



**A+ Education Partnership
Policy Director
Job Description**

ABOUT THE POSITION

The Policy Director will play an essential role in A+ Education Partnership's mission to create great schools for every child in Alabama. This role will provide critical support to the policy and advocacy team and help advance policy priorities with key education policymakers and stakeholders in Montgomery and across the state. The ideal candidate will be familiar with the political landscape in the state, competent in policy analysis, research, and data analysis, and have strong written and verbal communication skills.

ABOUT A+ EDUCATION PARTNERSHIP

A+ Education Partnership works to create an Alabama where every student has access to a world-class education, regardless of circumstance. Driven by our relentless belief in every child, we partner with educators, communities, and policymakers to advocate for and expand access to a high-quality education so every student can thrive.

A+ provides student-centered, research-based information, tools, and training to policymakers and educators on the opportunities to improve education for **all** Alabama students. In addition to statewide advocacy work and the A+ Student VOICES Team, A+ Education Partnership manages two programs, A+ Best Practices Center and A+ College Ready, that work in schools directly with educators to provide support and cutting-edge professional learning.

MAJOR RESPONSIBILITIES

The Policy Director will be based in Alabama and report to the Vice President of Policy. Their major responsibilities include, but not be limited to:

Advocacy Support (40%):

- Work collaboratively with the Vice President of Policy and A+ Education Partnership team to advance our strategic goals and advocacy agenda
- Support the development, coordination, and implementation of student-centered advocacy campaigns in close collaboration with our advocacy team
- Attend public meetings and hearings and build relationships with stakeholders
- Support the development and passage of legislation and policies that improve student outcomes

- Plan and provide policy education opportunities internally and externally

Policy and Advocacy Communications (30%):

- Lead the creation of regular advocacy communications
- Manage the maintenance of existing policy projects, including the A+ Policy Portal
- Strategize targeted policy and advocacy communications that support A+ policy priorities

Research and Analysis (20%):

- Research A+ policy priorities and support the crafting of evidence-based recommendations
- Analyze and identify trends in various state-level datasets, especially assessment data and other student outcomes
- Develop relationships and collaborate with aligned external stakeholders in Alabama and across the country

Team and Individual Growth (10%):

- Participate in full staff gatherings, team meetings, and 1-on-1 check-ins
- Support cross-team collaboration, major team projects, and events
- Regular in-state travel and occasional out-of-state travel required
- Give real-time, solutions-oriented feedback on organizational initiatives and advocacy strategies
- Engage in continuous improvement and learning opportunities through professional development, building team relationships, contributing to new projects/tasks, etc.

SKILLS AND COMPETENCIES

These skills and competencies will be necessary for success in this role:

- A deep belief in A+ Education Partnership's mission and the potential of every child
- Experience in education advocacy work
- Willingness and ability to work in fast-paced, quickly changing environments
- Detail-oriented and organized
- Strong sense of initiative and agency
- Committed to learning and continuous improvement
- Exceptional communication skills (both oral, written and in a variety of formats and contexts), with the ability to connect with diverse audiences
- Understanding of education policy, the Alabama political landscape, or both
- Ability to travel to the Montgomery office at least twice a week and more during the legislative session

These skills and competencies would be helpful but not essential:

- Bachelor's degree
- Experience using data analysis software such as Excel, R, Tableau, or others
- Knowledge of quantitative and qualitative research methods

SALARY & BENEFITS

- \$50,000-\$60,000, depending on experience and qualifications
- Blue Cross Blue Shield health, dental, & vision insurance is provided for employees (family coverage available at a cost)
- Two weeks paid vacation in the first year (prorated from start date to calendar year-end); three weeks paid vacation beginning year two
- Additional company-wide vacation week between Christmas and New Year's
- Funded participation in company retirement plan after one year
- \$100,000 company-funded life insurance and long-term disability insurance
- \$50 cell phone reimbursement monthly
- Opportunity for a flexible work schedule

QUALIFIED INDIVIDUALS, PLEASE APPLY

Don't check off every box in the requirements listed above? Please apply anyway! A+ Education Partnership is dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging – so if you're excited about this role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to still consider submitting an application.

A+ Education Partnership is an equal-opportunity employer and will not discriminate (or tolerate discrimination) on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age, disability, genetic information, military or veteran status, or any other characteristic protected by applicable law.

HOW TO APPLY?

To apply, please [submit an application here](#).