



JOB DESCRIPTION

DEPUTY SUPERINTENDENT, INSTRUCTION, INNOVATION, AND SOCIAL JUSTICE

225 Days – Range I Certificated Administrators Salary Schedule (ESD/HSD)

DEFINITION: The Deputy for IISJ will work with the Superintendent and other SRCS leaders to engage and communicate with all major stakeholder, including students, teachers, families, community members, business and civic leaders, and other interested parties, so that SRUSD SRCS will keep its promises to students and families, engage high achieving and joyful leaders, and make social justice a reality.

DIRECTLY RESPONSIBLE TO: Superintendent

EXAMPLES OF ESSENTIAL FUNCTIONS:

- In collaboration with the Superintendent, prioritize the work of all leaders in ensuring equitable and high academic outcomes for all students, ~~specifically through the next phase of balanced scorecard implementation~~, and develop systems and structures to support the needs of school sites executing their plans.
- Provide leadership and oversight for SRCS's instructional leaders and teams (~~see "Superintendent Exercised" below~~) and build coherent alignment across these areas and individuals.
- Work with Superintendent to coordinate and align the work of the leadership team to implement a central office performance management system and school site and district data dashboard ~~linked to the balanced scoreboard~~.
- Co-head, with the Superintendent, the redesign of the central office to support the three initiatives of the strategic plan and to create a service-oriented central office.
- Communicate with all departments on a regular basis and ensure effective systems and structures are in place to maintain a results-focus, efficiency, and drive toward student achievement goals of the strategic plan.
- Assist in developing policies, framework, and agendas for school board, cabinet, and leadership team meetings that advance and prioritize the work of the strategic plan, holding all accountable to results and agreements.
- Provide leadership and structure for major initiatives, in collaboration with external stakeholders, including other leading school districts, universities, and community-based organizations (CBO's), state and federal policy makers, and/or funders.
- Maintain a cutting-edge awareness of the promising practices in programs and policies for teaching, learning, and school design that are emerging locally and nationwide and help bring these practices to SRCS.
- Support the implementation of strategies to recruit, prepare and support excellence in teaching and leadership through collaborative efforts funded through parcel taxes, partnerships, and other sources.
- Provide essential leadership for "in school", "after school", and "out of school" alignment with appropriate city leadership, CBO's, and district personnel.
- Perform other incidental tasks consistent with the goals and objectives of this position.
- Assume day-to-day duties of the Superintendent and other duties, as assigned by the Superintendent.

Minimum Qualifications

- Demonstrated results in improving academic outcomes for students at scale
- Proven experience in change management and strategic planning
- Highly advanced ability to set and meet goals and priorities, and work with colleagues to implement and drive results-oriented systems for teaching and learning
- Highly effective organizational and consensus building skills
- Expert instructional leader with at least 10-15 years of teaching and leadership roles in public education
- Ability to prioritize and drive change from within and without an organization
- Experience working inside and outside public education
- Alignment with vision, values and goals of SRUSD and ~~Beyond the Talk~~ strategic plan SRCS
- Certification and advanced degree in educational leadership or equivalent field
- Knowledge of public school redesign, performance management systems and balanced scorecards highly desired
- Understanding of California school policy highly desired
- Exceptional communication ability, both written and oral (with individuals and groups)

Personal Qualifications:

- Systems thinker with the ability to develop and implement specific, tangible plans
- Passion for social justice and public education
- Fundamental belief in the value of a stakeholder voice in all decision making
- Fearless commitment to drive change in schooling to improve student outcomes
- Personal discipline and willingness to commit significant time, effort and focus to the wide array of duties of the position, both large and small
- Ability to listen, reflect and accept feedback constructively
- Extraordinary commitment to measurable results and continuous improvement
- Unwavering personal integrity and vision
- Ability to work effectively with racially and ethnically diverse staff, students, and community, to bring groups together toward common goals

~~Supervision Exercised: Leadership, Equity, Achievement and Design (the team that coaches and oversees schools and school leaders); Academics and Professional Development; Student Support Services; Early Childhood Education; and Strategic Planning and Implementation (jointly supervised with Deputy Superintendent for Policy and Operations)~~

EDUCATION, TRAINING AND EXPERIENCE

The successful candidate will have:

- A master's degree or higher from an accredited institution of higher education, with graduate work in education, organizational management, or psychology
- Minimum of 5 years of successful leadership as a site administrator
- Increasingly responsible District Office administrative leadership experience and/or other district divisions highly desirable
- Experience working in an urban school district or comparable governmental/public sector work preferred
- Demonstrated leadership ability in working well with others, utilizing their talents in continually developing a more effective educational program

LICENSES, CERTIFICATES AND CLEARANCE:

- California Administrative Services Credential
- Valid California driver's license
- TB Clearance
- DOJ/Fingerprint Clearance (upon offer of employment)

PHYSICAL REQUIREMENTS:

The usual and customary methods of performing the job's functions require the following physical demands: some lifting (up to 20 pounds), carrying, pushing, and/or pulling; significant manual dexterity, ability to perform keyboarding tasks, sufficient hearing and speaking ability for normal voice level conversations, telephone conversations, and to hear and speak to be understood in indoor and outdoor settings. The job includes 40% sitting, 40% walking, and 20% standing. This job is usually performed in an office environment but some functions may be performed at school sites, other district departments, or in community settings.

Board Approved:

The Board of Education prohibits unlawful discrimination against and/or harassment of district employees and job applicants on the basis of actual or perceived race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex or sexual orientation at any district site and/or activity. The Board also prohibits retaliation against any district employee or job applicant who complains, testifies or in any way participates in the district's complaint procedures instituted pursuant to this policy.