



Job Description

Senior Director of Educational Impact

Reports to: Executive Director

Status: Exempt

Schedule: Full time

Pay scale: **Starting salary for this position is commensurate with the selected candidate's background and experience.*

The Organization: Better Basics is a 501(c)(3) nonprofit organization advancing children's reading and mathematics literacy. Better Basics works to eradicate illiteracy among children in Central Alabama by delivering reading and math instruction and resources to empower the educationally vulnerable.

Position Summary: The Senior Director of Educational Impact provides strategic leadership for the quality, effectiveness, and growth of Better Basics programs. This role is responsible for strengthening instructional models, curriculum, assessment practices, teacher development, and continuous improvement systems to ensure Better Basics delivers high-impact academic support to students across partner schools.

Qualifications and Requirements

- Master's degree in Education or a related field required.
- Minimum of five years of successful elementary classroom teaching experience.
- Demonstrated expertise in evidence-based instructional practices.
- Minimum of three years of leadership or managerial experience supervising educators or instructional teams.
- Proven ability to develop and execute strategic initiatives that improve educational outcomes.
- Experience analyzing student achievement data and program performance metrics to inform instructional decisions, evaluate impact, and drive continuous improvement.
- Experience collaborating with school and district administrators, instructional coaches, and other stakeholders.
- Strong strategic thinking and problem-solving skills with the ability to translate vision into measurable results.
- Excellent written, verbal, and presentation communication skills.
- Outstanding interpersonal skills.
- Exceptional organizational and project management skills, with the ability to lead multiple complex initiatives simultaneously.

BETTER BASICS IS AN EQUAL OPPORTUNITY EMPLOYER



- Demonstrated ability to coach, mentor, and develop high-performing teams.

Responsibilities:

- Establish and maintain program quality standards across all Better Basics programs.
- Lead curriculum review, refinement, and alignment with current literacy and mathematics best practices, ensuring programs align with the Alabama Course of Study and Science of Reading.
- Develop systems for instructional coaching, teacher support, and professional learning.
- Oversee assessment strategy, data systems, and analysis of student outcomes.
- Identify opportunities for program improvement, innovation, and expansion.
- Support development of new school partnerships and communicate program impact to prospective partners.
- Collaborate with the Director of Programs to ensure strong alignment between program strategy and implementation.
- Partner with Development staff to strengthen grant proposals, outcomes reporting, and program storytelling.
- Serve as a member of the leadership team and contribute to organizational strategy.

Success Measures:

- Improved student academic outcomes.
- Strong program quality and fidelity across sites.
- Effective teacher coaching and professional development systems.
- Successful program growth and expansion.
- Strong data collection and outcome reporting processes.