YouthTruth

MANAGER OF DATA SYSTEMS AND ANALYTICS

LOCATION
San Francisco, CA
(On-site and remote)

APPLICATION DEADLINE
November 5, 2021

SEMIFINAL ROUND
Week of November 15

FINAL ROUND
Week of November 29

DECISION ANNOUNCED
December 10

START DATE
December or early January

YouthTruth
STUDENT SURVEY
A NATIONAL NONPROFIT

Ed Tech
RECRUITING

Summary

Data-driven decision-making is tremendously important in the education industry. Schools and districts have complex goals extending from ambitious strategic plans, and making measurable progress requires gathering and analyzing large amounts of data. For some, data analytics is primarily a means to improving pedagogy, curriculum, and student performance. While the core academic program should indeed benefit from data analysis, this is only the beginning.

YouthTruth was developed on the simple premise that giving students a greater voice — and truly listening to their feedback — can fundamentally improve educational planning, strategy, and decision-making. Launched in 2008 by The Center for Effective Philanthropy (CEP), YouthTruth is a national survey project that gathers feedback from students and other stakeholders. YouthTruth then empowers administrators and education funders to make better decisions affecting those students. Put simply, YouthTruth gives students a voice through data and analytics, and then guides administrators to harness key insights to ultimately serve students and families even better.

Having enjoyed tremendous success over the last decade, YouthTruth now boasts more than one dozen employees distributed onto three teams: partnerships and external relations, client services and operations,

and data systems and analytics. The data systems and analytics team comprises five professionals in roles that include analyst, developer, and software architect. For the last several years the YouthTruth executive director herself has led this team, but with more growth on the horizon, YouthTruth now seeks a full-time manager of data systems and analytics to assume responsibility for this mission-critical functional unit. One component of the job is people-focused: guiding a team and providing growth opportunities for a talented staff. Another equally important component involves product and project management.

As a part of CEP, a nonprofit with about 50 employees that includes the YouthTruth team, both YouthTruth and CEP collaboratively manage in-house enterprise applications while also leveraging best-in-class third-party data systems. The manager of data systems and analytics will be part of a shared technology team that includes other YouthTruth and CEP staff in charge of workflow improvements, system migrations, and application developments. YouthTruth seeks a manager of data systems and analytics that can work on-site at the San Francisco headquarters three days per week. The manager of data systems and analytics reports to the executive director and serves on the YouthTruth leadership team.

YOUTHTRUTH IMPACT

We believe, and research shows, that student and stakeholder voice matters. We equip education leaders to integrate on-the-ground insights into planning, professional development, and improvement processes. What would your school system look like if the unique perspectives of your students, families, and staff were central to decision-making? You'd likely see a happier, healthier school system on the path to higher academic achievement.

Overview

YouthTruth harnesses student perceptions to help educators and education funders accelerate improvements. Through our validated survey instruments and tailored advisory services, we partner with schools, districts, states, and education funders to enhance learning for all students.

YouthTruth is funded through a mix of grants and earned revenue and is growing rapidly — and accordingly expanding the number of schools, districts, and charter management organizations that are using student perceptions in their instructional and leadership decisions.

YouthTruth pursues its mission through three key areas of work.

1. **SURVEYS, ANALYSIS, AND REPORTING:** YouthTruth offers several student survey products, as well as more recently added tools to gather input from family and staff members. Survey instruments are research-based and continually tested for their validity and reliability, as well as their utility to clients. Results are shared back, typically within seven business days, in an online interactive reporting platform.

2. **ADVISORY SERVICES:** Through our advisory and professional development offerings, YouthTruth equips our partners to integrate insights from student feedback into planning and improvement efforts and coaches leaders on how to use the data to drive change.

