



# ACLS Leading Edge Fellowship

<b>Position Title:</b>	Manager of Learning and Evaluation
<b>Organization:</b>	Destiny Arts Center
<b>Location:</b>	Oakland, CA (In person/hybrid)
<b>Stipend:</b>	\$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs
<b>Start Date:</b>	September 2023

## ORGANIZATION DESCRIPTION

[Destiny Arts Center](#) (Destiny) is a leading creative youth development institution with experience working with Oakland children, families, and communities for the last 35 years. Destiny Arts Center’s mission is to inspire and ignite social change through the arts. We bring high-quality arts programming grounded in culturally relevant movement (e.g., hip hop dance, traditional African dance forms, martial arts) to young people from low-income and historically under-resourced communities for free or at a reduced cost. Rooted in violence prevention philosophies and our “Warrior’s Code” (Love, Care, Respect, Honor, Responsibility, Peace), Destiny’s programs use the arts to foster safe, peaceful, and healthy environments, supporting young people as they develop their skills as artists, global citizens, and advocates for peace in their communities and beyond.

Through school and community programs and classes offered at our North Oakland center, Destiny reaches over 3500 students in Oakland and the Bay Area annually. Co-founded by queer women and people of color, Destiny Arts Center has promoted cultural and racial equity for Oakland youth and the broader community since 1988. Our staff continues to reflect the diversity of our youth, and our programs reflect the needs of our community. Destiny programs are open to all youth, and we are particularly committed to ensuring that low-income youth of color in Oakland have equitable access to the arts. At Destiny, we create pathways to improved social, emotional wellness, and behavioral health in youth by supporting the whole child through creative art-making and building relationships with adult caregivers.

## POSITION DESCRIPTION

Destiny Arts Center seeks a Manager of Learning and Evaluation (MLE) to support day-to-day management for all program evaluation activities at Destiny Arts Center. Destiny uses evaluation and assessment tools to determine the impact of our youth programs, both at the center and with our school and community partners. Destiny has developed some of these tools internally, or in partnership with consultants. Funders have provided additional tools for use with specific programs. The MLE will work with Destiny’s leadership team to implement, coordinate and analyze these various programmatic assessments and demographic data collection, to support all internal and external evaluation efforts. The MLE will report to the Deputy Director.

As an anti-racist, social justice organization, we desire to create evaluation methodologies that provide opportunities for growth, shared understanding, and continuous learning. Evaluation can often be thought of as a white supremacist tool that contributes to racial bias and inequitable power dynamics within communities. We aim to change this narrative, using culturally responsive opportunities for evaluation and assessment to help us collectively grow and create systemic change. At the onset of the fellowship, the MLE will work closely with an evaluation consultant, helping to carry forward the third year of a three year evaluation project. The goal is for the MLE to help entrench evaluation within Destiny’s culture, building upon the work of the consultant to ensure evaluation is regularly used as a tool for

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teaching and learning. Over the past seven years, Destiny has experienced exponential growth. With increased demand for our programs, it is imperative that Destiny continues to implement evaluation practices that serve as tools for learning and strategy, which supports the continued improvement and adaptation of the work to the needs of youth, staff and teaching artists, and our community. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week. Work at Destiny ebbs and flows with the programmatic season. Much work can be done from home, but we expect the MLE (and all staff) to participate in programmatic events that happen at the end of each semester.

### **Responsibilities and Tasks:**

- Work with Destiny's leadership team to support equitable evaluation efforts across Destiny to 1) tell the story of youth development, growth, and learning to external audiences and 2) work internally to use evaluation for staff and teaching artists to continue to improve programming, strengthen strategy, and evolve Destiny's Theory of Change.
- Work with Artistic Directors, program team, and external consultants to design and implement thoughtful, culturally-responsive evaluation and assessment tools.
- Collaborate with leadership staff to assess evaluation instruments being used across Destiny and identify which are meeting organizational needs, where there is room for improvement, and where there are gaps.
- Analyze programmatic assessment and demographic data collected and create reports that capture youth learning, key performance indicators, and outcomes for youth, stakeholders, and funders.
- Collaborate with development team to support demographic & assessment needs of funders
- Engage with staff throughout Destiny to understand their evaluation and data collection needs.
- Support a culture of reflection, learning, and data-based decision-making among Destiny staff and participants.
- Maintain up-to-date literature review on arts and youth development.

### **Qualifications:**

- Ph.D. in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Excellent organizational and communication (verbal and written) skills.
- Ability to build trust and collaborate effectively with a wide range of stakeholders
- Passion for Destiny Arts Center's mission and values
- Well-organized, detail-oriented, flexible and able to handle a variety of tasks.

#### *Preferred:*

- Interest in or experience in the movement arts, youth development, and/or working with Black/Latinx communities
- Prior experience with research engaging human participants, including focus groups, surveys, and/or ethnographic work

### **APPLICATIONS**

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00pm EDT, March 15th, 2023.

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