



Director of Data Strategy and Impact Position Description

Background

Thrive Chicago (www.thrivechi.org) is a local initiative modeled after and supported by the national StriveTogether Network, which provides a roadmap for harnessing the power of collective impact. By bringing together organizations across multiple sectors, agreeing on common outcomes of focus, and uniting efforts spanning the entire continuum from cradle to career, Thrive Chicago will result in citywide alignment that benefits all children.

In June 2013, Mayor Rahm Emanuel's Office brought together nearly 200 organizations for a daylong Design Institute that marked the launch of Thrive. Participants included colleges and universities, nonprofit providers, research and advocacy organizations, cultural institutions, education systems and industry and philanthropic partners. The partners identified 10 key outcomes along the cradle-to-career continuum to mark critical stages for a child's growth and development, and then used a data driven approach to select their first five areas of focus: kindergarten readiness, engagement in enrichment and academic activities, high school graduation, college completion and employment at living wages. Subsequently, Thrive launched five Change Networks, each focused on moving the needle on one of these outcomes. These groups are comprised of practitioners, funders, K-12 education representatives, post-secondary institutions, researchers, and other relevant subject matter experts.

Thrive continues to be a data driven initiative, deriving its priority outcomes and areas of focus from the most current and relevant data available. This commitment to data usage and continuous improvement based on lessons learned permeates all aspects of Thrive. For example, Thrive will release an annual "results report" that includes disaggregated data on our agreed upon outcomes as well as our progress toward achieving them. Our youth data tool (currently in pilot phase) will enable program providers to have a deeper understanding of the academic progress of their participants, thereby informing their service provision. Our Change Networks all rely on data to inform their actions. The participating organizations have varying degrees of comfort with data collection and usage; we seek to build their capacity to engage more fully in the continuous improvement processes that data analysis enables.

Job Summary

The Director of Data Strategy and Impact leads the planning, analysis, and coordination for Thrive Chicago's overall data needs and data infrastructure development. This position reports to the Director and does not currently have any supervision responsibilities.

Responsibilities

Responsibilities include but will not be limited to:

Thrive data pilot and expansion

The Thrive data pilot enables organizations to match their program participant data to Chicago Public Schools student academic records and then access information at the aggregate level to inform program development. The pilot launched with eight organizations and aggregate data in early 2015, and will expand to individual level student data in late 2015 and to additional organizations in 2016.

- Manage all aspects of the current data pilot.



- Serve as the primary liaison between CPS, Thrive, and the eight pilot organizations; host monthly partner meetings; attend weekly check-in meetings with CPS ITS team.
- Coordinate training of partner organizations on the data tools.
- Serve as primary contact for the evaluation of the pilot and the data governance committee.
- Lead a community of practice with pilot organizations and capture lessons learned from all partners as they begin to use the data tools.
- Determine most appropriate strategy and timeline for expansion (to additional organizations, data sets, etc.); manage the expansion based on the developed timeline.

Practitioner capacity building for data use

In order to execute their current action plans and develop future areas of work, Change Network leaders need ready access to relevant data, in an easy-to-understand format. To encourage even more effective data usage across the field, Thrive will begin to offer targeted assistance to stakeholders.

- Work with Change Network leaders to develop key performance indicators to measure outcomes for the Change Networks overall and individual work group activities.
- Support the design of data collection efforts for each Change Network (comprised of leaders who are working together to achieve a key outcome along the cradle to career continuum).
- Develop process improvement methods and tools to educate and support Thrive's Change Networks, using the Strive method as a model.
- Coach, facilitate, and provide technical assistance to Thrive's Change networks to achieve objectives and complete deliverables, utilizing continuous improvement process and tools.
- Work with external experts to identify areas of data usage where technical assistance is most needed; serve as primary point of contact as they develop and deliver appropriate opportunities to targeted Change Networks and/or other organizations.
- Work with external experts to develop short and long term work plans for the development and delivery of a capacity building strategy for data usage.

Results report

The results report will contain disaggregated data regarding Thrive's outcomes, indicators, and progress to meet them.

- Develop and implement a work plan to produce annual reports. The Thrive baseline was released in December 2014; the first results report will be released in the fall of 2015.
- Lead all aspects of writing the report.
- Work with external experts who will lead the development review, and refinement of appropriate indicators and gather necessary data (with the guidance of Thrive staff).
- Collaborate with Thrive's Communications and Outreach Associate to release the report.

Other

- Keep current on the breadth of research that relates to Thrive's work; be able to translate the key findings of research into layman's terms to inform stakeholders' decision-making processes.
- Establish and manage relevant work groups including a "capacity building for data usage" committee comprised of Leadership Council members and other subject matter experts.
- Manage and coordinate all data-related consultant work (as applicable).
- Provide Thrive Leadership Council, funders, Change Network members, and other stakeholders periodic progress reports regarding Thrive's data-related work.
- Participate fully as a key team member in all aspects of Thrive Chicago.



Qualifications and Skills

- Passionate about realizing Thrive Chicago's vision: Chicago is a city where all succeed in education, career, and life.
- Bachelor's degree required with at least 5-7 years of relevant work experience. Masters degree in public policy, education, business, social work or related field strongly preferred.
- Strong knowledge of education data and experience helping practitioners use data to improve performance.
- Experience with continuous improvement preferred.
- Familiarity with collective impact preferred.
- Familiarity with the non-profit sector preferred.
- Demonstrated ability to manage the scope, requirements, deliverables, timeline, and resource needs of complex, multi-stakeholder projects. Knowledge of project management fundamentals and experience managing projects are essential.
- Excellent oral and written communication skills. Must be an effective communicator with multiple audiences, including community based organizations, foundations, researchers, and educators. Must be able to communicate technical information to a wide variety of audiences.
- Strong analytical skills. Ability to draw insightful conclusions from large amounts of quantitative and qualitative data.
- Strong strategic thinking skills.
- Be self-motivated, able to take initiative, and have a positive personality.
- Good organizational skills and high attention to detail required.
- Advanced skills in Microsoft Excel, Word, and PowerPoint.

Compensation and Benefits

Salary and benefits will be competitive and commensurate with experience.

Application Instructions

Please submit cover letter and resume to Jennifer Keeling (jkeeling@thrivechi.org). We will review applications on a rolling basis, so it is to your advantage to apply as soon as possible.