Director of Principal Leadership and Support - Elementary/K-8

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Please Apply: https://sfusd.searchsoft.net/ats/app_login?COMPANY_ID=00012821

SFUSD MISSION AND GOALS

The mission of the San Francisco Unified School District is 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.

Our three primary goals focus on closing the achievement gap and diminishing the predictive power of demographics:
  • **Access and Equity:** We will make social justice a reality by ensuring every student has access to quality teaching and learning.
  • **Achievement:** We will ensure that every student graduates from high school ready for college and career success in the 21st century.
  • **Accountability:** We will keep our promises to students and families and enlist everyone in the community to join us.

ABOUT SFUSD’S SCHOOL SUPPORT TEAMS

To reach our goals of Access and Equity, Achievement and Accountability as well as the quantitative goals outlined in the Superintendent's Evaluation, one of SFUSD's key strategic priorities, launching in the 2013-14 school year, is to provide additional central office supports to accelerate school improvement via a vis a central School Support Team. To that end, each Assistant Superintendent responsible for supervising a cohort of schools will hire and lead a School Support Team comprised of targeted Teachers on Special Assignment, a Positive Behavior Intervention & Support Specialist, a Family and Community Engagement Specialist, and an Administrator on Special Assignment. Each role, with a distinct yet connected purpose, comprises this critical team charged with unleashing the potential of our site leaders, staff and students.
ABOUT SFUSD’S DIRECTOR OF PRINCIPAL LEADERSHIP AND SUPPORT ROLE

Leadership is an essential component of school transformation, and the personal leadership skill of principals is a key differentiator in driving accelerated and increased student achievement, strategically leveraging resources, successfully managing adults, and retaining staff. The Director of Principal Leadership and Support role provides strategic leadership and coaching capacity to each Assistant Superintendent with a primary goal of ensuring every SFUSD site leader has effective professional learning and support designed to build their personal leadership and drive change at their school sites.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Executive-Level Coaching
- Under the leadership of the Assistant Superintendent and in alignment with a site’s Balanced Score Card, support a cohort of Principals in the design of their annual Leadership Action Plan
- In alignment with the Leadership Action Plan, develop a leadership development and coaching plan for each principal in your cohort/ portfolio
- Employ executive-level coaching and feedback cycles to support each Principal in achieving his or her goals
- Provide regular updates and feedback to the Principal and the Assistant Superintendent to ensure evaluation accurately reflects the growth of each leader

Design and Partner to Deliver Professional Learning Opportunities and Guidance to a cohort of site leaders in the following categories:
- **Instructional Guidance** including transition to the Common Core, Special Education Service Delivery, English Learner Services, and increasing the achievement of African American Students as well as increasing rigor and building and accessing a Response to Intervention model for academic support
- **School Culture** for students, families and staff
- **Site Systems & Operations** including resource management, common planning time, and deepening consistency of policy development and implementation
- **Strategic Staffing** to build capacity in Recruitment, Retention and Leadership Development

Special Projects & Other Duties as Assigned Which May Include:
- Serving as a proxy for the Assistant Superintendent when he or she is unable to attend a meeting
- Managing and creating internal communication for your school cohort
- Serving on work groups pertinent to site participation (e.g. Impact & Innovation Awards, School Planning Summit, Leadership Development)
- Managing crises and site-based emergencies as they arise
- Participating on interview panels

MINIMUM REQUIREMENTS

- Possession of a valid California Administrative Credential
- A minimum of five years as a school principal
DESIRED QUALIFICATIONS

- Evidence of successfully closing the achievement gap at your site
- An ability to identify and share the high leverage strategies/best practices accessed to accelerate student achievement
- Strong interpersonal and facilitation skills with a specific ability to influence others to take action
- Evidence of strong systems and structures at a school site
- An ability to maximize resources and partnerships to meet site goals
- Demonstrated understanding of site-level fiscal responsibility and the rules associated with state and federal categorical funding
- Deep knowledge of and an ability to analyze data and situations quickly and create an action plan to move forward

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.