3. **AGGREGATE ANALYSIS, RESEARCH, AND RESOURCES:** In addition to our work with clients, YouthTruth publishes guidebooks and reports analyzing and sharing what we're learning nationally from hundreds of thousands of students. YouthTruth also creates timely resources for our national audience of education and foundation leaders, such as case studies or exemplars, webinars or trainings, and guidebooks on how to use student perception data effectively for different use cases.
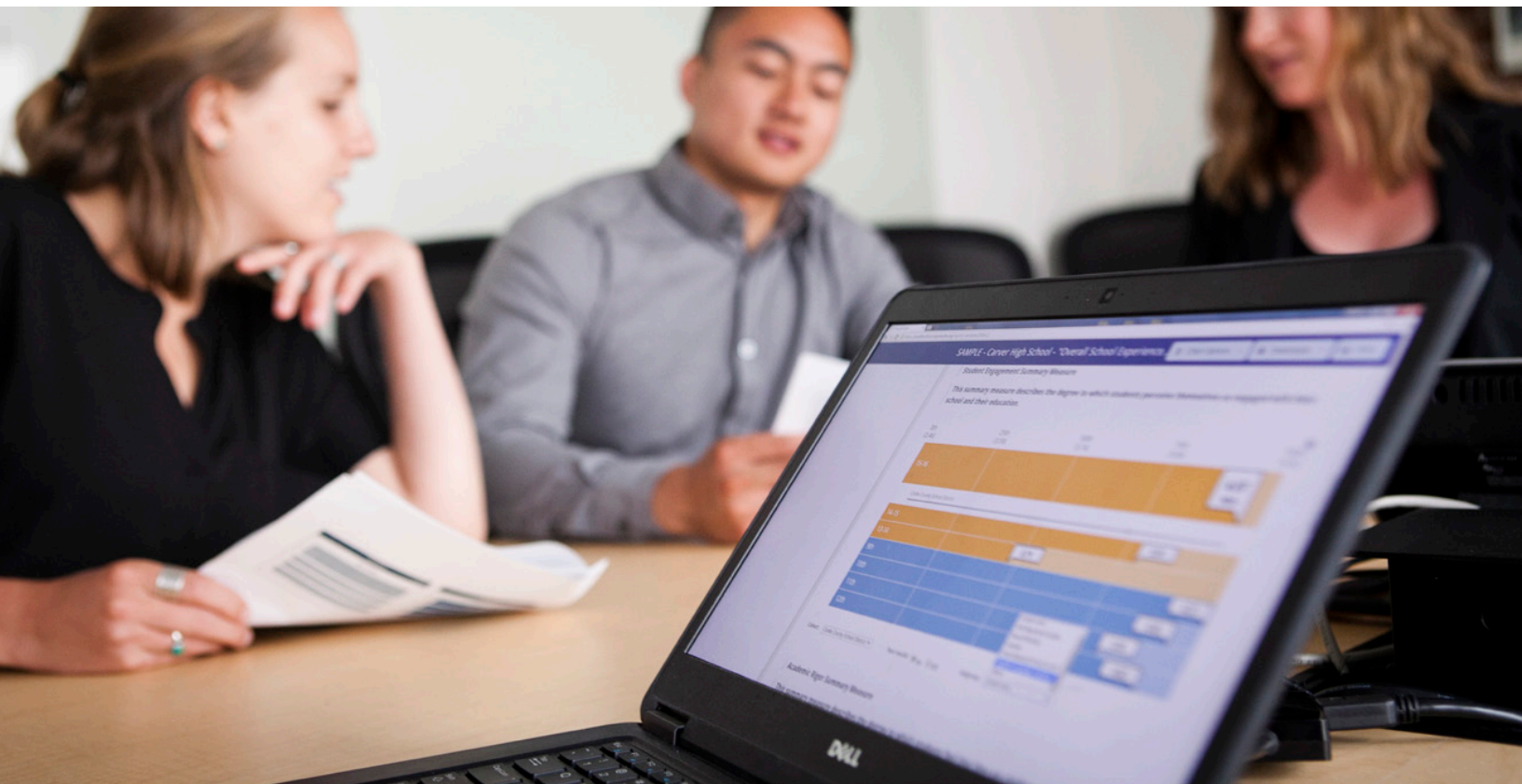
YouthTruth Services

STUDENT SURVEYS

Our research-based surveys ask age- and reading-level appropriate questions on the topics that matter most. All students can toggle between English and Spanish. Elementary students can also use text to speech.

FAMILY AND STAFF SURVEYS

Designed to provide complementary perspectives, our research-based stakeholder surveys ask practical questions on the topics family and staff members have unique insights into.

