



Position Description

Achieve Atlanta Data Strategy Fellow

The Context

Atlanta leads the nation in income inequality and has one of the lowest rates of social mobility in the entire country. In fact, recent research suggests that a child living in poverty in Atlanta has about a four percent chance of moving out of poverty and into the highest income bracket in his or her lifetime.

Despite these odds, Atlanta's students have dreams for their futures and their families. In 2015, Achieve Atlanta (AATL) was launched by a group of local leaders determined to support these dreams. Coming together initially with the goal of dramatically increasing the number of Atlanta Public School (APS) students who earn a degree. Achieve Atlanta today, inspired by the power of strategic, coordinated action, and using data as the spark for change, has expanded its vision for the future to include eliminating the degree attainment gap in the city, and making Atlanta a place where race and income no longer predict postsecondary success or upward mobility.

The Work

In pursuit of its vision, Achieve Atlanta's mission is to help APS students access, afford, and earn postsecondary credentials. To do this, Achieve Atlanta:

- partners with college advising providers with proven results to serve APS students while they are in high school;
- establishes strategic formal relationships with postsecondary institutions that can successfully serve APS graduates, especially those who are first generation or come from underrepresented populations;
- is progressing along a plan to mobilize broad community support by leveraging data to accelerate collaborations that further college access, persistence, and completion in Atlanta; and
- provides Achieve Atlanta Scholarships to students to reduce financial barriers to college enrollment and completion.

The Results

After a few short years, it's clear that Achieve Atlanta's endeavors are yielding significant gains; driving an increase in college enrollment, creating greater access to financial aid and scholarships, securing meaningful commitments from partners, identifying and removing barriers to persistence, and supporting APS to institutionalize a culture that raises awareness of and encourages the pursuit of postsecondary education, thereby enhancing individual students' ability to realize their own potential.

Context: Achieve Atlanta’s Organizational Effectiveness team exists to ensure that all Achieve Atlanta staff have what they need to make informed decisions and execute with excellence on the org-wide mission and vision. Toward this goal, the team tracks and reports on college access and success indicators, evaluates program implementation, develops predictive models to enable more targeting student coaching, and ensures program teams have necessary data to inform their work. This work is enabled by rich student-level data that are stored in Achieve Atlanta’s Salesforce database, which includes student-level academic and behavioral data from Atlanta Public Schools, college application and advising data from College Advising Corps and OneGoal, academic and coaching data from 10 college partners and 3 non-profit partners, and Achieve Atlanta Scholarship administration and survey data.

At this stage, Achieve Atlanta has more questions to answer with the data than is currently feasible given capacity constraints. As a result, Achieve Atlanta is seeking a part-time Data Strategy Fellow to clean up and organize data and conduct analysis to inform program implementation. The Fellow will work directly with the Senior Director of Analytics and Insights.

Primary Responsibilities

- Analyze historical Scholar pathways including graduation, enrollment, persistence and scholarship status to identify patterns and provide summary report to program teams
- Clean student-level administrative and survey data for storing in Achieve Atlanta’s database and to enable team members’ analysis of program interventions (e.g., merging data from multiple sources, cleaning identifiers, reshaping data structure)
- Conduct other structured data analyses to answer program team questions and share findings with internal staff to inform implementation

Competencies and Characteristics:

- Moderate experience with Stata, Excel, and Powerpoint
- Experience with Tableau or Salesforce a plus
- Strong written and verbal communication skills, particularly making complex or disparate ideas easy to understand;
- Ability to analyze data and research to draw conclusions that will improve processes and programming;
- Attention to detail;
- Ability to think critically and creatively and willingness to experiment with innovative ideas;
- Understanding of secondary and postsecondary education, particularly for low-income and first-generation college students;
- Ability to manage projects independently and work toward intended outcomes in a systematic manner;
- Commitment to learning and improvement; and
- Investment in and passion for Achieve Atlanta’s mission and core values;

Education and Experience:

The ideal candidate will be a graduate student in public policy, economics, statistics, or a related field with experience in statistical analysis and data management.

Organizational Culture

Achieve Atlanta is a values-driven organization and we ground our work in the following core values:

Unwavering Belief: An unshakeable belief in our students is the inspiration and fuel for everything we do.

Champion for Students: Our belief in students is backed by action. With their dreams as the foundation for our work, we break down systemic barriers, earn trust, and build capacity so that ultimately, students can be their own champions.

Expectation of Excellence: Excellence requires effort, tenacity, responsibility, and integrity that lead to high-quality work. It is the standard we set for ourselves and the model we demonstrate to students and our community of stakeholders.

Intentional Collaboration: We cannot achieve our vision alone. We deliberately build partnerships that work toward common goals and create sustainable growth and change.

Continuous Innovation: We are relentlessly curious and encourage thoughtful risk-taking. We must be nimble enough to pursue promising ideas, yet humble enough to learn from the outcomes.

Compensation

Tuition waiver and \$1,000 per month for 15-20 hours per week for fall semester (exact days within this window are flexible); possibility of renewal for the spring term based upon organizational need and performance

Achieve Atlanta is an equal opportunity employer and makes employment decisions on the basis of qualifications. Achieve Atlanta policy prohibits unlawful discrimination in any employment decision based on pregnancy, childbirth or related medical conditions, race, religious creed, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation or any other basis protected by federal, state or local law or ordinance or regulation.