About SFUSD
The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, every year serving more than 57,000 students who speak more than 44 documented languages and attend one of 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.

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 thrive in a community of continuous learning.

Our three primary goals aim to ensure equitable opportunities and outcomes for SFUSD’s students:

- **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.

As an Assistant Superintendent you will drive implementation and innovation as part of SFUSD’s instructional leadership team and you will report to either the Deputy Superintendent of IISJ or the Chief Schools Officer. You will be responsible for supporting and monitoring the delivery of educational programs at assigned elementary school sites: overseeing curriculum, staff development, evaluation, assessment, personnel and community issues, redesign and program innovations, problem-solving and other district-wide responsibilities in support of implementing SFUSD’s Strategic Plan Impact Learning, Impact Lives, and Vision 2025.

We expect our Assistant Superintendents to:

- **Work closely with the Deputy Superintendent, Chief of Schools, and the Assistant Superintendent team** to lead the supervision of our school sites and actively support the leadership development for a cohort of school leaders.
- **Collaborate with the Assistant Superintendent team and other district leaders to develop differentiated school support plans.**
- **Support and monitor** the delivery of educational programs at an identified set of schools, many of which host language pathways: overseeing curriculum, staff development, student assessment, and compliance requirements.
- **Promote the district’s strategic plan at school sites;** review, monitor and assess site-based Balanced Scorecards to ensure performance data and improvement strategies are high-leverage and focused on narrowing student achievement gaps.
- **Provide visible, district-level leadership, support and guidance across all assigned school sites;** take part in school community and family engagements; attend instructional leadership team and school site council meetings as appropriate to communicate district priorities.
- **Collaborate with school site leaders and centralized district departments** to develop, implement, regularly evaluate, improve and redesign instructional programs toward increasing student achievement at under-performing schools and closing the achievement gap at all schools.
• Navigate and partner with centralized district departments to resolve student issues related to placement, transfer, discipline, complaints, appeals, investigations and litigations.
• Develop and implement a strong talent strategy to supervise and evaluate the performance of assigned personnel, interview and select employees, and recommend transfers, reassignments, terminations and disciplinary actions as needed.
• Prepare and manage annual budget and resource planning for your assigned area: analyze and review budgetary and financial data; monitor and authorize expenditures in accordance with established guidelines.
• Represent SFUSD as a Chair or attendee at meetings in partnership with the City and County of San Francisco, human service agencies, institutions of higher education, business/industry, and judicial and law enforcement agencies.
• Perform other related duties as assigned.

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; an ability to describe the reform strategies articulated in the district’s strategic plan
• 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 and other learning innovations 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
• Ability to collaborate with appropriate district and school-based administrators in developing quality instructional programs that improve academic outcomes in diverse communities.
• Demonstrated knowledge of public school laws and policies as they relate to the delivery of instructional services.
• Evidence of strong conceptual, analytic, organizational and management skills, and demonstrated leadership ability; evidence of the ability to collaborate with diverse individuals.
• Demonstrated ability to communicate effectively, both verbally and in writing.

What We Offer
SFUSD offers a competitive salary of $115,378 - $153,838 (effective July 1, 2016 with an additional 2.25% increase on January 1, 2017) 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 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.