ONLINE REPORTS

Our reports provide meaningful results and put student and stakeholder perceptions in context.

Explore a few sample reports.

PROFESSIONAL DEVELOPMENT

As data and education experts, we guide our partners through the process of collecting, interpreting, and acting upon feedback. Our team draws upon decades of direct, front-line experience in teaching and learning as well as deep survey and research expertise to best support our partners' needs.

We collaborate with educators to deepen understanding of using student and other stakeholder feedback to accelerate change.

YOUTHTRUTH'S CLIENTS

The districts that we work with are almost all public schools, and include a mix of urban (33 percent large city schools and another 13 percent from small city schools), suburban (25 percent), and rural (19 percent) schools. Our district partners tend to be higher poverty than US public schools overall — 44 percent of our school partners are high-poverty (defined as at least 70% of students at the school receiving free or reduced priced lunch), compared to 22 percent of all US public schools. Students are diverse in terms of demographic characteristics.

> "There are many ways to approach surveying, and I researched all of them. I needed a survey that would give me accurate data, where I did not have to do the research to make the questions valid on my own. I was relieved to discover YouthTruth!"

Dr. Pam Misher
Executive Coach for School Leadership, NC

> "YouthTruth is a very powerful tool for us in terms of looking at ourselves honestly and critically, and pushing ourselves to get better. Hearing what our students think is one of the most important things we can do as educators."

Ben Daley
President, High Tech High Graduate School of Education, CA

Culture

Focused on our mission
We believe in our missions and we walk our own talk of effectiveness and improvement

People
Our people are our greatest asset. We are a group of high performers doing high-quality, meaningful work with a commitment to excellence.

Big goals and clear roles
Our people are our greatest asset. We are a group of high performers doing high-quality, meaningful work with a commitment to excellence.

Diversity
We believe that diversity of thoughts, experiences, backgrounds, personalities, and identities helps us think bigger and better, and we practice respect for qualities and experiences that are different from our own

Voice
All of us have an important and valued voice, and we believe that great ideas come from across the entire organization.

Learning to improve
In our effort to be impactful and effective, we are always learning, changing, and improving. That means we take calculated risks, make mistakes along the way, and take the time to learn from them.

Authentic and open communication
In our effort to be impactful and effective, we are always learning, changing, and improving. That means we take calculated risks, make mistakes along the way, and take the time to learn from them.

Hard work, not over work
In our effort to be impactful and effective, we are always learning, changing, and improving. That means we take calculated risks, make mistakes along the way, and take the time to learn from them.

Support, caring and collegial environment
In our effort to be impactful and effective, we are always learning, changing, and improving. That means we take calculated risks, make mistakes along the way, and take the time to learn from them.

Fun!
We value coming together informally for lunches, snacking, games and events

An Amazing Place to Work

"

Max Dugan-Knight

FORMER POSITION AT CEP
Associate Manager of Data & Analytics

LENGTH OF TENURE AT CEP
4 years

WHAT ARE YOU UP TO THESE DAYS?

Right now I'm working on my dissertation for my Master's program in "Applied Social Data Science" at the London School of Economics. Once I'm done, I'll be moving to Toronto and working at a company called DataRobot as a "Customer Facing Data Scientist".

HOW DID YOUR TIME AT CEP PREPARE YOU FOR WHAT YOU ARE DOING NOW?

My time at CEP and YouthTruth prepared me really well for my Master's program through the technical skills I built like programming in Python and R and statistical analysis. It also gave me valuable experience working on difficult problems that don't have one easy solution. I learned a lot about persistence and creativity on the YouthTruth analyst team. CEP/YouthTruth also made me competitive for my future job because it gave me a strong combination of technical and communication skills. Being able to communicate clearly about technical concepts has been important for me.

WHAT DO YOU MISS MOST ABOUT WORKING AT CEP?

The office atmosphere in CEP-West was amazing. The lunch breaks on the couches, the rare but thrilling ping-pong tournaments, the potlucks, the full staff retreats with CEP-East and everything else made it easy to come into work every day. I miss everyone!

WHAT ADVICE WOULD YOU GIVE SOMEONE ABOUT WORKING AT CEP?

