Chief Academic Officer

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 Chief Academic Officer (CAO) Position
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 Chief Academic Officer you will be part of SFUSD’s instructional leadership team, reporting to the Deputy Superintendent of Instruction, Innovation and Social Justice (IISJ). You will provide strategic leadership in all dimensions of curriculum, instruction and assessment and will be responsible for ensuring consistent, high-quality implementation of SFUSD’s Strategic Plan Impact Learning. Impact Lives. and paving the path to realizing Vision 2025. You will provide key leadership towards implementing the district’s School Quality Improvement System (SQIS) and maintain a keen focus on providing high-quality professional learning and leadership development opportunities for educators and administrators. You will directly manage the district’s Division of Curriculum & Instruction (C&I).

We expect our Chief Academic Officer to:
• Work closely with the Deputy Superintendent of IISJ to articulate and enact a compelling vision and theory of action for the building of instructional and leadership capacity in SFUSD; maintain an aligned and coherent focus on the instructional core; build coherence of high-quality educational programming across all district PreK-12 schools; serve as a key advisor regarding academically-related policy and practice issues.
• Serve as a senior district leader and key member of the IISJ Leadership Team; build relational trust, work in close collaboration, and demonstrate a solutions-oriented mindset with the: Chief of Schools Officer, Chief of Special Education Services, Associate Superintendent for Student, Family and Community Support, and all Policy & Operations Chiefs.
• Oversee, manage and support a high-performing, data-driven, equity-focused, student-centered C&I leadership team that sees it as their mission to serve and support our schools; uphold tenets of scholarship, leadership and advocacy.
• Provide leadership to ensure the Strategies in Action articulated in Impact Learning. Impact Lives. are executed with consistency and excellence; effectively lead the district’s implementation of the Common Core State Standards.
• Articulate and build a division plan to launch SFUSD into 21st Century learning, using Vision 2025 as a guide post and leverage SFUSD’s Innovation Lab as a key resource; integrate and model innovative and research-based best practices.
• Drive coherence among professional learning opportunities to ensure that initiatives for school leaders and school teams are coordinated and integrate both academic content and instructional strategies (e.g. Universal Design for Learning, culturally and linguistically relevant pedagogy).
• **Drive performance management** for each department (e.g. Language & Literacy, STEM) and provide leadership in catalyzing organizational resources to differentiate support to schools and to accelerate the performance of SFUSD’s identified Tier 3 schools; develop and institutionalize a two-way feedback loop from school sites to the Division of Curriculum & Instruction.

• **Effectively represent the district’s academic agenda and instructional reform efforts to both internal and external audiences**; demonstrate and convey clear understandings and communications with all stakeholders, SFUSD’s Executive Leadership Team, existing and potential partners and funders, and manage a variety of complex situations and media inquiries as appropriate.

• **Serve as the district’s designated liaison to the Board of Education’s curriculum committee**; provide visible leadership and be the main point of contact for all academically related inquiries in governmental, legislative, business and community-based affairs.

### The Strongest Candidates will have:

- Knowledge of San Francisco’s public schools and/ or understanding of urban education and instructional reform; demonstrated ability as an expert instructional leader
- Leadership and managerial experience that positively impacted student achievement and/or organizational results
- A proven record of effectively planning, organizing and using resources and systems to provide high-quality professional learning and leadership development
- Success with developing instructional leaders, leading effective teams, 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)
- An ability to articulate a deep understanding of: how to effectively integrate technology to support teaching and learning; the importance and role of arts education and a college and career going culture; and how to champion strategies for resolving issues of access and equity
- A strong analytic, performance management, accountability, and systems-thinking orientation necessary to inform strategy development and execution

### Position Requirements and Minimum Qualifications

- Possession of a valid California Administrative Services Credential
- Master’s Degree in Education Leadership or a related field; Doctoral Degree preferred
- A minimum of 5 years as a successful administrator, with no fewer than three of those years as a successful school leader

### What We Offer

SFUSD offers a competitive salary of $124,068 - $165,424 commensurate with experience, and 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 [http://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.

---

*San Francisco Unified School District is an equal employment opportunity employer committed to maintaining a non-discriminatory work environment. SFUSD does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, or any other characteristic protected by applicable law.*