Chief of Schools 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 of Schools Officer

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 of Schools Officer you will be part of SFUSD’s instructional leadership team, reporting directly to the Deputy Superintendent, Instruction, Innovation and Social Justice (IISJ). You will provide direct supervision and support to the six Assistant Superintendents of Schools as well as co-lead the district’s development and implementation of a performance management and accountability system as well as the district’s School Quality Improvement System.

We expect our Chief of Schools Officer to:

- Work closely with SFUSD’s Deputy Superintendent of IISJ to articulate and enact a compelling vision and theory of action for school leadership and transformation in the San Francisco Unified School District
- Serve as a senior district leader and key member of the IISJ Leadership Team; work in close collaboration with the: Chief Academic Officer, Chief of Special Education Services, Associate Superintendent for Student, Family and Community Support, and all Policy & Operations Chiefs to build coherence and positive relational trust while representing and advocating for the needs of all SFUSD PK-12 schools; demonstrate a solutions-oriented mindset with other senior district leaders
- Effectively represent the collective work of SFUSD schools to both internal and external audiences; demonstrate and convey clear understandings and communications with stakeholders, SFUSD’s Executive Leadership Team, existing and potential partners and funders, and manage a variety of complex situations, crisis incidents, and media inquiries as appropriate.
- Supervise and develop the leadership of SFUSD’s six Assistant Superintendents of Schools and ensure high-performing school support teams that integrate a data-driven, equity-focused, and multi-tiered approach
- Monitor the effective district-wide implementation of SFUSD’s strategic plan, the School Quality Improvement System and interventions, and high-quality school site-level balanced scorecards/ SPSA’s
- Build a division-level strategic plan/ balanced scorecard and drive continuous improvement and performance management through each level of the organization under your supervision: Assistant Superintendents/ School Support Teams, Principals/ School Administrators, Instructional Leadership Teams, Grade Level Teams/ Departments and Classrooms reflecting on our impact on student achievement and identifying high-leverage action steps as part of a results-oriented cycle of inquiry
• Drive coherence among professional learning and leadership development initiatives for school leaders and school teams, integrating Instructional Rounds, Coaching and Instructional Reform Network structures, and School Quality Improvement interventions, in collaboration with other central office departments especially the Office of Professional Learning & Leadership Development

• Co-develop infrastructure and systems required for optimized and institutionalized operations in our schools; examples include: collaborating with the Internal Communications, IT, and RPA teams to design and implement a principal and/or educator portal and/or data dashboards; planning and coordination of Bond-related school construction work with Facilities; effective school-level financial management in partnership with Business Services; and recruitment, selection, and evaluation of talent in partnership with Human Resources

The Strongest Candidates will demonstrate:

• Expert knowledge of San Francisco’s public schools and/or understanding of urban education and reform
• Supervisory and leadership development experience with principal supervisors and school leaders
• A successful record 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)
• A strong analytic, performance management, accountability, and systems-thinking orientation necessary to inform strategy development and execution

Position Requirements and Minimum Qualifications

• Administrative Services Credential
• A minimum of 5 years as a successful administrator, with 3 of those years as a school leader and 2 years supervising school leaders
• A Master’s in education or a related field, or comparable management-level experience

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.