



Eastern North Carolina Director of Community Schools

North Carolina Community Schools Coalition, Inc.

The NC Community School Coalition, Inc. (NCCSC) is a nonprofit organization guiding the statewide implementation of the NC Community Schools Framework to improve the academic, mental, and physical health of North Carolina students. NCCSC currently supports 52 public schools across 27 Local Education Agencies (LEAs) in becoming hubs of community pride and resources. We partner with districts, schools, and communities to implement, evaluate, scale, and sustain this work.

Location: Eastern North Carolina with significant travel to the following counties: Martin, Hertford, Elizabeth-City Pasquotank, Hyde, Bertie, Northampton, Washington, and occasional travel to other counties, including NCCSC's home office in Durham, NC.

This is a full-time position with an ideal start date of January 4, 2027

- Please send application materials such as resume/cv and cover letter to hire@nccscoalition.org with the subject line: "ENC Director Application: Your name"

Position Overview:

This position will be responsible for coaching the implementation of the Community Schools strategy in Eastern North Carolina. Strong collaboration with school and district leadership, DPI, RESA and other regional and statewide entities are core responsibilities of this position. This position is tasked with hiring, supervising and supporting Community School Coordinators and ensuring quality implementation of the community schools strategy at each partner school. The ideal candidate is an excellent relationship-builder between school leadership, regional leadership, and NCCSC to further the adoption and sustainability of the community schools strategy across the region. This position reports directly to the Managing Director of Community Schools Implementation.

Job Responsibilities: Teambuilding and Leadership

- Develop and maintain strong working partnerships with superintendents, district liaisons, principals and other leadership, school advisory boards, and other stakeholders to ensure the model is meeting their needs.
- Develop and facilitate local and regional public and private partnerships.
- Engage with educational statewide infrastructure including RESA and DPI.

- Train and supervise between 6 and 12 coordinators across the region. This will include regular presentations to schools who are onboarding to this strategy, and regular coaching with all partner schools. This position may also support Associate Directors in the future.
- Build relationships across the Eastern North Carolina region. Work closely with the implementation team to ensure high quality implementation across the region. Support the sustainability efforts of the project through quality implementation and advocacy with key stakeholders.
- Serve as a critical member of the NCCSC implementation team, engaging in cross-regional strategy and information sharing.
- Cultivate regular meeting spaces in which coordinators and schools leaders can learn from:
 - each other
 - school leaders
 - families and students
 - NCCSC, Inc
- Provide direction, guidance and accountability to Community School Coordinators.
- Work with a dynamic implementation team to enhance implementation, ensure consistent service delivery, and catalyze success of the model in each school.
- Implement a robust training program that is tailored to each school's needs.
- Ensure quality and fidelity of the Community Schools model in each school. Oversee the learning tours, implementation of the assets and needs assessment (ANA), analysis of ANA by CSC and School Advisory Board, and implementation of services.
- Translate learning and reflections from school buildings in various districts to the North Carolina Community Schools Coalition. Enhance district-wide impact of the work happening in each partner school.
- Educate key stakeholders on the community schools strategy including national best-practices, school and initiative-level standards.
- Educate key stakeholders on the community schools strategy, supporting ongoing development efforts for the region.
- Represent NCCSC at various school and community events.

Requirements & Key Competencies:

- ☐ Bachelor's Degree in Education or Social Service field or comparable related experience and training, Masters Degree or Ph.D. preferred.
- ☐ Extensive professional experience in Eastern NC.
- ☐ This position is an in-person position, based in and across the districts. There will be an expectation of travel to Durham approximately one time per month.
- ☐ Extensive experience and passion for building teams and supervising staff.
- ☐ Preferred experience with the Community Schools model or similar in-school support models.
- ☐ Understanding of our public education system and youth service organizations and the ability to support goals for both student, educator, and systems level change.

- ☐ A commitment to the mission and vision of NCCSC and the Community Schools model, and ability to articulate to various groups of interest holders.
- ☐ A strong training skill-set and proven ability to build and support an effective team.
- ☐ Strong people and coalition-building skills to engage a diverse group of interest holders.
- ☐ High level of integrity, resourcefulness, and optimism.

Compensation: \$95,000-\$100,000 annual salary and comprehensive benefits package and professional development opportunities.