

Job Posting

Position Title:

State Turnaround Superintendent

Reports to:

Chief of Districts and Schools

Location:

Position location possible in the following cities: Memphis, Nashville, and Chattanooga, Tennessee. Regular weekly travel will be required.

About the Role:

The Tennessee Department of Education seeks a proven leader who will have demonstrated success in enacting bold reforms to drive transformational results for students in schools identified for improvement. The State Turnaround Superintendent will facilitate, influence, and support Priority schools (schools designated as most in need of support and improvement) and their associated districts, as well as oversee the state's most intensive intervention for Priority schools, the Achievement School District (ASD). The ASD is a state-run education entity with the authority to directly run eligible schools and to authorize charter management organizations to operate schools.

The department is dedicated to raising student achievement throughout the state of Tennessee specifically in schools where gaps have been identified. The department is seeking a leader who will advocate for a high-quality education for all students and build strong partnerships with districts and communities to champion results for children in the state's Priority schools.

Position Overview:

The State Turnaround Superintendent will drive the strategy, process, and partnerships necessary to move schools out of the bottom 5% of student achievement in the state of Tennessee. This role will be positioned within the Office of Districts and Schools and concentrate on coordinating supports for the state's Priority schools.

Minimum Requirements:

- Master's degree in education, educational administration, curriculum/instruction or a related area from an accredited college or university is required with a strong emphasis on data-informed instruction that raises student achievement as measured by standardized test scores.
- Three years of demonstrated administrative/supervisory experience in a school setting required; turnaround school setting preferred.
- Experience at the district level leading school turnaround in roles like an instructional supervisor, instructional coach, or principal preferred.

Essential Duties and Minimum Position Responsibilities:

- Manage strong relationships with districts, charter management organizations, and external stakeholders
- Demonstrate a passion for and an unwavering commitment to running a transformational organization which prioritizes results for children
- Provide ongoing dialogue with and between parent communities, central office, administrators, teachers and students.

- Execute strategies that raise academic performance of all students
- Affect and sustain positive change in an exceedingly complex and challenging environment
- Analyze district and school performance data to identify trends and insights leading to actionable strategies and/or tactics
- Communicate with districts, schools and other stakeholders about the Priority school designation and available supports
- Participate regularly in school visits to learn and share promising practices
- Hold regular performance routines with these schools and districts related to capacity building and sustainability

Qualifications:

- Exhibit personal characteristics enabling effective interaction with important constituencies and possess a genuine commitment to the advancement of student achievement
- Demonstrated track record of driving organizations towards transformational change that can be sustained over time
- Demonstrated knowledge of current and future policy issues, including the complexities and varieties of school choice, such as charter schools, turnaround models, alternative education, and online & blended learning
- Proven skills, strong negotiating strategies, and the ability to work effectively with local and national leadership counterparts from all spheres of influence
- Values the importance of equity as an organizational operating principle and is committed to equity, diversity, and inclusion
- Excellent organizational skills, oral and written communications skills, and the ability to articulate the needs, interests and accomplishments of the department to a wide range of audiences
- Ability to work independently, take initiative, manage multiple projects simultaneously, meet deadlines, and adapt to ever-changing priorities
- Dedication to cultivating a positive workplace culture
- Commitment to communicating regularly with parents and other community stakeholders, seeking their support and advice, to create a cooperative relationship for student support.

Knowledge of:

- Pertinent federal, state, and local laws, policies, rules, and regulations regarding school administration.
- Organizational and management practices as applied to the analysis and evaluation of school programs, policies, and operational needs.
- Principles, practices, rules and regulations pertaining to student discipline.
- Principles of supervision, training, and performance evaluation.
- Principles of management associated with maintaining financial records.

Skills to:

- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
- Direct and supervise professional staff in performing the administrative functions.
- Manage the school's educational and extra-curricular programs, activities, and operations.
- Plan and implement an effective student discipline program.
- Establish and maintain effective working relationships with employees, students, parents, and the public.

Salary Range: \$150,000.00 - \$170,000.00

To Apply:

Candidates must apply through www.rayassoc.com.

Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.