Director, Early Childhood and Primary Education Policy & Practice

Reporting to the Vice President and Director of the Center for Best Practice and Innovation (CBPI), the Director of Early Childhood and Primary Education Policy & Practice provides leadership over Prichard’s policy efforts to help ensure all Kentucky children have access to a system of high-quality early learning opportunities from birth through third grade. The Prichard Committee comprises the Center for Best Practice and Innovation and the Collaborative for Families and Schools. While this position is housed within the Center, the Center and the Collaborative are deeply interwoven. As such, this position will consistently work cross functionally to help ensure alignment and coherence across the organization.

High-quality early childhood primary education is critical to the long-term success of Kentucky’s learners and the workforce. High-quality early childhood is delivered through an ecosystem at the state and local levels that must be coordinated and funded effectively. In addition, this ecosystem should support an early learner’s entry into an aligned and coherent primary education system that prepares them for success in the middle and upper grades.

This position calls for expertise in policy analysis and formation, and a proven track record of relationship building with various stakeholders. A seasoned professional with depth of background in both early childhood and primary education state policy as well as best practices at the local level is preferred.

Key Strengths for Success in this Position: Self-starter with the ability to design and implement frameworks and strategy, relationship builder, attention to detail in policy development and analysis, data analysis, public messaging, personal commitment to equity and excellence in process, product, and outcomes in education.

Responsibilities:

Mission/Values
- Support Kentucky in becoming a national exemplar for early childhood public infrastructure with equitable child outcomes through a combination of beneficiary voice, community-level innovation, system-level policy response. (Core values: Excellence, Equity, Innovation, Engagement)

State Policy & Leadership
- Provide leadership for Prichard’s efforts to increase early childhood access, quality, and child outcomes through state policy and local proof points.
- Engage routinely with other state strategic partners to share information and messaging, as well as develop strategies to most effectively move shared early childhood priorities forward in Kentucky.
- Represent the Committee on various statewide coalitions, working groups, task forces, and committees focused on early childhood and primary education.
As needed, attend and represent the Committee at legislative and executive branch meetings – including direct engagement with state policy makers.

**Coalition Leadership**
- Lead/support the Strong Start Kentucky early childhood coalition to build consensus around a shared policy agenda as well as to provide peer learning and transfer of best practice statewide.

**National Networks**
- Provide leadership on behalf of Kentucky with the Alliance for Early Success as our national network of early childhood experts and practitioners
- Access and participate in TA offered by our national network to improve Kentucky’s policy and practice landscape as well as elevating best practice from Kentucky

**Local Innovation**
- Leads/supports a local communities as that may be developing and/or implementing exemplary systems for early childhood to increase outcomes in early learning and development as well as 3rd grade reading and math proficiency
- Provides leadership for a variety of grant-funded efforts in the early childhood space
- Identifies and tracks local early childhood and primary education innovations for improved outcomes and return on investment
- Informs the development of early childhood and primary education “toolboxes” of policy and practice to support community-driven efforts to improve education outcomes as well as research that supports policy & legislative priorities

**Supervision**
- Reports to the Vice President and Director of the Center for Best Practice and Innovation
- Serves on a variety of internal cross functional teams to support alignment and coherence across all of the Prichard Committee’s strategic priority areas
- Provides leadership for the Strong Start coalition
- Provides leadership and technical assistance specifically to Owensboro/Daviess Co as a local innovation pilot

**Experience Required**
- A minimum of a bachelor’s degree in a relevant field, master’s degree preferred.
- Commitment to the mission of the Prichard Committee: *Building a Path to a Larger Life – with Education at the Core*
- Proven ability to think strategically, analyze critically and translate ideas and insights into action through clear, cohesive and practical programs and plans that lead to measurable results
- Excellent interpersonal, presentation, verbal and written communication skills, data and policy analysis, and the ability to communicate complex issues to a variety of audiences
- Track record of building external teams or coalitions to accomplish a specific goal
Experience in early childhood and/or primary education state policy and local practice preferred
Experience or strong familiarity with early childhood-related public interest and public policy communities at the state, regional and national levels
Commitment to the development and execution of strategy and messaging
A supportive management style that fosters trust through clear and open communication and communication of a clear sense of direction
Effective experience in collaboration and teamwork
Leadership qualities of flexibility, diplomacy, empathy, creative problem-solving and inclusion
Experience in project management and project management software preferred

Other Requirements:
- Kentucky resident
- Valid driver’s license
- Successfully complete pre-employment background check
- Extensive in-state travel to meetings, partner program sites and schools
- Ability to work in a high energy, fast paced environment
- Ability to travel independently by car and plane regionally and nationally

Benefits
The position is full-time and exempt, with full benefits. Salary Range for this position is $85,000 - $95,000.

This position is created by grant funding, in cases that there may be a substantial reduction in that funding or the funding ceases, the position may be terminated by the Prichard Committee.

The position will work remotely from home with up to four (4) in-person CBPI team meetings each month at the Prichard Committee Central Office located at 2285 Executive Drive Lexington, Kentucky.

NOTE: On site, in-person meetings may be more frequent during onboarding for the first 30-60 days.

The Prichard Committee offers the following benefits: Health Insurance (EDHDP or PPO): Prichard pays 75% of employee only cost); Health Savings Account or Flexible Spending Account; Dental Insurance; Life Insurance; Long Term Disability; 403b Retirement Plan (capped at 5% of employee salary). Employees start at 3 weeks of vacation (calendar year), 12 sick days per year and various holidays throughout the year.

Prichard Committee is an Equal Opportunity Employer that recruits and hires qualified candidates without regard to race, religion, sex, sexual orientation, age, national origin, ancestry, citizenship, disability, or veteran status.

Resume and cover letter expressing interest in the position should be sent to:
Melody Brooks
Finance & Human Resource Manager
Melody.brooks@prichardcommittee.org