

BARR™

Same Students. Same Teachers.

Better Results.



School Manager

The BARR Center

Virtual Office with Minneapolis, Minnesota Option

SITUATION ANALYSIS

BARR, Building Assets, Reducing Risks, is a school improvement model that was developed in 1998. Started in one high school, the model is now operating or being implemented in over 140 secondary schools in 17 states. Schools that implement BARR typically experience higher course passing rates, increased graduation rates, increased attendance rates, and a reduction in student discipline incidents. BARR Center is a newly formed nonprofit organization created to expand the implementation of the BARR model to secondary schools across the country.

Hazelden Betty Ford Publishing is the BARR Center's service provider/operations arm. Hazelden employs BARR trainers, coaches, regional managers, and regional directors. They manage all of BARR's recruitment, training, scheduling, and material delivery fulfillment for regional teams with the direction of BARR Center.

BARR MISSION STATEMENT

To create equitable schools so that every student, regardless of race, ethnicity, or economic status has access to a high-quality education where adults know them, recognize their strengths, and help them succeed.

POSITION DESCRIPTION

The School Manager ensures high quality implementation of the BARR model at scale by providing training and assessing and improving the performance of trainers and coaches in action.

Specific Responsibilities Include:

- Provide quality oversight for the delivery of coaching services to BARR schools by:
 - o Developing systems and tools that can be used to discover patterns in behaviors and data across the growing network of BARR schools
 - o Designing coaching instruments for use by Hazelden employed BARR coaches
 - o Leading a weekly call with Hazelden employed BARR coaches
 - o Facilitating monthly individual progress monitoring check-ins with Hazelden employed BARR coaches
 - o Reviewing and responding to weekly documentation of school progress provided by Hazelden employed BARR coaches
 - o Reviewing and providing feedback on each Coaching Report completed by Hazelden employed BARR coaches within two days of completion

www.BARRcenter.org

BARR™

Same Students. Same Teachers.

Better Results.



- Reviewing Hazelden employed BARR coaches monthly call notes and responding to red-flags within two days of completion
- Provide professional development for the BARR coaches employed by Hazelden by:
 - Providing initial coaches training
 - Providing supplemental training as needed
 - Shadowing new coaches on coaching visits
 - Facilitating quarterly professional development webinars
- Provide BARR services directly to BARR schools and site coordinators by:
 - Facilitating quarterly professional development webinars with school coordinators
- Support the performance management process for BARR coaches employed by Hazelden by:
 - Providing regular feedback to Hazelden assigned leader on coach performance as related to quality of services delivered
 - Completing a Stakeholder Feedback form on each BARR coach as a part of Hazelden's employee performance management process
 - Collaborating with Hazelden leaders in the development of systems to track performance and quality of services delivered
- Support the BARR training processes by:
 - Assisting in the development of systems for reviewing training survey results and training reports to assess for patterns related to quality
 - Responding to any issues raised by trainers within one week
 - Providing feedback to Hazelden assigned leader when appropriate
- Serve as a liaison between BARR Center and other partner organizations as assigned by:
 - Facilitating weekly coaching call with BARR and Hazelden leadership
 - Cascading information to the BARR trainers and coaches employed by Hazelden as appropriate and needed for the successful delivery of BARR services
 - Exercising professional judgement to manage information up to the BARR Center and Hazelden leadership teams as appropriate and necessary
 - Provide monthly written updates to both the BARR Center team and the Hazelden team

TOTAL REWARDS

- Strong base salary and benefits package
- Opportunity to work virtually from a home office with travel as necessary to collaborate
- Opportunity to scale a business and make a real impact on student success

BARR™

Same Students. Same Teachers.

Better Results.



FOR FURTHER INQUIRIES

Please send a current and chronological resume to Rob Metz, BARR Center Deputy Director, at rob.metz@barrcenter.org.