

Director of Research
National Institute for Excellence in Teaching (NIET)

The Director of Research will design and conduct research to be undertaken either internally or contractually. This position will write papers, policy briefs, and articles detailing findings; and participate in the presentation of research findings as well as provide oversight and assistance to other NIET personnel. This position will be supervised by the CEO and serve as a member of the senior staff.

Duties May Include, But Are Not Limited to:

- Providing leadership for the research agenda and serve as a senior staff member for the NIET management team;
- Helping to implement and maintain successful processes for TAP's research agenda;
- Providing significant input in the development of research study design;
- Writing reports or report chapters, including development of charts and tables;
- Analyzing data to inform TAP System design and implementation;
- Presenting data in TAP presentations and reports for lay audiences;
- Responding to TAP data inquiries from staff, outside researchers, TAP schools/districts/states and the public at-large;
- Directing or managing whole projects, with responsibility for adhering to budget and timelines, and with accountability for the quality of reports and other deliverable products;
- Serving as task leader, with responsibility for supervising other staff and conceptualizing tasks;
- Working productively with little or no supervision as well as constructively with other staff in order to contribute ideas, use time effectively, and represent the company in a professional manner in interactions with outside individuals and organizations;
- Planning and supervising collection of data;
- Obtaining, evaluating, cleaning, merging, and formatting large data sets from internal and external sources (e.g., TAP schools, federal and state agencies, other non-profit and research organizations);
- Creating and revising TAP data instruments (e.g., surveys, focus groups, inventories, etc.);
- Creating databases using spreadsheets, SPSS statistical and database software; and
- Using a variety of data sources, including school-level, national and state databases, to synthesize and interpret trends in data related to TAP.

Qualifications:

- Ability to provide leadership to the research and evaluation effort;
- A mix of strong analytical and research skills, with experience in quantitative and qualitative analyses and basic descriptive statistics;
- The ability to perform detailed quantitative analyses of large data sets using SPSS statistical analysis software or other such applications;
- Evidence of outstanding writing and oral communication skills;
- Extensive experience using Excel and PowerPoint;
- Advanced degree (Ph.D. preferred) in quantitative research, education policy, statistics, or related fields, plus several years of directly related experience;
- Familiarity with national education data sets such as the Common Core of Data, preferred;
- Ability to travel overnight and out of state, and work extra time when needed to meet deadlines; and
- Understanding and agreement with the four components of the TAP System (see www.tapsystem.org)

To Apply:

Please submit resume and cover letter to jobs@tapsystem.org.
No phone inquiries please.

Background on NIET and the TAP System

In 1999, the Milken Family Foundation introduced TAP: The System for Teacher and Student Advancement (www.tapsystem.org), a new initiative developed to restructure and revitalize the teaching profession. TAP's comprehensive, research-driven reform model provides differentiated compensation for teachers based on teachers' performance in the classroom and the performance of their students; a fair, transparent accountability system; continuous on-site professional development; and career advancement opportunities. In 2005, the growing recognition of teacher quality issues, coupled with TAP's increased implementation and support, catalyzed the establishment of an independent, non-profit 501(c)(3) public charity known as the National Institute for Excellence in Teaching (NIET). TAP is implemented as a partnership between the NIET and sponsoring agencies such as state departments of education and/or public and private school districts and schools. In 2011, NIET created the Best Practices Center (www.niet.org/bestpracticescenter). With proven results and leadership in educator effectiveness, the Best Practices Center works with states, districts, and schools that are rethinking teacher evaluation and the support systems that are needed for improvement. NIET is located at 1250 Fourth St., Santa Monica, CA 90401. www.niet.org

