Chief Administrative Officer, at mschreiber@ihaveadreamfoundation.org.