First, I highly recommend it. It was an amazing first job out of college. I'm so glad I spent 4 years there. Second, don't be afraid to let your manager and co-workers know where your interests lie and where you want to grow. There is a real culture of growth and people will support you. Third (and most importantly), if you're in CEP-West, go to Oasis Grill on Drumm Street for lunch at least once a week.

DESCRIBE YOUR PERFECT SUNDAY.

I wake up early for an Arsenal game in a timezone way ahead of me and spend the rest of the day upset at my team's incredible ability to inspire hope and then crumble. It doesn't sound like a perfect day but you learn to love it. I probably have some good Turkish food too.

An Amazing Place to Work

"

Sachi Takahashi-Rial

FORMER POSITION AT CEP
Director, Partnerships

LENGTH OF TENURE AT CEP
4 years, 3 months

WHAT ARE YOU UP TO THESE DAYS?

As Manager of Instructor Success at Juni Learning, I have the pleasure of supporting a team of passionate,hardworking folks who care deeply about our hundreds of Instructors. My team is laser-focused on hiring,training, and coaching Juni Instructors, so that Instructors have the resources they need to inspire the next generation.

HOW DID YOUR TIME AT CEP PREPARE YOU FOR WHAT YOU ARE DOING NOW?

CEP and YouthTruth have amazing managers and leadership. I constantly check in with myself and ask: what would CEP's leadership do in this situation? I had so many opportunities to grow at CEP/YouthTruth, and I strive to give my team a similar experience.

WHAT DO YOU MISS MOST ABOUT WORKING AT CEP?

By design, there's no organization that focuses more on giving and receiving feedback in the name of continuous improvement.

WHAT ADVICE WOULD YOU GIVE SOMEONE ABOUT WORKING AT CEP?

Ask lots of questions! Your colleagues will be excited to support you in your learning and growth, and leadership is always happy to share the "why" behind decisions and think through how processes can be improved.

DESCRIBE YOUR PERFECT SUNDAY.

I love exploring cities and long dinners with friends and family. So my ideal Sunday would be a trek around my neighborhood in San Francisco, and hosting a dinner party in the evening.

The Center for Effective Philanthropy and YouthTruth

YouthTruth is a national survey project operated by the Center for Effective Philanthropy (CEP). YouthTruth harnesses student and stakeholder feedback to help school leaders and education funders make better decisions that lead to better outcomes for students. YouthTruth began nine years ago as a collaboration between CEP and the Bill and Melinda Gates Foundation as a way to hear directly and systematically from students. Too often, the voices of students — those at the very center of our education system — are missing from the conversation about improving education outcomes and experiences.

YouthTruth sought to respond to this problem by bringing rigorously collected and comparatively presented views of students to education funders, as well as to the leaders of their grantee schools and districts. YouthTruth was based on the simple but powerful premise that when you get timely feedback from those you're trying to help, and listen to that feedback, you get better — whether you are a teacher, a principal, a superintendent, a nonprofit leader, or a funder.
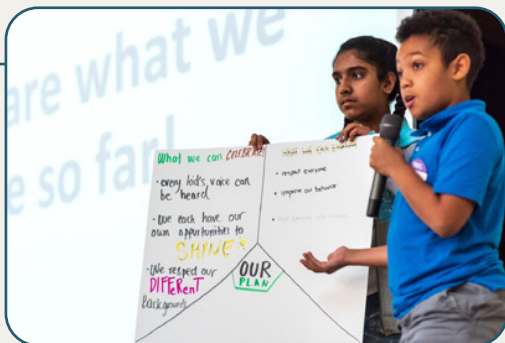
2001
CEP WAS FOUNDED

