Director – Office of Professional Learning and Leadership

About SFUSD

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., and Vision 2025.

About the Director, Office of Professional Learning and Leadership

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 Leadership Director you will be part of SFUSD’s Curriculum and Instruction Division in the department, “Office of Professional Learning and Leadership,” reporting to the Executive Director. You will provide direct oversight and strategic planning for teacher, principal and central office professional learning and leadership development across the district.

We expect our Director to:
- Articulate a compelling action plan for support of professional learning and leadership development for the Office of Professional Learning & Leadership in the San Francisco Unified School District.
- Execute SFUSD’s Leadership Pipeline and Professional Development Program, including a strong induction system for school and district leaders.
- Collaborate with a wide array of internal and external partners to build capacity for professional learning of school site and central office teams through robust professional learning and leadership support.
- Design, implement and regularly evaluate existing systems and structures that support leadership and professional learning efforts for paraprofessionals, teachers and administrators.
- Collaborate with Human Resources to oversee and deliver talent strategy initiatives from entry to exit for all staff.
- Ensure the effective implementation of SFUSD’s strategic plan, the School Quality Improvement System (SQIS), specifically work to develop improved support and appraisal systems for principals and teachers.
- Contribute to a department strategic plan that supports integration of the core elements of Vision 2025
- Drive coherence of professional learning by being a key liaison between the Office of Professional Learning and Leadership and Departments within C&I, Special Education, LEAD, SFCSD, RPA and outside partners delivering leadership and instructional support for SFUSD
- Drive performance management through each level/program of the Office of Professional Learning and Leadership under your supervision by engaging team members in a continuous improvement process
- Model key shifts from Vision 2025 in your own leadership practice

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 leadership theory and experience delivering leadership development training
- 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
- A proven record of effectively planning, organizing and using resources and systems to provide high quality leadership development efforts
- Success leading effective teams and individuals, managing organizational change and initiating key innovations
- Excellent written and verbal communication skills, including ability to convey complex information to a variety of audiences (e.g., large groups, staff meetings, executive briefings, public board meetings, memos)
- Strong analytic and systems thinking necessary to inform strategy and manage performance

**Position Qualifications**
- Administrative Services Credential and a teaching credential required
- A minimum of five years in site leadership roles, with three of those years as a principal
- A Master’s in education or a related field, or comparable management-level experience preferred

**What We Offer**
SFUSD offers a competitive salary of $92,856 - $123,808, commensurate with experience in a similar role. 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.

*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.*