Executive Director,
College and Career Readiness

Posting Date: July 24, 2014
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Please Apply: https://sfusd.searchsoft.net/ats/app_login?COMPANY_ID=00012821
Salary: SFUSD Salary Schedule for Unrepresented Administrators

Who We Are
The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, every year serving more than 55,000 students who speak more than 44 documented languages in our 131 schools across the city of San Francisco. We aim to provide each student with an equal opportunity to succeed by promoting intellectual growth, creativity, self-discipline, cultural and linguistic sensitivity, democratic responsibility, economic competence, and physical and mental health so that each student can achieve his or her maximum potential. Every day in our quest to achieve this mission we place access and equity, student achievement, and accountability at the forefront of every child’s education.

What It Means to Work Here
When you join our team at SFUSD you can expect to be part of an inclusive, innovative and equity-focused organization that approaches public education as a social justice movement that requires broad collaboration across an array of strategic partners. As a CORE district, SFUSD is also a leader in critical systems change for more comprehensive school accountability and innovations that help strengthen the instructional core, which is the foundation of our strategic plan, Impact Learning, Impact Lives.

Who We Want
We want talented people from diverse backgrounds and experiences, who are inspired by our mission steeped in equity, and who are motivated to unleash our children’s potential. We want people who are strong collaborators, skilled communicators, problem solvers and who are comfortable in a community of continuous learning.

As the Executive Director of College and Career Readiness you will report to the Chief Academic Officer and be a senior leader in our Division of Curriculum and Instruction. You will lead the district’s transformational work to ensure students reach their ultimate potential and graduate from SFUSD college and career-ready. In addition you will be responsible for ensuring access and equity to programs that fosters the creative spark in students through Visual and Performing Arts and Physical Education.
We expect our Executive Director in this role to:

- **Articulate a compelling vision** for how to achieve college and career readiness by focusing on strategies, interventions and planning at all school levels.
- **Collaborate with Curriculum and Instruction and other departments** to coordinate district programs to provide students with access to resources to achieve the skills, capacities and dispositions to be successful beyond high school.
- **Design and execute data driven systems and structures** that ensures the skillful implementation of programs to provide maximum student impact.
- **Recruit and engage strategic partners to envision schools** that produce the profile of a graduate as outline in Vision 2025.
- **Embrace, celebrate and build upon existing systems and structures** with the realization that continuous improvement is necessary.

*The strongest candidates will have:*

- A deep knowledge of public schools/urban public schools, particularly in California
- A proven record of effectively planning, organizing and using resources to take action
- Knowledge of U.C. eligibility requirements and college readiness indicators
- A deep knowledge of effective teaching practices, including curriculum, instruction and student development
- Knowledge of California Content Standards, ELD Standards, Next Generation Science Standards and the instructional shifts driven by the Common Core Standards
- Experience managing budgets and an understanding of state, federal and local funding sources in public education
- Success building and managing strong teams by developing individuals’ skills, maximizing their strengths and providing regular feedback
- Ability to work effectively across multiple functions and roles within a complex organization
- Excellent written and verbal communication skills, including ability to convey complex information (e.g. education statute) to a variety of audiences (e.g., large groups, staff meetings, executive briefings, public board meetings, memos, municipal agencies)
- A strong record of managing organizational change and initiating key innovations
- Strong analytic and systems thinking necessary to interpret data to inform goals and navigate political/legal stakeholders to inform strategy

**Minimum Qualifications**

- A Master’s in education or a related field, or comparable management-level experience
- An Administrative Services Credential
- A minimum of 5 years as a site administrator, with 3 of those years as a principal, preferably at the Secondary level.
What We Offer

SFUSD offers a competitive salary commensurate with experience in a similar position and the SFUSD Salary Schedule for Certificated Managers, Grade 20: $96,750 - $129,000. We offer a comprehensive benefits plan including dental and vision plans, a defined benefit pension plan, disability, life insurance, flexible spending account options and vacation time. We also offer an inclusive and equity-centered environment where we encourage staff to bring their whole selves to work.

How to Apply

- Visit [www.sfusd.edu/jobs](http://www.sfusd.edu/jobs) and create a new administrative account to begin your application.
- You will be prompted to electronically attach a letter of interest, resume, letters of recommendation and administrative credentials/licenses.
- Our Human Resources team will then review your entire application to determine your eligibility status and contact you directly should you move forward in the process.

The San Francisco Unified School District is committed to maintaining an educational environment where all persons who participate in school programs and activities can work and learn together in an atmosphere free of all forms of harassment or intimidation. The Board prohibits sexual harassment of students, employees or other persons, at school or at school-sponsored or school-related activities. San Francisco Unified School District programs, activities, and practices shall be free from unlawful discrimination, harassment, intimidation and bullying based on actual or perceived race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; or on the basis of a person’s association with a person or group with one or more of these actual or perceived characteristics. The San Francisco Unified School District is committed to maintaining an educational environment where all persons who participate in school programs and activities can work and learn together in an atmosphere free of all forms of harassment or intimidation. The Board prohibits sexual harassment of students, employees or other persons, at school or at school-sponsored or school-related activities. San Francisco Unified School District programs, activities, and practices shall be free from unlawful discrimination, harassment, intimidation and bullying based on actual or perceived race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; or on the basis of a person’s association with a person or group with one or more of these actual or perceived characteristics.