



Learning Experience Designer (1.0 FTE)

Position summary

Mira Education serves as a design and implementation partner to K-12 districts, institutions of higher education (IHEs), and other education organizations pursuing educator-led, learner-centered innovations. This role supports a range of activities across partnerships and projects, including initiatives focused on school improvement, collective leadership development, personalized professional learning, and other areas of our organizational practice.

The position may be based anywhere in the U.S. with regular travel required (up to 25%) to support partners or collaborate with our fully remote team. Anticipated compensation range for the role is \$65,000-80,000 annually plus a benefits package that includes employer-paid health insurance, participation in Mira Education's retirement plan, paid leave, a home office allowance, and other supports. Mira Education is an equal opportunity employer committed to growing its diversity. Candidates who are of color, multilingual, or of immigrant background are especially encouraged to apply.

Core individual responsibilities

- Design in-person, virtual, and hybrid learning experiences in collaboration with members of the team reflecting core areas of expertise for the organization, including strategic planning, school and instructional improvement activities, personalized and competency-based professional learning, collective leadership, and educator pipeline development;
- Co-facilitate meetings and continuous improvement efforts, delivered online and in person;
- Co-design and co-implement processes that support the internal and external work of the organization;
- Collect, manage, and analyze data to support impact assessment and storytelling for partners and to advance internal learning and improvement;
- Identify process improvement opportunities and development of associated adjustments;
- Manage and optimize processes that help partners and other educators build internal capacity for leadership and innovation;
- Contribute to partnership communications activities;
- Coach and consult with partners as needed to build their capacity to lead future innovation and improvement work sustainably; and
- Other duties as assigned.

Critical success factors

- Commitment to align work with values of collective leadership, diverse engagement, equity, and inclusion and contribute to a healthy organizational culture.
- Knowledge of collective leadership, continuous improvement practices, personalized professional learning, and other strategies for design and implementation of innovation in P20 education;
- Facilitation and coaching skills that seamlessly connect virtual and in-person experiences with an effective blend of synchronous and asynchronous supports;
- Facility with digital tools including, Microsoft Office, Google Suite, Zoom, Basecamp, and other tools as deemed necessary;
- Maintain a remote/virtual work environment that supports and enables professional interactions;
- Proactive, clear, and professional communication with colleagues, partners in a range of P20 settings, funders, and other parties;
- Skill to operate with a high degree of efficacy and transparency, give and receive feedback candidly, turn feedback into action, and use successes and challenges to contribute to team and organizational learning;
- Capacity to adapt to and integrate the nuances of a collective leadership model into internal and external interactions; and
- Ability to develop, maintain, and strengthen professional relationships with colleagues and partners.

Collective leadership responsibilities

Following our organizational commitment to collective leadership, this position aligns work with practices that are the foundation for collectively led work, including the following:

- Creating an environment that welcomes and supports everyone's leadership, work, and learning through attention to diversity, equity, inclusion, and belonging (DEIB);
- Communicating in clear, professional, and proactive ways to support the maximizing of collective expertise and networked practice as an organization with many partners;
- Shifting between leading and contributing to collaborative work as a team member, based on one's expertise and the demands of that work;
- Using data to analyze collective impact, articulate learning, and take strategic action;
- Owning mutual responsibility to support accomplishment of our mission, vision, and goals, including giving and receiving feedback with team members and partners; and
- Demonstrating ability to generate and pursue adaptive responses to opportunities and challenges of our partners and our organization.



To apply

Please forward a cover letter, resume, and relevant work or writing samples to Dana Schurz at dana.s@performer.com. We regret we are unable to respond to inquiries by phone. Candidates should anticipate participation in two rounds of interviews if they advance in the process, which will offer an opportunity to meet a number of our team members.