



Director of Equity & Inclusion

Position Profile

Hillsborough & San Mateo

California

July 1, 2024

THE NUEVA SCHOOL

MISSION

Our school community inspires passion for lifelong learning, fosters social and emotional acuity, and develops the imaginative mind. For over fifty years, Nueva has pursued its mission in two ways — we provide students with an outstanding, tailored education (Mission I); and we work to reach teachers, students, and administrators everywhere by engaging the education community actively within the Bay Area, across the nation, and around the world (Mission II).

VISION

The Nueva School uses a dynamic educational model to enable gifted learners to make choices that benefit the world.

VALUES

- A dynamic learning community
- An environment of trust
- Social-emotional acuity
- Curiosity and creativity
- Passion and excellence
- Student Agency



ABOUT THE SCHOOL & POSITION

“...talent and passion...”

In 1967, the Nueva School was founded by a trailblazing woman who believed in providing an exceptional learning experience for gifted children. That school, which began in modest but caring temporary spaces, has evolved into a pace-setting school for giftedness, progressive education, and equity and inclusion. Today, Nueva is a PreK–12 school with an enrollment of nearly 1,000 students across two campuses. Nueva’s flexible curriculum supports its commitment to nurturing students’ talents and passions, and shaping caring leaders.



The Nueva School seeks a Director of Equity and Inclusion to serve as an essential administrative leader, area expert, and policy developer. Nueva’s next Director of Equity and Inclusion will be joining a school community already deeply and historically engaged in challenging systems of inequity and cultivating a “beloved community” rooted in a culture of dignity for all. Our equity and inclusion program inspires us to build a learning community that is courageous, self-reflective, and intentional in its pursuit of social justice, equity, and inclusion.

In short, the work to advance equity and inclusion at Nueva is serious and substantive, and coupled with accountability, equity and inclusion efforts schoolwide are focused on supporting the learning and thriving of gifted children and the tremendous educators who lead them.

We understand that social justice is at once a process and a goal requiring both the capacity to envision the world we wish to see and the conviction and commitment to build it.



LEADERSHIP OPPORTUNITY

The next Director of Equity and Inclusion should embrace the culture of innovation encouraged at Nueva, possess a radical imagination, an inquisitive spirit, a can-do attitude, and the critical hope necessary to envision and inspire members of the community to build and sustain a beloved community. The role is multi-faceted and intersects with curriculum, pedagogy, strategic planning, professional development, parent education, student support, and community-building.

As a reflective institution, Nueva recognizes that there is still considerable work to do within this realm and is looking for an individual who can continue pushing the school community forward. The primary focus for this role will be at the systems level, so it will be imperative to have a Director who can co-construct systems for equitable outcomes across the institution.

Geographically, the school is situated in a market that is densely populated with independent schools. In addition, the Bay Area is a historically progressive region of the country known for its bold work in equity and inclusion. Unfortunately, a current reality is the significant income disparity and residential stratification of the Bay Area. Although Nueva has still been able to draw from a broad range of zip codes, accessibility remains challenging for families, faculty, and staff for whom Nueva’s location—affluent Hillsborough and San Mateo—entails a significant commute. Addressing this challenge is distinct from our specific attention to recruiting, supporting, and retaining students and employees of color, particularly those who identify as Black or Latinx, regardless of socio-economic background. The next Director will play a primary role in identifying ways to make Nueva attractive and accessible to families, faculty, and staff from underrepresented socioeconomic backgrounds as well as underrepresented racial and ethnic backgrounds.



Understanding and having a comfort level with giftedness is essential to the success of the next Director. While the typical definition of giftedness can be controversial, candidates should demonstrate an understanding or willingness to understand the complexity of the term and the definition for the Nueva community. Acknowledging the multifaceted history of giftedness in education, gifted assessments, and the difficult history it holds, the next Director has an opportunity to promote giftedness alongside equity and inclusion work. The next Director will need to help define the various ways giftedness presents in students from diverse backgrounds, and advance the school’s efforts to successfully identify and support such students in the Nueva community.

SKILLS, TRAITS, ATTRIBUTES DESIRED

Via a community-wide survey, The Nueva School community has expressed its wishes for the thematic skills, traits, and attributes for their next Director. Alongside the deliverables of the position description, these skills will propel the school to its next set of strategic outcomes.

