



Supervisor of Equity: Department of Teaching, Learning, and Equity
Ideal Start Date: Summer 2026

About West Chester Area School District:

West Chester Area School District serves more than 12,000 students across 17 schools: 11 elementary, 3 middle, and 3 high schools. The district covers a 75-square-mile area that includes West Chester Borough and surrounding townships in Chester and Delaware Counties. The district boasts strong academic outcomes, including a 95% graduation rate, placing it in the **top 10–20 percent of Pennsylvania** public school districts. To learn more about strategic initiatives WCASD is leading, please visit [Our Initiatives - West Chester Area School District](#).

Summary:

The Supervisor of Equity leads the development and continuous improvement of equitable instructional systems to ensure that all students have access to opportunities and support to experience inclusive, identity-affirming, and high-quality learning environments. This role centers on strengthening student belonging, removing systemic barriers to access and opportunity, and building coherent support systems for educators—particularly through new teacher induction and mentoring. The supervisor serves as a strategic leader who aligns equity-based practices with classroom instruction, teacher development, and student learning experience, ensuring that district priorities translate into meaningful, consistent outcomes across schools.

Essential Duties and Responsibilities:

- Equity, Access, and Inclusive Learning Experiences
 - Ensure equitable access to programs, services, and learning opportunities across buildings, with consistent expectations and implementation practices: instructional practices at all three learning levels, Advanced Placement, dual enrollment, cyber school, summer school, and acceleration options.
 - Support high levels of student engagement by analyzing qualitative and quantitative data to identify opportunity gaps, systemic barriers, and areas for targeted support; lead responsive, sustainable improvement efforts.
 - Collaborate with principals, instructional & equity coaches, supervisors, and equity advocates to embed student voice, cultural relevance, and identity-affirming practices into classroom instruction and learning environments.
 - Apply an explicit equity framework across instructional practices, student experiences, and district priorities to ensure access, opportunity, support, and high expectations for all learners.



- Student Belonging, Inclusion & Classroom Experience
 - Ensure that learning experiences reinforce cultural relevancy, student belonging, inclusion, and a strong classroom connection, affirming that each student is a valued member of their learning community.
 - Support the implementation of restorative practices as a core instructional and community-building approach, ensuring classrooms foster belonging and inclusion.
 - Monitor indicators of the student learning experience, including engagement, belonging, and persistence—alongside academic outcomes to ensure that instructional systems promote inclusion rather than isolation.
- Adult Equity
 - Lead the design, implementation, and continuous improvement of the district's new teacher induction program, ensuring it is coherent, supportive, and aligned to district instructional expectations.
 - Coordinate and strengthen mentoring systems so that all new teachers receive consistent, high-quality, job-embedded support during their early years.
 - Collaborate with administrators, mentors, and instructional leaders to provide structured guidance that builds teacher capacity to deliver equitable, inclusive instruction.
 - Monitor induction effectiveness using educator feedback, retention data, and instructional outcomes to refine supports and improve long-term educator sustainability.

Minimum Qualifications:

- Supervisory Certificate - Curriculum & Instruction or Principal Certificate
- Minimum of five years of successful experience working in education
- Subject area expertise in the areas of Equity and Belonging
- Extensive knowledge and experience in the development of curriculum and in leading high-quality professional learning
- Effective interpersonal skills with the ability to interface diplomatically with other administrators, teachers, parents, students, Board members, support staff, colleagues, and outside professional contacts
- Ability to work with and apply concepts; ability to define problems, collect data, establish facts, and draw valid conclusions; proficiency in the use of technology for individual and system management, communication, and research; proficiency in presentation technology to enhance small and large group information and demonstration session

**Reporting Relationships:**

The Supervisor of Equity will report directly to the Director of Teaching and Learning. They will work closely with the Teaching and Learning team and will informally manage three Equity Coaches working in the district. The Supervisor of Equity will work closely school and district leaders. They will provide professional development across the organization.

Terms of Employment:

- This position is a 12 month position.
- This position requires someone to be on site 40 hours a week.
- Starting salaries are determined based on relevant experience, education, and internal equity, and are generally set below the midpoint of the salary range.

Representation:

West Chester Area School District employees fall into the following groups:

- [West Chester Area Education Association](#) (Teachers, Instructional Coaches, and Long-Term Substitutes)
- [West Chester Area Education Support Professionals Association](#) (Paraprofessionals, Secretaries, Clerks, Technicians, and Specialists)
- [West Chester Area School District Act 93 Administrators' Compensation Plan](#)
- [West Chester Service Support Professionals](#) (Facilities and Operations Staff Members)
- [Non-Bargaining Members](#) (Supervisory, Technical, and Confidential Employees)

This position is represented by West Chester Area School District 93.

Disclaimers and Affirmations

The West Chester Area School District provides equal employment opportunities to all employees and applicants for employment without regard to race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, disability, pregnancy, marital status, gender identity, or genetic information. Please refer to Board Policy 104 for further information regarding the District's commitment to Nondiscrimination in Employment Practices.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.