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 College & Career Pathways you will report to the Executive Director of the Office of College and Career and be a key member in our Curriculum and Instruction Division. You will support the district’s transformational work to develop systems of support for our students. We want someone who will lead the vision to accelerate how students receive services and resources to ensure they are college and career ready.

We expect our Director of College & Career Pathways to:

- **Articulate and oversee the implementation of a compelling multi-year vision** for a system of high quality College & Career Pathways that supports all SFUSD students to be ready for both college and careers.
- **Develop systems of support for school sites, pathways, and individual teachers** to understand, plan around, and build capacity in the Essential Elements of High Quality College & Career Pathways
- **Align and integrate College & Career Pathways** as part of a district and community-wide plan for high schools within Vision 2025 and city-wide goals for workforce development with special considerations for school-wide conditions, industry-specific pipelines, and new school models.
- **Communicate and collaborate regularly with** major district, community, business/industry, and post-secondary partners in support of aligned resources and strategies and a common vision for College & Career Pathways
- **Develop and oversee an instructional framework** for College & Career Pathways that includes a strong focus on the district’s Graduate Profile and pathway learning outcomes, integrated project-based learning, work-based learning, and dual enrollment
- **Design, implement, evaluate and report** upon the systems and structures that support dual enrollment, Career Technical Education and workforce development.
The strongest candidates will have:

- Capacity to clearly communicate the goals and mission of the Office of College and Career.
- Successfully navigate and negotiate partnerships in the best interest of the Office of College and Career.
- Knowledge of San Francisco’s public schools/urban public schools.
- Provide increased accountability by capturing, analyzing and communicating data to ensure student and program success.
- A proven record of effectively planning, organizing and using resources to take action.
- Ability to cultivate, implement and evaluate a multiyear strategic plan and process for securing funds and grant writing in support of the various program in the Office of College and Career.
- A deep knowledge of effective teaching practices, including curriculum, instruction, and student development.
- Ability to develop and implement articulation agreements to enhance the Dual/Concurrent Enrollment course offerings and development of a Middle College model.
- Working knowledge and management of Perkins grant requirements, CTE Incentive Grant, PEEF, and ROP budget.
- Supervision in the development of integrated course offerings.
- Experience managing budgets and building strong teams by developing individual’s skills, maximizing their strengths and providing regular feedback.
- Strong analytic and systems thinking necessary to interpret data to inform goals and strategy, as well as build infrastructure.
- Administrative experience to support, supervise and evaluate Supervisors, Managers, and other assigned staff of College and Career.
- Skills to serve as liaison between the Division of Curriculum and Instruction, Office of Strategy and Development, the Business Community and Institutions of Higher Learning.
- Ability to supervise the visioning and implementation of a work-based learning ecosystem.
- Willingness to perform other related duties as assigned.

Minimum Qualifications

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

What We Offer

SFUSD offers a competitive salary commensurate with experience in a similar position and the SFUSD Salary Schedule. 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.

_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.