The ideal candidate will possess and actively seek to develop:

- a deep commitment to supporting and advocating for the range of socioeconomic, racial, cultural, disability, gender identity, sexual orientation, academic, and ethnic backgrounds present in a diverse community.
- the ability to advance ongoing strategic initiatives and conceive of new initiatives to build on Nueva's long-standing body of equity and inclusion work.
- the mentoring experience to deftly support and lead a team of committed divisional E&I coordinators who shape and guide Nueva's broad and far-reaching E&I work.
- the desire and ability to build trusting relationships and collaborate on and systematize highly integrated work within the Leadership Team.
- a deep understanding of the student experience as central to E&I work, whose ultimate goal is to enhance the empowerment and sense of belonging of every student.
- the empathy, grace, diplomacy, approachability, accessibility, humor and humility necessary to represent the school and be a "public face" of its commitment to E&I work.
- Leveraging and expanding Nueva's community connections to strengthen the school's recruitment of prospective families and candidates from underrepresented groups.





STRENGTHS OF THE E&I PROGRAM

- The Nueva School is in a healthy financial position and therefore has cultivated a well-resourced program as evidenced by a highly competent set of direct reports.
- The Nueva community is rooted in care. The learning environment and the working environment are built on the premise that when people are cared for, the learning is enriched, and the work is meaningful and sustainable.
- A point of pride in the community is the sustained depth and breadth of the E&I work done to date, including but not limited to: affinity group work, recruitment of diverse faculty, staff and students of all dimensions, an exemplary Equity and Inclusion Institute, and an anti-racism commitment. An established depth of knowledge of E&I work within the faculty/staff signals a shared commitment and a pedagogical understanding of equity practices and accountability.
- There is a proven desire from all Nueva constituents for meaningful engagement, accountability, and action from the school as demonstrated in Nueva's 2022–27 strategic framework.

CHALLENGES/OPPORTUNITIES FOR THE E&I PROGRAM

- Nueva requires a Director to speak to the mission of serving gifted students and the mission of supporting and promoting equity, inclusion, and belonging.
- Coordination and assessment of the host of strategic initiatives designed to foster access, inclusion, and belonging for individuals from traditionally underrepresented communities.
- While there is a long-standing history of successful E&I programs, the school will benefit from a Director who will effectively communicate the progress and plans intentionally with the internal and external community.
- The challenge to lead, mentor and inspire three talented and capable equity coordinators who have varied needs and who work in divisions with varied challenges.

STRATEGIC PRIORITIES FOR THE NEXT DIRECTOR

- Increase community engagement around the importance of strengthening equity, diversity, and inclusion for all members of the Nueva community, and develop systems of accountability.
- Analyze, evaluate, and implement current systems, policies, and practices to identify areas of improvement to provide the foundation for a just and beloved community.
- Continue to support curriculum audits while guiding and coaching teachers in deepening their commitment to and implementation of anti-racist and culturally responsive pedagogy and practice.
- Oversee the development and administration of evaluation metrics that help Nueva to examine the effectiveness of equity and inclusion work across all aspects of the school through the collection of data over time.
- Provide consistent and up-to-date professional development and educational opportunities for faculty and staff, the leadership team, the parent body, and the board.
- Continue to refine anti-bias hiring processes and collaborate with school leaders in recruitment, hiring, onboarding, employee evaluation, and retention practices.
- Increase support for equity and inclusion initiatives, with a focus on programs for individuals from traditionally underrepresented groups.
- Partner with the director of enrollment and strategic engagement and the director of admissions to expand the reach of identification, recruitment, and programming for gifted Black and Latinx students and for gifted students coming from limited socioeconomic backgrounds.
- Strengthen restorative justice practices across all three divisions and the broader community.
- Build meaningful, nuanced, and caring relationships with all members of the community.

Information about Nueva's Foundation, Guiding Principles, Objectives, and Team can be found [HERE](#).

HOW TO APPLY

The following application materials may be submitted to
André Withers, Partner, Educators Collaborative (awithers@educatorscollaborative.com)

- EC Candidate Summary Sheet and Disclosure Form (request from search consultant)
- Letter of interest to the Nueva School Search Committee
- CV
- Summary/Philosophy of DEI Leadership
- A list of three references with contact information (email and phone numbers)