2007
YOUTHTRUTH WAS
AN IDEA WITHIN CEP

2008
YOUTHTRUTH
LAUNCHED

2012
YOUTHTRUTH AND
CEP DEVELOP FIRST
ONLINE INTERACTIVE
REPORTING PLATFORM

2016
LAUNCHED PUBLICATION
SERIES ANALYZING
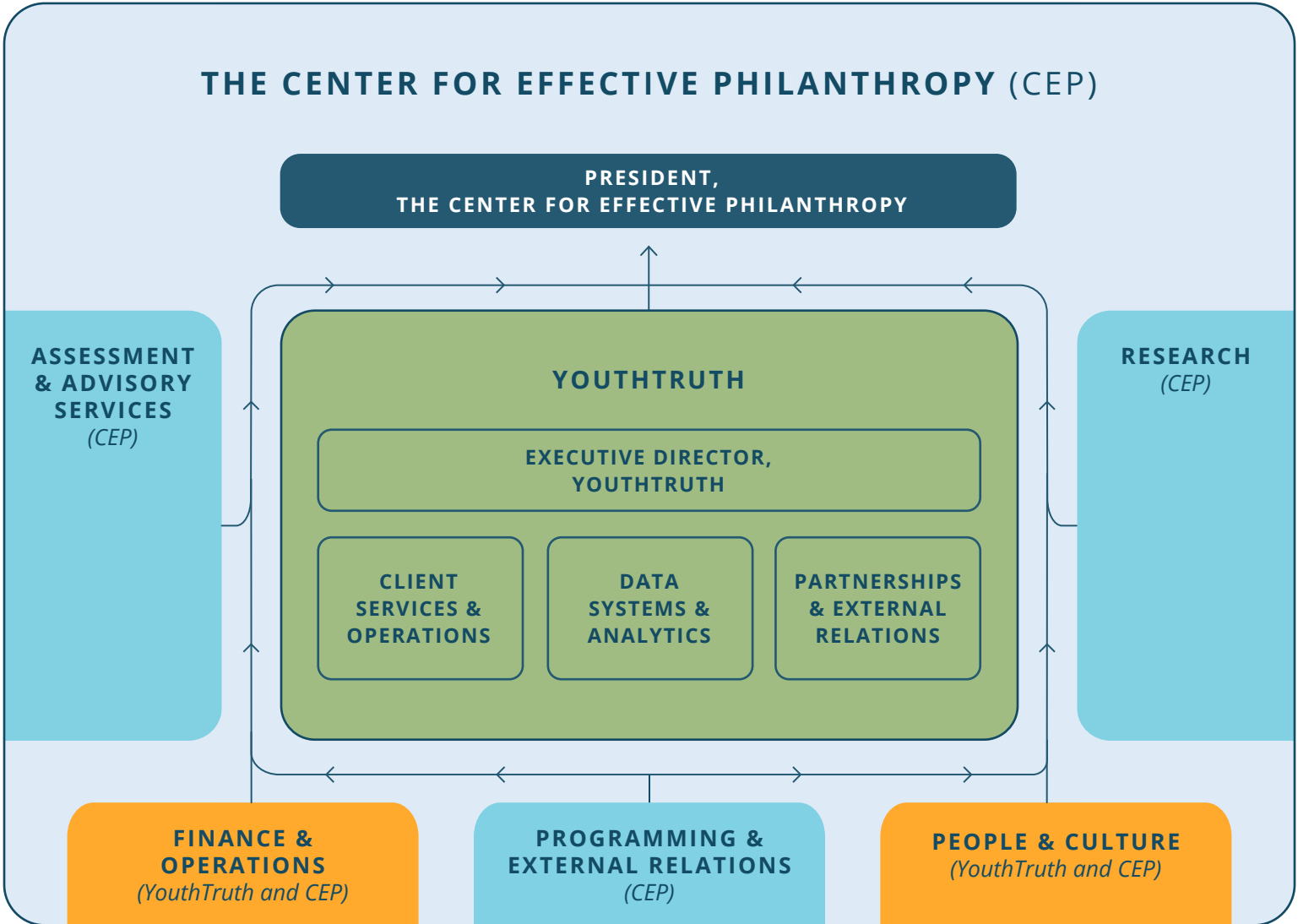NATIONAL DATASET AND
HIGHLIGHTING INSIGHTS
FOR THE FIELD

2021
LAUNCHED YOUTHRUTH
STRATEGIC PLANNING
PROCESS

A Rapidly Growing Team Within an Established Non-Profit

YouthTruth is housed within the Center for Effective Philanthropy but is a discrete and separately branded initiative. YouthTruth and CEP have shared technology platforms and similar methodologies, shared staff (YouthTruth does not have its own finance and operations or people and culture staff), and a strong working relationship. CEP and YouthTruth together have approximately 50 employees located primarily in Massachusetts and California. The YouthTruth team is located primarily in the San Francisco Bay Area and currently has 13 staff members and four open searches, including one replacement and three incremental positions.

