Director,  
Multilingual Pathways Department

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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 Director of Multilingual Pathways Department (MPD), you will report to the Chief Academic Officer and be an active 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 English Learner success.

We expect our Director of Multilingual Pathways Department to:

- Articulate a compelling vision for the transformational work of the Multilingual Pathways Department that is aligned to the district’s strategic plan and Lau Action Plan for English Learners.
- Lead the development of effective instructional programs and services for English Learners, such as the district wide implementation of the new California English Language Development Standards.
- Design and enhance SFUSD’s Language Pathways and World Language Programs, including leading curriculum development and professional development for school leaders and teachers to implement pathways.
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 English Learners both internally and externally, including EL training institutes or conferences, media, state and national platforms.

Design, implement and regularly evaluate the systems and structures that support English Learners.

Coordinate and support the work of the district’s citizen advisory committees that monitor English Learner services, such as the District English Learner Advisory Committee and Bilingual Community Council.

Ensure that MPD and other departments are in compliance with all district, state and federal guidelines, requirements, and procedures for English Learners and other pathway language learners.

The strongest candidates will have:

- Knowledge of the educational needs of English Learners in 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, especially for English Learners
- A deep knowledge of effective teaching practices, including curriculum, instruction, and student development within the context of language pathways and world language programs (e.g., experience as a bilingual classroom teacher and/or administrator of a language program)
- Knowledge of California Content Standards, ELD Standards, Next Generation Science Standards and the instructional shifts driven by the Common Core Standards
- Experience with effectively addressing the needs of ELs with Individualized Education Programs
- Experience and success with effective communication and presentations to large groups, including board members, EL parents, administrators, teachers and other stakeholders
- Strong analytic and systems thinking necessary to interpret data to inform goals and strategy, as well as build infrastructure where none exists
- Experience managing budgets and building strong teams by developing individuals’ skills, maximizing their strengths and providing regular feedback
- Familiarity with state and federal requirements for EL services and program compliance for use of state and federal funds
- Ability to coordinate and support comprehensive EL audits as required by district policy and state and federal law

Minimum Qualifications

- Administrative Services Credential and a teaching credential
- A minimum of 3 years as a site administrator
- 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 Grade 19 ($89,250 - $119,000 annually). 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](http://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.

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.