

Director of Organizational Insight (SY25-26)

Boston Public Schools, Office of Human Resources
Central Office - Data & Accountability - Boston, Massachusetts [Open in Google Maps](#)

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Job Details

Job ID: 5215145
Application Deadline: Jun 25, 2025 11:59 PM (Eastern Standard Time)
Posted: Yesterday
Starting Date: Immediately

Job Description

Reports to: Executive Director, Office of Data and Accountability

Overview

The Director of Organizational Insights is responsible for overseeing the collection, analysis, and interpretation of research and evaluation data to inform strategic decision-making and improve organizational effectiveness. The Director will share the district's research and evaluation agenda in an effort to foster a culture of data-informed decision making, performance, and innovation. The Director of Organizational Insight will work with the Senior Executive Director of the Office of Data and Accountability (ODA) and the ODA leadership team to engage critical stakeholders throughout the system to identify key indicators of student and school performance, set goals and targets on these KPIs, and monitor the District's progress as it seeks to accelerate students growth and close achievement and opportunity gaps. The Director of Organizational Insight will also manage a team that oversees external research, internal evaluation, and survey administration.

Responsibilities

Supervision and Leadership

- Directly supervise the Organizational Insights Team, which includes the Manager of Continuous Improvement, Research and Partnerships Analyst, Data External Research Manager, and Interval Evaluation Manager
- Hold regular supervisory and project check-ins with designated staff members, provide ongoing feedback to ensure continued professional growth and excellence, and serve as a thought partner and advisor to the ODA Leadership Team.
- Develop team structures to promote collaboration and cohesion among team members working in ODA.
- Represent the Office of Data and Accountability in working groups with external and internal partners to ensure analytical rigor of strategic processes.
- Establish and maintain key relationships across the district. Collaborate with other departments to ensure that data collection and reporting are aligned with district goals and priorities.
- Stay current with best practices in organizational learning, research, evaluation and data analysis, and make

- recommendations for improving data collection and reporting processes.
- Provide professional development and training to district staff on data collection, analysis, and reporting.
- Perform other duties as requested by the Senior Executive Director, including:
 - Support execution of department strategic vision and day-to-day operations
 - Represent the department in meetings, at events, in working groups with external and internal partners, and to stakeholders
 - Participate in department hiring, budgeting, and policy-making

Systemwide Implementation of Organizational Insight

- Develop and implement a data-driven approach to organizational improvement, using a variety of qualitative and quantitative research methods.
- Analyze and interpret data to identify trends, opportunities, and challenges based on data and evidence to provide recommendations to senior leadership that inform service delivery, and engage in program development, and capacity-building initiative.
- Work collaboratively with school district leadership and staff to design and implement surveys, assessments, and evaluations that measure the effectiveness of programs, services, and initiatives.
- Lead the development and implementation of key performance indicators (KPIs) and dashboards that provide ongoing feedback on organizational performance and inform academic return on investment.
- Cultivate new research opportunities, pursue partnerships with research and evaluation organizations as well as institutes of higher education.
- Lead learning activities such as school and community needs assessments, reviews of best practices and theories of change and transforming program/service data and findings into recommendations and action plans.

Strategic Data Collection and Analysis

- Lead implementation of the BPS School Quality Framework, manage internal and external analysts in order to calculate school tiers for student assignment, and coordinate cross functional team to ensure successful rollout districtwide.
- Oversee administration, analysis, and reporting of Parent, Teacher, and Student Climate Surveys including coordination with district leaders and vendor relationship management.
- Knowledge of data systems including enterprise data warehouses and Student Information Systems.
- Analyze district data to identify progress, trends, and relationship between key performance indicators.
- Knowledge of research and evaluation methodologies.
- Support district learning with respect to local and national research and evaluation findings to inform district wide strategies.
- Work closely with department leaders on the front end to assist with the design and implementation of programs, services and initiatives, and on the back end to lead the development and implementation of evaluation plans, data collection, storage, and analysis processes.

Qualifications - Required:

- Bachelor's degree in education, statistics, data science, or a related field. Master's degree preferred.
- At least five years of experience in a similar role, preferably in a school district or educational organization.
- Record of demonstrated success supervising and managing education professionals.
- Ability to effectively lead a team of technically-skilled employees in an educational setting.
- Strong project management skills, including the ability to manage multiple projects simultaneously.
- Expertise in statistical analysis, data visualization, and data management.
- Excellent time management skills and experience balancing competing priorities, managing multiple projects simultaneously within designated deadlines, maintaining accuracy at both the micro and macro levels.
- Excellent interpersonal skills and experience providing leadership and vision to staff; facilitating, motivating,

persuading and building consensus.

- Must be able to collaborate effectively with district personnel, the general public and work with diverse groups of people.
- Experience in designing applied research programs using mixed-methods approaches; conducting evaluation studies; leading or coordinating complex research projects; and working in a collaborative setting.
- Excellent organization and time management skills.
- Strong commitment to equity and inclusion.
- The ability to explain complex analytical concepts to a variety of audiences.

Qualifications - Preferred:

- Master's Degree preferred.
- Experience developing strategy and advising executive leadership of a large urban school system
- Ability to communicate with diverse audiences and experience with Boston, its neighborhoods and schools.
- Strong knowledge of BPS and Massachusetts data and accountability systems, implementation and maintenance.
- Track record of success in a complex government organization reflecting proactive problem solving.

Terms: Managerial, [D61].

Position Type: Central Office

Salary: up to \$123,604 1.0 FTE

Job Requirements

- Citizenship, residency or work visa required

Contact Information

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Map

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