This is an exciting moment for YouthTruth and the Center for Effective Philanthropy. With more interest in our work than ever before, we are growing and expanding our reach. YouthTruth and CEP are evaluating and investing in our technology platforms, and YouthTruth is engaging in a strategic planning process to take stock of its position and vision for the future. It is a time of great opportunity.

THE CENTER FOR EFFECTIVE PHILANTHROPY (CEP)

**PRESIDENT,
THE CENTER FOR EFFECTIVE PHILANTHROPY**

ASSESSMENT & ADVISORY SERVICES
(CEP)

RESEARCH
(CEP)

YOUTHTRUTH

EXECUTIVE DIRECTOR, YOUTHTRUTH

CLIENT SERVICES & OPERATIONS

DATA SYSTEMS & ANALYTICS

PARTNERSHIPS & EXTERNAL RELATIONS

FINANCE & OPERATIONS
(YouthTruth and CEP)

PROGRAMMING & EXTERNAL RELATIONS
(CEP)

PEOPLE & CULTURE
(YouthTruth and CEP)

At a glance

CEP was founded
in **2001**

YouthTruth
in **2008**

SINCE 2008, WE HAVE SURVEYED OVER:

1,846,888 students

Across **400+** districts in **39** states

316,930 staff and families

5 countries

LOCATION

San Francisco, California

CEP's 2021 operating budget is about

10 million

Over **80%** of clients sign on for 3-year engagements, surveying annually.

9/10 clients would recommend YouthTruth

9/10 clients plan to work with YouthTruth again.

Over the last few years, **70-80%** of clients have used their YouthTruth data to make or monitor changes.

40%
year over year growth in revenue

EMPLOYEE COUNT

CEP

about **50** people

YOUTHTRUTH

13 people, but currently searching for **4** more people to join their team

AREAS IN WHICH SCHOOLS MOST COMMONLY USE THE DATA TO MAKE CHANGES INCLUDE:

- Social Emotional Learning
- Equity
- Needs Assessment
- Continuous Improvement
- Strategic Planning

- School Model, Instructional, or School Leadership Changes
- Professional Development

Manager of Data Systems and Analytics

TEAM LEADERSHIP

- In collaboration with the executive director and the analyst team, identify, communicate, and execute against short and long-term team goals and priorities.
- Facilitate analyst team collaboration with internal and external facing teams.
- Manage capacity across the team, balancing client deliverables and deadlines with product and process improvement projects.

PROJECT MANAGEMENT

- Identify and implement team needs and opportunities to evolve our systems, approaches, and/or roles for maximum efficiency, accuracy, and impact.
- Support the team in continuous improvement of quality control practices and procedures.
- Implement an effective knowledge management and documentation strategy across the team.
- Manage technology contractors and coordinate technology projects across teams.

PRODUCT MANAGEMENT

- Guide product development and process improvements.
- Oversee and drive efficiencies in the creation of customizable surveys and data-driven reports based on survey results.
- Ensure consistent testing, maintenance, and upkeep of codebase; coordinate code releases.

STAFF DEVELOPMENT

- Manage a team of analysts and software developers.
- Coach and guide the ongoing professional development of members of the team.
- Advise executive director on resourcing needs to meet team goals.
- Coordinate hiring for a team of analysts that is growing.

