Executive Director,
Professional Learning & Leadership Development

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Please Apply: https://sfusd.searchsoft.net/ats/app_login?COMPANY_ID=00012821

Who We Are
The San Francisco Unified School District (SFUSD) is California’s seventh largest school. Every year, more than 55,000 students, speaking more than 44 documented languages, have powerful learning experiences in the 130 public schools within the City and County 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. We place access and equity, student achievement, and accountability at the forefront of every child’s education in pursuit of this mission.

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 Professional Learning and Leadership Development (PLLD) you will report to the Chief Academic Officer and be a senior leader in our Curriculum and Instruction Division. You will lead the district’s transformational work to develop and support our teachers, school leaders and instructional staff. We want someone who will lead the vision to accelerate how school leaders and school site teams create the conditions for principal and teacher effectiveness and student success.

We expect our Executive Director of Professional Learning & Leadership Development to:

- Articulate a compelling vision for the transformational work of the Professional Learning & Leadership Development Office.
- Design and execute SFUSD’s Leadership Pipeline and Professional Development Program, including a strong induction system for all instructional staff and school leaders.
- Collaborate with a wide array of internal and external partners to increase the instructional capacity of school site teams through robust professional learning and leadership support.
- Serve as SFUSD’s representative on professional learning and leadership both internally and externally, including media, state and national platforms.
- Design, implement and regularly evaluate the systems and structures that support leadership and professional learning efforts.
- Collaborate with Human Resources to create a strong talent strategy from entry to exit for all of our instructional staff.
The strongest candidates will have:

- Knowledge of San Francisco’s public schools/urban public schools
- A proven record of effectively planning, organizing and using resources to take action
- Ability to define effective professional learning based on adult learning theory (e.g. equity pedagogy, data-driven cycles of inquiry, coaching and feedback, et. al.)
- Success leading effective professional development that drives toward improved student learning outcomes
- A deep knowledge of effective teaching practices, including curriculum, instruction, and student development
- Experience with teacher education policies and practices
- 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 building strong teams by developing individuals’ skills, maximizing their strengths and providing regular feedback
- Familiarity with program compliance for use of state and federal funds
- Experience and success with effective communication and presentations to large groups
- Strong analytic and systems thinking necessary to interpret data to inform goals and strategy, as well as build infrastructure where none exists

Minimum Qualifications

- Administrative Services Credential and a teaching credential
- A minimum of 5 years as a site administrator, with 3 of those years as a principal
- A Master’s in education or a related field, or comparable management-level experience

What We Offer

SFUSD offers a competitive salary commensurate with experience in a similar position and the SFUSD Salary Schedule Step 20 ($96,750 - $129,000). We offer a comprehensive benefits package including dental and vision plans, 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 and create a new certificated 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.

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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.