

Impact Academy Program Director, Deans for Impact

Location: Remote, US

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About Deans for Impact (DFI)

DFI supports educator-preparation programs to bring the science of learning into teaching practice; partners with policymakers to ensure pathways into teaching are accessible, practice-based, and focused on instruction; and equips leaders with the tools to address today's most pressing challenges in educator preparation. Guided by principles of learning science, we aim to help aspiring and early-career teachers create rigorous and affirming classrooms where all children thrive.

To learn more, visit [our website](#), [hear from leaders](#) we have worked with, and read about [one of our networks](#) and the [policy initiatives](#) we have helped to lead.

About the role of Program Director

The Program Director manages DFI's leadership programming. This person in this role sets the strategic vision and strategy and leads delivery of our flagship leadership experience, [the Impact Academy fellowship](#), ensuring it delivers meaningful support for teacher-preparation leaders and advances our broader organizational priorities. The Program Director oversees program recruitment, design, and facilitation, and is responsible for cultivating strong relationships with fellows and partners. In addition, the Program Director partners closely with the Vice President of Program to develop and execute other leadership development initiatives that support teacher-preparation leaders. The Program Director ensures that the Impact Academy fellowship, and the broader leadership work they help advance, delivers measurable results aligned to DFI's mission and standards for excellence.

Responsibilities

The Program Director will be responsible for:

- **Program Design and Management (25%)**
 - Setting the vision and strategy for the Impact Academy fellowship to support EPP leaders to transform the way they prepare future teachers and build sustainable structures to maintain those changes over time.
 - Leading recruitment, selection, and onboarding efforts for incoming leaders to ensure a strong, diverse cohorts aligned to DFIs vision and goals.
 - Independently managing the day-to-day work to support these programmatic efforts, including: managing relevant budgets, creating and managing work plans, coordinating communications with participants, developing structures to share learnings, and identifying, designing, and implementing processes and systems required to carry out the work.
 - Establishing systems for continuous improvement, using participant feedback, reflection, and data to iterate on program design and demonstrate impact.
 - Independently managing internal communications about relevant programs and leading cross-team and/or cross-functional groups to advance program goals.

- Effectively structuring and managing the work of project consultants and of other DFI staff in support of leadership programming
- Proactively cultivating relationships with and representing the work of DFI's leadership programming to external stakeholders, including partner organizations, state leaders, and leaders of EPPs across the field.
- **Program Participant Learning (60%)**
 - Translating field trends, research, and practitioner insight into a coherent and responsive learning arc for leaders that addresses instructional improvement, policy and advocacy, organizational leadership, and systems change
 - Designing and facilitating rigorous, practice-based learning experiences (virtual and in-person) that support leaders to examine the mindsets and beliefs that shape their leadership, develop clear strategies to lead improvement, and respond to emerging trends in the field
 - Stewarding ongoing engagement structures (e.g., annual in-person Leadership Collaborative, newsletters, and topic-based working groups) to support sustained learning, collaboration, and cross-institutional problem solving.
- **People and Culture (15%)**
 - Contributing to regular team activities, including weekly team meetings, bi-annual retreats, and other individual and organizational learning structures
 - Proactively stewarding a values-centered team and culture

About you

We're looking for someone with expertise in designing and facilitating professional learning and coaching leaders through organizational change efforts.

We understand that people gain skills through a variety of professional, personal, educational, and volunteer experiences. We encourage candidates to review the key responsibilities and desired qualifications below. If you believe you have the transferable skills necessary to fulfill the responsibilities of this role, we encourage you to apply. We will consider candidates with greater seniority and are open-minded about adjusting the role to match experience level.

