Specialist - Equity  
Baltimore City Public Schools  
200 E. North Avenue  
Baltimore, MD 21202

District Office - Position - Other  
Job Number 8600000833  
Start Date  
Open Date 03/22/2020  
Closing Date

Works in the Office of Equity to provide leadership in the development and implementation of the City Schools strategic equity plan. Provides direct support, training, and consultation for employees across the organization on topics such as, but not limited to: equity, culturally responsive pedagogy, bias, inclusion, diversity, etc. Works collaboratively with schools and offices to utilize a racial equity lens to ensure achievement for all students.

Essential Functions

- Supports Executive Director and the Office of Equity in providing leadership in the implementation of the Equity Policy.
- Develops, coordinates and facilitates training and professional development to City Schools employees in order to build capacity in the application of a racial equity lens.
- Provides support to schools on the development and implementation of programs and initiatives that support equity across every indicator of City Schools' student success.
- Provides support to schools in developing and implementing school performance plans that address the predictability and persistence of gaps in student performance.
- Provides training and implementation support on building inclusive climates that honor the culture, experiences, and humanity of students, families, and community.
- Provides support to schools to reduce the use of interventions that remove students from the active learning environment.
- Works collaboratively with offices to determine, acknowledge, and disrupt structures and practices that create and perpetuate systems of inequity in academics, accountability, facilities, finance, human capital, schools, etc.
• Serves as a liaison to offices to ensure the coordinated delivery of services to schools.
• Serves as a liaison to district offices and workgroups to support the application of an equity lens in decision making, policy development, evaluation, etc.
• Performs and promotes all activities in compliance with equal employment and nondiscrimination policies; follows federal laws, state laws, school boards policies and the professional standards.

**Maximum Salary 81555.00**  
**Minimum Salary 65908.00**

**Desired Qualifications**

- Bachelor's degree in education or related field from an accredited college or institution. Master's degree preferred.
- Demonstrates expertise in leading programs serving marginalized populations, demonstrated competency in the areas of anti-racist and anti-oppression pedagogy, racial equity, educational equity, access, and cultural proficiency, restorative practices, trauma-responsiveness, and social-emotional well-being.
- Experience in supporting the achievement of underserved populations preferred.
- Understanding of current research-based practices to include the ability to analysis of quantitative and qualitative data.
- Strong human relations skills.
- Excellent analytical and organization skills.
- Excellent training and facilitation skills.
- Creative and proactive problem-solving skills.
- Excellent interpersonal, oral, and written skills.
- Project planning and management skills.
- Proficient in the use of Microsoft Office applications including Word, Excel, PowerPoint, and Outlook.
- Ability to develop and deliver presentations to include but not limited to those at professional and work-related conferences, seminars, and summits.
- Ability to develop and facilitate trainings and workshops.
- Ability to prepare standard operating procedures, reports, and other written documents.
- Ability to work in a complex environment with multiple stakeholders.
competencies

- Customer Focus - Commits to meeting the expectations and requirements of internal and external stakeholders; acts with stakeholders in mind; values importance of providing high-quality customer service.
- Interpersonal Skills - Builds constructive and effective relationships; uses diplomacy and tact to diffuse tense situations; can put others at ease and disarm hostility.
- Managing Relationships - Responds and relates well to people in all positions; is seen as a team player and is cooperative; looks for common ground and solves problems for the good of all.
- Functional/Technical Skills - Possesses required functional and technical knowledge and skill to accomplish job tasks at a high level; demonstrates active interest and ability to enhance and apply new functional skills.

Full time or Part time: Full time

Additional Details
Qualified candidates for the above position must submit the following:

- Completed online application
- Resume that clearly demonstrates the above minimum qualifications. It is important that you include all experiences and education related to the position to which you are applying.
- Upload copies of all transcripts - undergraduate, graduate and all MSDE Certifications
- Must provide three (3) professional references to include: name, title, business address, e-mail address and phone number
- All documentation/certification necessary (scanned copies accepted) to substantiate minimum qualifications; must be uploaded into application
- All documentation must be scanned and uploaded to application

Benefits -- This position is eligible for benefits. To review the available options please see the information relevant to the union for this position by viewing the following link: http://www.baltimorecityschools.org

Baltimore City Public Schools is an equal opportunity employer and encourages resumes from bi-lingual or multi-lingual candidates.
Baltimore City Public Schools does not discriminate in any aspect of employment on the basis of race, color, ancestry or national origin, religion, sex, sexual orientation, gender identity, gender expression, marital status, disability, veteran status, genetic information, or age. For inquiries regarding the nondiscrimination policies, please contact the Equal Employment Opportunity Manager, 200 E. North Avenue, Room 208, Baltimore, MD 21202; 410-396-8542 (phone); 410-396-2955 (fax).

This position is affiliated with the Paraprofessionals and School Related Personnel (PSRP) bargaining unit.