Manager of Data Systems and Analytics

BENEFITS

Our nonprofit model is central to our identity: our bottom line is impact, not profit. Yet even as a nonprofit, we successfully compete for top talent across both the public and private sectors and offer competitive compensation and benefits, including:

- This role is eligible for a generous Performance Based Incentive Compensation.
- Healthy work-life balance; employees typically average about 45 hours/week.
- Comprehensive health and dental insurance plans.
- Generous paid time off plan, including up to 15 holidays, two weeks of accrued vacation, and two personal days per year.
- Eligibility to work remotely 2 days per week.
- 401(k) plan with a 1:1 Employer Match up to 5% of total compensation.
- Generous annual personal professional development allowance.
- Flexible spending and dependent care tax free savings plans.
- Life insurance covered 100% by the organization.
- We believe diversity and inclusion are key drivers of creativity and innovation, and we actively seek out candidates from many types of diverse backgrounds to apply for this exciting role.
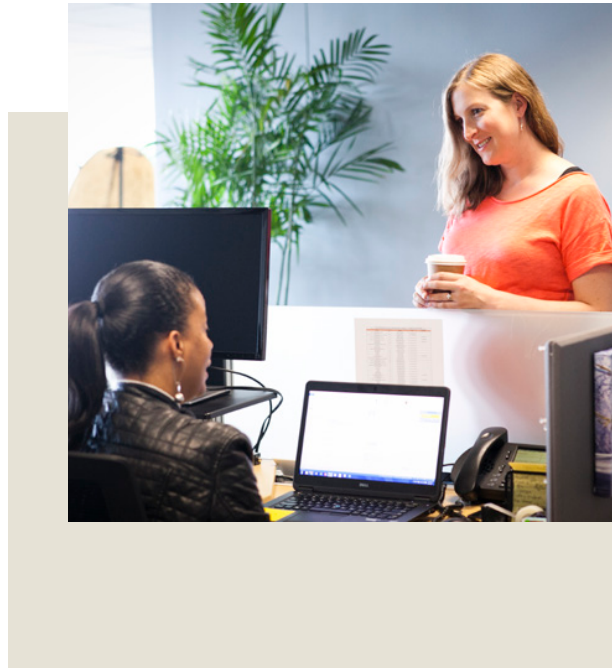
LOCATION

We have offices in Cambridge, Massachusetts and San Francisco, California, where the entire YouthTruth team resides (and enjoys sweeping views of San Francisco bay and the Bay Bridge). This role will be based in our San Francisco office. Currently some staff are working remotely full-time; all staff are planning to be back in the office at least three days per week by early January, 2022.

Qualities and qualifications

YOUR BACKGROUND AND EXPERIENCES:

- A bachelor's degree from an accredited college or university, a graduate degree is a plus but not required
- Minimum of five years of relevant professional experience as a data analyst, project analyst, system designer, product specialist, or related fields
- Experience leading teams, coordinating groups, or developing staff
- Project coordination in support of major enterprise systems or applications (such as upgrades, transitions, migrations, design, development, testing, or evaluation)
- Fluency in processes and workflows related to data management, scripting, and analytics

WHO YOU ARE:

- Passionate about putting your professional skills to work to elevate student voice and improve K–12 education
- Creative and analytical in your approaches to automating workflow and optimizing data processes and systems
- Excellent organizational skills and ability to balance a complex set of needs and priorities
- Highly organized with a sharp attention to detail
- Eager and able to quickly learn new tools, systems, and skills; willing to learn and contribute to the day-to-day work and systems to deeply understand and ultimately improve them
- Flexible, adaptable, and resourceful in a fast-paced environment; iterative and open to feedback
- An excellent communicator with the ability to work cross-functionally and communicate with both technical and non-technical colleagues
- Experience working in education or with educational data a plus but not necessary

How to Apply

12M Recruiting is acting on behalf of AIM Academy to identify exceptional educational leaders to fill this extraordinary opportunity. Please direct any inquiries to:

GABRIEL LUCAS
Principal, 12M Recruiting
jobs@12MRecruiting.com

Applications submitted by November 1, 2021 will receive priority review.

All applications must be submitted online: www.edtechrecruiting.com/jobs/YT.

An application requires submitting four PDFs:

- Cover letter introducing yourself to the search committee and explaining your interest in this role

- CV or résumé

- A list of five references (include each person's name, current organization, title, phone number, email, and past connection to you — though we will not contact any references without obtaining your permission first)

- A response to the following prompt:

    Please describe two large-scale data, software, or enterprise system projects to which you made a major contribution. Each summary should be no more than one page. For each example, be sure to include any background context about the organization, the goals of the project, your role, and any lessons learned.