Senior Director of Evaluation and Research

Reporting to the Vice President and Director of the Center for Best Practice and Innovation (CBPI), the Senior Director of Evaluation and Research provides leadership over the Center’s policy and practice evaluation and research efforts.

The Center is a new initiative by the Prichard Committee that seeks to elevate local best practice while at the same time bring research and evidenced-based practice to local communities to inform community and school approaches to improved education outcomes. The Center will craft policy responses for state system change, track local innovation for sharing statewide, evaluate local and statewide efforts for improved education outcomes and return on investment.

The Center will provide research and evaluation for the Kentucky Community Schools Initiative, including coordinating efforts supported by the University of Kentucky, College of Education, Evaluation Center.

In addition to the Kentucky Community Schools Initiative, the Senior Director of Evaluation and Research will serve as the principal policy and practice evaluation and research designer for work throughout eight (8) policy portfolios:

- Family and Community Engagement in Schools
- Integrated Student Supports
- Expanded and Enriched Learning Time and Opportunities
- Collaborative school and community leadership and practices
- Early Childhood
- K-12 Education
- Teaching Quality
- Postsecondary Education & Training

Key Strengths for Success in this Position: Self-starter with the ability to design and implement research projects and coordinate a research strategy that informs the interconnected policy and practice efforts of the Prichard Committee. A relational collaborator who can leverage the expertise of external partners to ensure coordination and alignment across a variety of initiatives and policy portfolios. Must be a team leader with the ability to manage the time and workload of four (4) policy managers in support of the Center’s research and evaluation efforts.

Responsibilities:

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

Kentucky Community Schools Initiative
● With the support of the Vice President and Director of the Center for Best Practice and Innovation, collaborate with and align the research and evaluation efforts of the University of Kentucky, College of Education, Evaluation Center in support of the Community School Initiative.
● Manage a team of four (4) policy managers to collaboratively plan and execute all aspects of the Community School Initiative research and impact evaluation, including cross-sectional and longitudinal evaluation and measurement design; data collection, management, and analysis; and reporting to a diverse range of stakeholders and audiences.
● Develop data collection and analysis tools and frameworks for use by the implementation team.
● Translate rigorous and creative data analysis to proactively and responsively equip key collaborators with data-driven insight and strategies to advance our Community School Initiative implementation and impact.
● Serve as a key contributor to quarterly and annual reports, including data collection and management, analysis, reporting, visualization, writing, and storytelling to provide a comprehensive illustration of the Community School Initiative.
● Collaborate with external partners, including the Division of Family Resource and Youth Services Centers, Kentucky Center for Statistics, the Kentucky Department of Education, and other key partners to support the research and evaluation efforts.
● Provide leadership for the design and implementation of a state-level needs assessment based on the four pillars of full service community schools.

Groundswell Toolboxes
● Collaboratively design and implement original applied research studies and data projects aligned with strategic needs and goals of the Prichard Committee to support policy and practice change at the local and state levels.
● Lead the execution of rapid design, measurement, analysis, reporting, and translation of program impact evaluations and special projects to generate high-quality data aligned with intended outcomes and illustrate impact for internal and external stakeholders.
● Identify and execute best practices in data management to promote data integrity, including development and optimization of data collection tools; organization, integration, and management of datasets across programs; developing strategies to improve data quality; monitoring and updating dashboards, reports, and visualizations; and collaborating with key teams to maintain quality while scaling impact data infrastructure over time.
● Translate rigorous and creative data analysis to proactively and responsively equip key collaborators, partners, and stakeholders with data-driven insight and strategies to advance local and state-level community/school partnerships and engagement.
● In partnership with the Communications team and other key collaborators, synthesize, translate, and communicate findings from the Center’s research to support strategic amplification and advocacy within and outside the Prichard Committee’s constituencies.
● Collaboratively design and execute effective partner and stakeholder engagement strategies critical to conducting and amplifying research and evaluation initiatives within and outside of the Prichard Committee’s constituencies.
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 Committee’s research and evaluation efforts supporting the Kentucky Community Schools Initiative
- Supervises four (4) policy managers

Experience Required

- A minimum of a master’s degree in a relevant field, doctorate preferred.
- A minimum of 5+ years of experience designing and conducting applied social science research (quantitative, qualitative, mixed- and/or multi-method), program and impact evaluation, and/or continuous improvement and learning initiatives.
- Experience designing/leading policy and/or program evaluation and policy and/or practice research projects with non-profits, academic and school-based contexts, and/or other community-based organizations.
- Knowledge and experience in at least one of our eight (8) policy portfolio areas and a strong foundational understanding of the following: research and evaluation methods and application (including program/impact evaluation concepts and application); applied psychological and developmental science theory and research; implementation science; dual capacity-building models; as well as the ability to rapidly apply knowledge to inform our work.
- Expert data manager and analyst with proficiency in some of the following: Excel, Qualtrics, SPSS, Stata, SAS, NVivo, Atlas, Tableau and/or other like programs with the openness to learn and adopt new technologies.
- Consultation and facilitation skills necessary to convene key collaborators to assess data-related needs, examine/analyze data, and rapidly translate insight to action.
- Strong translational skills, effective written and verbal communication, presentation skills, and ability to convey complex issues to multiple audiences in a clear and concise manner.
- Proven project management experience with a high attention to detail and organization.
- Accountability to outcomes.
- Ability to adapt and persist through challenges.
- Proactivity/Ability to take initiative.
- Openness & Responsiveness to feedback and coaching.
- Effective experience in collaboration and teamwork
- Commitment to the mission of the Prichard Committee: Building a Path to a Larger Life – with Education at the Core

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 for this position is $95,000-$130,000.

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