Delaware Valley Friends School seeks outstanding candidates for its Director of Diversity, Equity & Inclusion, to begin in the 2020-21 school year. This a leadership position that reports directly to the Head of School. The director will be responsible for strategic leadership in helping the school to fulfill its mission, acting as a resource and partner with students, administrators, faculty, staff, parents, and others to nurture and strengthen an inclusive and culturally responsive school culture.

The School:
Delaware Valley Friends School is a national leader educating bright students (grades 1-12) with reading, writing, and other learning differences. Students receive a comprehensive, research-based, college preparatory curriculum, individualized instruction, cutting-edge assistive technologies, and successful college placement, with an emphasis on metacognition and self-advocacy within a community based on Quaker values. DVFS is the first school program in PA, DE, and NJ accredited by both the International Dyslexia Association (IDA) and the International Multisensory Structured Language Education Council (IMSLEC) - the leaders in multisensory structured language instruction.

Delaware Valley Friends School values the strength inherent in a diverse community. It does not discriminate on the basis of race, religion, color, national or ethnic origin, gender, sexual orientation, sexual identity, age, disability or marital status in the administration of its educational policies, admissions policies, scholarship and loan programs, athletic and other school-administered programs, or in hiring, use of volunteers or board membership. Instead, DVFS actively seeks to enhance its community through admissions and hiring practices that encourage a diverse candidate pool.

Established in 1986, the school attracts students from across the region. Located on the Philadelphia Main Line, in Paoli, Pennsylvania, the school is 45 minutes by train from Center City.

Responsibilities:

- Administrative: Provide strategic leadership based on the school’s mission and identity as a Quaker school for diversity and inclusion work in the school, serving as a member of the senior administrative team, the Student Support Team, and other key committees of the school.
- Internal Outreach and Support: Attend meetings of the various diversity groups in the school and provide regular feedback from these groups to the senior administrators. Initiate activities to help all members of the community feel fully part of school life.
- Problem Solving: Work with the other administrators and faculty to deal with issues as they arise in collaborative and sensitive ways, striving to build unity around diversity, equity, and inclusion.
- Monitor: Support various school departments and programs to take into account the community’s diverse needs. Review school publications & communications to make sure they reflect our mission and commitment to diversity, equity, and inclusion.
- Communication & Liaison: Coordinate and communicate with school administration, faculty & parents regarding diversity-related concerns & events. Liaise with outside diversity practitioners.
- External Outreach & Recruiting: Strengthen the school’s efforts to attract diverse faculty, staff, and families. This includes participation in job fairs and conferences.
- Staff Development & Parent Education: Develop periodic workshops, bring in outside speakers/consultants, and serve as a resource for faculty/staff, trustees, parents, administrators about diversity-related issues.
- Teaching: Teach one to two classes based upon the Director’s expertise and interests.
Qualifications:
- At least five years of teaching and diversity practitioner experience at school or in higher education is required.
- A proven record of successful collaboration with a wide range of people and a demonstrated ability to think strategically about initiatives and programming.
- A strong draw to serving an institution with the mission of Friends education
- An awareness of how complex factors impact the education of a student (social, cultural, racial, economic, emotional, learning differences, etc.)
- Interest in developing approaches for diverse learning needs
- A high degree of emotional intelligence, flexibility, and strong relational and interpersonal skills

Applicants should supply the following materials:
Please send letters of intent and resumes to Diversity, Equity & Inclusion Search, % Judy Sheridan, Assistant to the Head, Recruitment@dvfs.org. No phone calls or other emails, please. Applicant review will commence immediately, and resumes will be accepted until the position is filled. DVFS offers a competitive compensation and benefits package.