



Programs Manager

Reports to: Director of Programs

Status: Full-time, exempt

Location: Remote

Compensation: \$85 - \$115k

About CALIE

For more than 45 years, CALIE (the California Association for Leading Innovation in Education—formerly CUE) has helped educators harness the power of technology to improve teaching and learning. Today, we’re building on that legacy with a broader vision: equipping educators and education leaders to lead innovation across every level of the system, where technology is not the goal, but a powerful tool for creating meaningful learning experiences. As CALIE continues to grow and evolve, we’re expanding our team and seeking purpose-driven, forward-thinking candidates who are energized by meaningful work and excited to help shape what’s next. If you’re collaborative, adaptable, and inspired by the opportunity to make a lasting impact on educators and the students they serve, we’d love to hear from you.

Position Summary

CALIE seeks a strategic, systems-minded Programs Manager to lead the design, implementation, and continuous improvement of educator learning products that build capacity for more intentional and impactful teaching and learning. This role owns the operational success and evolution of CALIE’s portfolio of cohort-based academies, certifications, credentialing pathways, virtual learning experiences, and professional learning products. The Programs Manager translates educational priorities into scalable learning experiences that support implementation, strengthen educator leadership, and generate evidence of impact. The ideal candidate understands that successful professional learning extends beyond participation and satisfaction. They design experiences that lead to meaningful application, educator growth, improved decision-making around technology and instruction, and measurable outcomes for teaching and learning.

This role collaborates across facilitators, platforms, systems, and internal teams to ensure learning experiences are engaging, accessible, operationally excellent, and aligned with CALIE’s commitment to effective and intentional technology use.

Learning Product Strategy & Portfolio Management

- Lead operational implementation and continuous improvement of CALIE’s professional learning portfolio, including academies, certifications, credentialing pathways, and learning products
- Translate organizational priorities and educator needs into scalable learning experiences and implementation supports

- Partner across teams to influence program roadmap decisions, prioritization, launch readiness, and portfolio growth
- Identify opportunities to reduce time-to-launch and increase long-term program sustainability and earned revenue

Learning Experience Design & Delivery

- Design and refine educator learning experiences grounded in adult learning theory, Universal Design for Learning, and implementation science
- Ensure learning experiences model intentional and effective use of technology to improve teaching and learning outcomes
- Develop structures that promote educator reflection, leadership development, application, and sustained engagement
- Coordinate facilitators and guest experts to ensure cohesive, high-quality participant experiences
- Maintain consistent standards across delivery, participant support, and facilitation excellence

Measurement, Evaluation & Continuous Improvement

- Define and monitor indicators of learning product success, including participation, completion, engagement, implementation evidence, and participant satisfaction
- Gather and analyze program data to inform decision-making and product refinement
- Support collection of evidence demonstrating educator growth and stronger alignment to CALIE's Effective Technology Guidelines
- Use insights to improve learning outcomes, operational efficiency, and participant experience over time

Systems, Operations & Scale

- Lead workflows and systems across learning platforms, AMS/LMS environments, participant tracking, communications, and credential administration
- Maintain scalable operating procedures and documentation that support growth across multiple concurrent programs
- Identify opportunities to improve efficiency through thoughtful use of technology and automation while maintaining strong human oversight
- Coordinate logistics and cross-functional execution to ensure consistent program quality and operational excellence

Required Experience

- Bachelor's degree preferred in instructional design, educational leadership, organizational learning, or related field
- Minimum 5–7 years designing, managing, or scaling professional learning, educator development, certification, credentialing, or learning experiences
- Experience translating learning goals into repeatable products, implementation supports, and measurable outcomes
- Experience coordinating facilitators, stakeholders, or external partners to deliver high-quality learning experiences
- Demonstrated ability to manage multiple priorities and independently move initiatives from concept through execution

- Experienced with Canvas LMS, Google Workspace, Monday.com project management, and any Association Management/CRM software.

Preferred Experience

- Experience in K–12, higher education, nonprofit, association, educational technology, or learning and development environments
- Experience with LMS, AMS, credentialing systems, or digital learning ecosystems
- Experience using participant data and feedback to improve learning products
- Familiarity with emerging technologies and responsible AI-supported workflows

Success in this role will be demonstrated through:

- Strong participant completion and sustained engagement across learning experiences
- Increased evidence of educator implementation and leadership capacity
- Reduced time-to-launch for new learning offerings
- Growth and sustainability of CALIE's learning portfolio and earned revenue
- Strong participant satisfaction and facilitator quality
- Improved operational efficiency across LMS and AMS workflows
- Demonstrated alignment between CALIE learning experiences and effective, intentional technology use that improves teaching and learning

How to Apply

Interested candidates are invited to apply via our [Indeed](#) post.

Applications will be reviewed on a rolling basis until the position is filled. Only candidates selected for next steps will be contacted.

We appreciate your interest and look forward to learning more about you!