- **Experience:**
 - Required
 - *You have expertise in multiple adult learning, leadership, and organizational change frameworks and theories.*
 - *You have fluency in educator preparation policy, practice, and systems, including accreditation, state policy contexts, clinical partnerships, and instructional improvement.*
 - *You have exceptional design and facilitation skills, including the ability to navigate complex group dynamics, surface productive tension, and foster trust among diverse stakeholders.*
 - *You have strong project management skills with the ability to manage multiple workstreams simultaneously.*
 - *You have experience managing the work of others and supporting their performance and development*

- Preferred
 - *You have experience launching or scaling leadership fellowships or cohort-based learning models.*
 - *You have experience working across state or national education landscapes.*
 - *You have experience facilitating organizational change processes*
- **Skills and qualities:**
 - You can set a vision and strategy for a body of work and align and manage activities and resources in support of that strategy
 - You are an effective facilitator and coach of adult learners and have a strong track record of using data and evidence to drive improvement
 - You can effectively plan, execute, and oversee projects by setting clear goals, defining roles and responsibilities, managing timelines, and ensuring deliverables are met while adapting to evolving priorities and constraints.
 - You can juggle multiple tasks simultaneously, manage time and resources effectively, and deliver high-quality work on time, and support others to do the same
 - You listen carefully, and think about how your history and experiences influence your perceptions
 - You take initiative, anticipate challenges, and proactively pursue solutions to problems ranging from the mundane to the complex
 - You don't shy away from rolling up your sleeves. On a small team like ours, people wear multiple hats, and you're comfortable navigating both leadership-level responsibilities and operational tasks to support the mission.

Location, Benefits, & Compensation

DFI is a national remote organization. The Program Director will work flexibly from a location of their choosing in the U.S. Occasional travel for programming and team events (estimated to be 20% or around 52 days per year) is expected. This estimate reflects the expected annual average. Actual travel requirements will likely fluctuate based on the time of year and activities that are often aligned with educator preparation program scheduling.

This is a full-time, salaried position with competitive salary and benefits and a flexible, mission-driven professional environment. DFI's compensation and benefits are intended to support our ability to recruit and retain a diverse and talented team and ensure internal consistency and equity. The salary range for this role is \$115K-130K. New hires will be offered a salary at the starting point of the range. To ensure that starting compensation decisions are consistent and transparent, DFI does not negotiate starting salaries.

DFI offers a comprehensive benefits package that includes:

- 11 holidays plus a winter break from Dec. 24 - Jan 1.
- 20 PTO days, prorated during a new hire's first year
- Generous parental, medical, and bereavement leave policies

- Medical, dental, and vision insurance (covered at 90% individual, 70% dependent), life insurance, short and long term disability coverage, health and dependent care Flexible Spending Accounts
- 401k plan with an automatic 4% employer contribution
- One-time stipend to support employees' home office set-up and reimbursement of ongoing monthly internet and cell phone use, and
- Dedicated funds for each employee to support professional learning and growth

At DFI we believe that diverse perspectives and backgrounds create a rich work environment and enhance our ability to pursue our mission. We hope you will join us as we continue to build an organization where people from all backgrounds are welcomed and all identities are affirmed.

DFI provides equal opportunity in employment without regard to race, color, ethnicity, religion, gender, sexual orientation, national origin, disability, age, marital status, military status, pregnancy, or parenthood.

Our Hiring Process & Timeline

We want to be transparent about the scope and pacing of our hiring process—because we know it's a significant time investment. Our process is intentionally comprehensive, designed to give both candidates and our team multiple opportunities to learn more about each other and determine alignment from multiple angles.

Below, you'll find key dates for each stage. While timelines may shift slightly, we'll communicate any changes proactively. Because things move quickly once interviews begin, we encourage candidates to plan ahead and hold time during the windows noted below.

Week(s) of	Process Stage
Mar 9, 2026 - Mar 27, 2026	Application Review
Mar 30, 2026 - Apr 3, 2026	Brief Interview (30 min)
Apr 6, 2026 - Apr 12, 2026	Performance Task (up to 3 hours)
Apr 20, 2026 - Apr 21, 2026	In-Depth Interview (60 min)
Apr 27, 2026 - May 1, 2026	Finalist Interview (90 min) <ul style="list-style-type: none"> • Facilitation & Role Play Activity (30 min) • Small Group Q&A (30 min) • One-on-one with DFI's Executive Director (30 min)
Jun 1, 2026	Ideal Start Date