

**Position: Program Manager/ Team Lead (Assessment & Data-Driven Instruction)****Team: Classroom Instruction & Practice****Location: Delhi****Position Summary & Key Responsibilities**

CSF has adopted a system reform approach, with quality pedagogy at the centre of it. We partner with state governments to design and scale effective foundational programs through a process of demonstration and consistent iteration. While many programs exist today, the foundation's effort is to work with the state to own a foundational program that is scalable, cost-effective and effective.

To this end, the Classroom Instruction Practices (CIP) team works on raising the quality of tools, training, & support available for teachers implementing foundational learning in the classroom. We collaborate with our program partners and state academic leadership to improve instructional design and program implementation. We also develop exemplar knowledge products (including teaching-learning standards, structured pedagogy tools, and teacher training modules) to set best-practice standards. We also engage with domain experts to generate rigorous evidence around specific issues in early learning.

This is a challenging role entrusted with three core areas of contribution:

- 1. Develop Formative & Summative Assessment tools:** Create classroom-based assessments to support teachers in measuring student learning in early-grade literacy and numeracy
  - a. Benchmark internationally recognized early-grade assessments
  - b. Develop high-quality assessment item banks for Literacy and Numeracy from Grade 1-5
  - c. Pilot test assessments with teachers and students in the classroom
  - d. Quality assure assessment items using qualitative and quantitative methods
- 2. Use Assessment data for instructional improvement:**
  - a. Construct easy-to-use rubrics and checklists for teachers to grade assessments
  - b. Create protocols for teachers to analyze assessments and diagnose student learning gaps and misconceptions
  - c. Develop ability-based grouping strategies and remedial/enrichment lesson activities linked to assessment information
- 3. Improve assessment and data-use in program implementation**
  - a. Review programmatic materials developed by CSF partners and provide feedback on improving quality of assessment and remediation
  - b. Analyze classroom assessment data and generate insights on program implementation quality

## **Required Qualifications, Skills and Abilities:**

We are looking for a young professional who brings:

- Strong academic background from a reputed institute with a Masters Degree/Specialized training in Educational Assessment, Measurement and Psychometrics with understanding of early grade Math and Language learning
- At least 2 years hands-on experience at leading assessment agency including Test Framework design, Item Authoring, Field Testing, Item-Response-Theory (IRT analysis)
- At least 2 years of classroom or program implementation experience (especially in Teaching at the Right Level type of programs) in implementing formative assessments, data-driven instruction, and remediation
- Passion to make a scaled impact in education and belief in the possibility of foundational learning for all children
- Strong analytical skills backed by pragmatic bent of mind, able to drive actionable insights from data and create “easy-to-use” work products
- Excellent people and project delivery skills, including ability to create project plans, drive execution, manage multiple projects at a time and maturity to influence multiple internal and external stakeholders
- Entrepreneurial spirit and ‘can-do’ attitude & hands-on operating style suited to working in a small organization setting, where teamwork and resourcefulness are highly valued
- Willingness to adapt to dynamic nature of work and travel to project locations

## **Compensation**

Remuneration will be competitive with Indian philanthropy pay scales and will depend upon the candidate’s experience levels.

## **Apply**

Interested candidates can send in their updated resumes at [hire@centralsquarefoundation.org](mailto:hire@centralsquarefoundation.org) with the subject line ‘*Application for CIP – Assessments & Data Driven Instruction*’