

POSITION SUMMARY

The **Deputy Superintendent of Academics** serves as the district's lead academic strategist. As a key member of the Superintendent's executive cabinet, this visionary leader is responsible for advancing high-impact, equity-driven learning for all students in Atlanta Public Schools (APS). The Deputy leads the design, implementation, and evaluation of a coherent academic framework that accelerates achievement, closes opportunity gaps, and ensures every student graduates ready for college, career, and life.

ESSENTIAL DUTIES

Academic Strategy and Vision

- Design and lead the execution of the district's academic strategic plan in alignment with the APS mission, equity commitments, and Portrait of a Graduate.
- Advise the Superintendent and Board of Education on academic performance, instructional innovation, and school improvement priorities.
- Foster a culture of high expectations, data-driven decision-making, and continuous improvement across schools and central academic teams.

Teaching and Learning

- Oversee the Division of Teaching and Learning, including the design and implementation of a rigorous, standards-aligned, and culturally responsive PK–12 curriculum.
- Ensure instructional coherence across general education, multilingual learners, gifted and talented programs, special education, and academic intervention services.
- Drive districtwide strategies to improve literacy, math achievement, and postsecondary readiness, overseeing functions such as:
 - Exceptional Children and Psychological Services
 - Elementary and Secondary Curriculum and Instruction
 - Instructional Technology
 - College and Career Access and Readiness

School Leadership and Student Wellbeing

- Supervise the Division of Schools and provide strategic support to Cluster Superintendents and principals to ensure equitable, student-centered instructional leadership in every school.
- Strengthen school performance through differentiated supports based on data, school context, and need.
- Integrate academic programming with whole-child supports to promote student engagement, wellness, and achievement, including:
 - Social Work
 - Student Discipline
 - Student Health and Wellness
 - Family Engagement

Assessment, Accountability, and Innovation

- Lead district assessment and accountability efforts to drive transparency, performance improvement, and instructional effectiveness.
- Develop and maintain academic metrics, dashboards, and evaluation tools to guide data-driven decisions.
- Leverage academic performance data to advance district goals and ensure continuous improvement across schools.
- Oversee key functions including:
 - District Assessment and Accountability
 - Student Information Systems
 - Charter, Innovation, and Access School Support

Cross-Departmental Alignment and Organizational Coherence

- Align academic strategy with districtwide operations, equity, talent, and technology initiatives.
- Collaborate with Cabinet leadership to implement integrated systems that support strong schools and responsive central services.
- Ensure cross-functional coordination and clear communication to meet the evolving needs of schools and students.

- Lead efforts to remove structural barriers and accelerate progress toward strategic district priorities.

Systemic Access and Equity

- Champion equity-focused policies and practices that expand access to high-quality instruction and enrichment opportunities for all students.
- Ensure academic programs are inclusive, culturally and linguistically responsive, and grounded in the district's equity commitments.
- Partner with community and institutional stakeholders to increase access to early learning, advanced coursework, and postsecondary opportunities—especially for historically underserved student populations.
- Apply an equity lens to academic planning by using disaggregated data and stakeholder feedback to close opportunity and achievement gaps.

Fiscal Strategy and Resource Stewardship

- Provide strategic oversight of all academic budgets and ensure alignment with instructional goals and student outcomes.
- Monitor the use of local, state, and federal funds to ensure efficiency, compliance, and meaningful impact across academic departments.
- Collaborate with Finance and Operations to plan and manage investments in curriculum, instruction, professional learning, and support systems.
- Ensure fiscal transparency, policy adherence, and sustainability through equity-informed resource planning.

Completes other tasks and duties as assigned

MINIMUM QUALIFICATIONS

EDUCATION:

- Master's degree required in Educational Leadership, Public or Business Administration or related field
- Educational Specialist degree or higher preferred

CERTIFICATION/LICENSE:

- Valid **Georgia Professional Standards Commission (GaPSC)** certification in Educational Leadership or Curriculum & Instruction preferred.

WORK EXPERIENCE:

- Minimum of 10 years of leadership experience in public education, including successful roles as a school leader and district-level executive preferred
- Proven record of improving academic outcomes in a large, diverse, and complex educational system.
- Demonstrated experience in managing large budgets and leading cross-functional teams.

KNOWLEDGE, SKILLS & ABILITIES

- Exceptional leadership and management skills with the ability to drive change across a large organization.
- Deep knowledge of instructional systems, curriculum development, equity-centered practices, and assessment frameworks.
- Strong analytical and problem-solving skills, with the ability to interpret complex data and translate it into actionable strategies.
- Excellent communication and relationship-building skills to engage stakeholders, build consensus, and foster trust.
- Sound fiscal acumen and experience managing multimillion-dollar budgets with a focus on impact and accountability.

SALARY INFORMATION

Work Days: Annual

Pay Grade: Executive Leadership

POSITION INFORMATION

FLSA Status: Exempt

Employment Category: At-Will

PHYSICAL ABILITIES AND WORKING CONDITIONS

The physical abilities, working conditions and other conditions of employment listed in this document are representative of, but are not intended to provide an exhaustive list of the

requirements for positions in this classification. In the event of an emergency or situation requiring guidance from Federal, State, or local or school district authorities, the requirements of this position may change temporarily or for the school year to best serve the needs of our students.

Vision: Ability to read small print and view a computer screen for prolonged periods.

Hearing: Ability to tolerate exposure to noisy conditions

Speech: Ability to be understood in face-to-face communications, to speak with a level of proficiency and volume to be understood over a telephone or computer.

Upper Body Mobility: Ability to use hands to grasp and manipulate small objects; manipulate fingers, twist and bend at wrist and elbow; extend arms to reach outward and upward; use hands and arms to lift objects; turn, raise, and lower head.

Strength: Ability to lift, push, pull and/or carry objects which weigh as much as 15 or more pounds on a frequent basis.

Environmental Requirements: Ability to encounter constant work interruptions; work cooperatively with others; work independently; work indoors.

Mental Requirements: Ability to read, write, understand, interpret and apply information at a moderately complex level essential for successful job performance; math skills at a high school proficiency level; judgement and the ability to process information quickly; learn quickly and follow verbal procedures and standards; give verbal instruction; rank tasks in order of importance; copy, compare, compile and coordinate information and records. Understand how to manage stress

Additional Work Conditions & Physical Abilities: Will require travel to multiple sites.

The Atlanta Public School System does not discriminate on the basis of race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, ancestry, or any legally protected status in any of its employment practices, educational programs, services or activities. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

This job description is intended to accurately reflect the duties, responsibilities and requirements of the position. It is not intended to be and should not be construed as an all-inclusive list of all the responsibilities, skills, or working conditions associated

with the position. Management and administration reserves the right to modify, add, or remove duties and assign other duties as necessary.