

Tarrant To and Through Partnership (T3)

Director of College Success

Position Description

Tarrant To & Through (T3) is seeking a Director of Success who has a strong track record helping students enroll and succeed in college. The Director will lead Tarrant To & Through's work to help students successfully transition to college, persist to completion or transfer, and access living wage employment.

This position reports to the Executive Director and will play a key role in ensuring that Tarrant To & Through realizes its vision of increasing post-secondary enrollment and completion (including certificate, credential, 2 yr, 4 yr and military) in Tarrant County in order to improve overall quality of life and position Tarrant County as a leading producer of high-quality talent.

Responsibilities

Program Design

- Design and execute an overall strategy in partnership with higher education institutions and school districts to ensure at-risk post-secondary students receive the supports necessary to achieve post-secondary success
- Possess and develop expertise in retention methods for at-risk students and inform the team of developing theories and best practices
- Create, administer, and manage student and parent texting campaigns
- Manage the administration of student incentives and additional supports
- Design and monitor all student-facing communications for student-friendliness and impact, including text message campaigns, emails, and program collateral

Data Management

- Work with selected partner to:
 - Develop an effective case management system to facilitate data collection for timely and effective intervention by staff and campus stakeholders
 - Track and analyze data through the case management system to design effective interventions based on student needs
- Prepare reports and turnkey information to the team staff for immediate programmatic adjustments to reach performance goals

Team & Relationships

- Manage accountability of an outside partner organization tasked with helping students transition to college, maintain satisfactory academic progress, and persist to completion and/or transfer
- Coordinate with other T3 team members to ensure overall program success, specifically with Director of College Access, Director of Technology & Data, and Executive Director.
- Support partner organizations including training, evaluation, and ongoing professional development
- Develop and nurture relationships with college and community stakeholders to reduce barriers and facilitate student success
- Turnkey lessons learned to inform strategic work across our K-12 and higher ed partners and contribute to the achievement of Tarrant To & Through's mission and goals

- Serve as a hands-on contributor to the Tarrant To & Through team and collaborate on initiatives across the team to ensure students successfully enroll and succeed in college
- Support community outreach efforts including parent engagement and partner cultivation
- Conduct research (online, via interviews, and through site visits) to identify effective practices and present findings in high-impact presentations for diverse audiences
- Work collaboratively with partners to monitor progress, overcome obstacles, and lead projects to successful outcomes
- Provide accurate data reports while gathering feedback to update Salesforce, efficacy of tools and practices, and connect resources where campuses have gaps

Qualifications

Requirements

- Bachelor's degree in a relevant field, advanced degree preferred
- 8+ years of professional experience related to college access and success with a strong track record of successful student outcomes

Preferred Qualifications

- Bilingual (Spanish)

Competencies

- Expertise with designing effective student interventions and supports
- Commitment to achieving rigorous goals on behalf of students
- Flexibility to respond to and manage a range of stakeholders
- Experience managing high-performing teams
- Creativity and innovative thinking skills to respond to emerging needs
- Strength in data tracking, management, and analysis
- Ability to use data to problem-solve and set strategy
- Extremely strong organization skills
- Strong project management skills
- Confident public speaker and detail-oriented event organizer
- Ability to interact effectively in the community and at multiple levels within the organizations, especially organizations serving culturally and economically diverse communities
- Intense attention to detail and follow-through
- Ability to produce quality work under tight deadlines
- Flexibility and desire to work in a start-up environment
- Demonstrated passion for the transformative power of education

Please send cover letter and resume to resumes@rainwatercf.org, noting T3 Director of College Success in subject line.