



ASSOCIATE VICE PRESIDENT OF INNOVATIVE SCHOOLS

OPPORTUNITY

The Associate Vice President of Innovative Schools role is an exciting opportunity to join a mission driven, entrepreneurial team whose energy and creativity are elevated when we work shoulder to shoulder. We seek out bold ideas, fuel transformative innovations, and support the relentless pursuit of high-quality schools and opportunities—because our students' futures depend on it.

This role is ideal for a proven leader who has successfully designed, launched and led a trajectory changing school. The Associate Vice President will shape Metro Atlanta's public school landscape by recruiting exceptional founders and equipping them with the supports necessary to design and launch schools that deliver transformative outcomes for students and communities.

JOB SUMMARY

Reporting to the Vice President of Schools and Talent, the Associate Vice President of Innovative Schools leads RedefinED Atlanta's work to recruit, develop, and support high capacity, mission aligned school founders who will launch innovative, high quality public schools in Metro Atlanta. The Associate Vice President will recruit up to three founders annually and develop a multi year support program ensuring each school has a strong academic vision, talent strategy, operational foundation, and financial model.

The Associate Vice President of Innovative Schools will coach founders, manage external consultants, partner with aligned incubators in the ecosystem, and monitor progress from petition year through year two of school launch. The role is designed for someone deeply experienced in school start up and early stage execution who understands what it takes to create and sustain trajectory changing schools.

CORE RESPONSIBILITIES

Founder Recruitment and Selection



- Lead annual cultivation, assessment, and selection of mission aligned founders who reflect community priorities and have the capacity to design and lead trajectory changing schools.
- Partner with district and community stakeholders to identify school model needs and opportunities.
- Ensure a rigorous and equitable selection process.

Program Design and School Support

- Act as hands-on mentor for school founders including technical assistance in academic vision, governance, community engagement, instructional planning, facilities acquisition, financial sustainability, school operations, and talent development.
- Partner with local charter school incubator and partner organizations to align supports and maximize outcomes and experience for school founders.
- Identify, hire, and manage high-impact external consultants to deliver specialized support tailored to school founders background, model, and community needs.
- Coach consultants to ensure alignment and high quality support delivery.
- Partner with local incubators to deploy tools, resources, and programming that strengthen school readiness and early implementation.

Monitoring and Continuous Improvement

- Build and manage systems to track school readiness and early implementation from petition year through year 2.
- Assess academic, operational, financial, and organizational indicators to identify risks and opportunities.
- Provide ongoing updates to leadership and partners on founder progress and school launch quality.
- Use data and feedback to refine the founder support program and inform investment strategy.

SKILLS, ABILITIES AND COMPETENCIES

The Associate Vice President, Innovative Schools role requires significant experience in school design, launch, and early stage leadership. Candidates must bring:



- Direct experience founding and leading a trajectory changing school or leading key aspects of successful school start up.
- Deep knowledge of school design, instructional models, talent pipelines, school operations, and early stage financial planning.
- Proven experience coaching school leaders and managing external partners or consultants.
- Strong strategic thinking, planning, and project management skills.
- Excellent communication skills and the ability to influence diverse stakeholders.
- Understanding of K-12 systems, charter authorization processes, and early stage school conditions for success.
- Commitment to equity and to expanding high quality school options in historically underserved communities.

COMPENSATION

Salary range is \$140,000-147,000 and includes full benefits and a flexible work environment.

LOCATION

Our office is located at Industrious in the Old Fourth Ward neighborhood of east Atlanta. We value in person collaboration while also recognizing the advantages and flexibility of hybrid work.

TO APPLY

To apply, submit your resume and cover letter at the job posting [located here](#). Applications close at 5:00 PM on January 8, 2026.

Your application should include:

- Relevant experience, including leadership of trajectory changing schools
- Commitment to educational equity
- Fit for the role
- Preferred contact information

INTERVIEW PROCESS



- Initial video interview
- Performance task focused on school design and early stage planning
- Final interview with the leadership team including on-demand thought exercises.

OUR STORY

RedefinED Atlanta is a locally based nonprofit working to ensure every Metro Atlanta student has access to high-quality public school options. We work closely with families, educators, community partners, and civic leaders to create more trajectory-changing opportunities, incubate and support new ideas, and make lasting improvements in our schools and systems.

When RedefinED Atlanta launched in 2016, we were responding to a clear and urgent challenge: far too many students in Atlanta lacked access to the kind of public education that helps young people thrive. And too often, a student's zip code—not their talent or potential—determines the quality of their schooling.

Great schools change everything. That's why we invest in what works, challenge what doesn't, and keep our collective community's voice at the center. From supporting the educator experience to launching new schools and investing in lasting policy change to support public schools, we connect the dots between vision and impact. To date, we've raised and leveraged over \$70M to support Metro Atlanta public schools and increased access to quality public schools for nearly 15,000 students across 23 schools.

Our work is rooted in our core values:

- **Equity:** We strive to serve as an example of what philanthropy can be when it partners with the community. We provide support to meet students' and families' different needs and remove barriers by concentrating resources to address inequities.
- **Integrity:** We seek truth, use data to inform decision-making, and operate with honesty. We commit to identifying how we can improve and to making active changes ourselves, before seeking changes in others.



- **Excellence:** We recognize the inequities inherent within our current educational system, and we actively work toward defining a high bar of excellence, disrupting the status quo, and holding ourselves and our partners accountable for outcomes.
- **Community:** We serve communities. Families' visions and aspirations for their children's education guide us. We engage in asset-based thinking, leverage existing strengths, and act with compassion. We work with under-resourced communities to achieve great K–12 public schools for all Atlanta students.
- **Sustainability:** We work to make enduring positive change. We resist silver-bullet thinking and simultaneously engage in replicating success and promoting innovation. We balance patience with a sense of urgency, and our immediate actions and quick wins are aligned to our long-term strategy.

COMMITMENT TO RACIAL EQUITY AND INCLUSION

We do not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status. We are committed to an inclusive and welcoming environment for all staff, clients, volunteers, subcontractors, and vendors.