

Network Support Leader

Position Type: Administration/Central Office (1111 Superior Ave)

Function: Academic Office

FSLA Status: Exempt

Position Reports to: Deputy Chief, School Autonomy

Proposed start date: May 30, 2019

INTRODUCTION: CONTEXT AND MISSION

The Cleveland Metropolitan School District (CMSD) serves approximately 39,000 students in 104 schools. Over the past several years, the Greater Cleveland community has united behind the collective goal of ensuring every child in Cleveland attends a high-quality school and every neighborhood has a multitude of great schools from which families can choose. *The Cleveland Plan* defines CMSD's approach to the reinvention of public education and holds our community accountable for the success of Cleveland's school children. *The Cleveland Plan* is supported by Ohio House Bill 525. *The Cleveland Plan* positions school leaders and their leadership teams as the primary drivers of school improvement and central office as their supports— an emerging national model with demonstrated results that profoundly changes the way central office and schools have traditionally been organized. Our schools have autonomy over human and financial resources in exchange for high quality and accountability for performance. The principal has primary responsibility and accountability for establishing his or her school as a high-quality, high-expectations academic center with a focus on personalized instruction, professional support for teachers, and school-wide practices that lead to measurable results.

THE OPPORTUNITY

We are searching for outstanding Network Support Leaders.

The role of Network Support Leader is designed to offer support and accountability to a group of schools and their principals by developing their instructional leadership capacity and by coaching and supporting them as they build strong school teams. The Network Support Leader will help school leaders identify and access internal and external resources to achieve their determined academic achievement goals. The Network Support Leader will be accountable for the aggregate performance data of all schools in the Network, on principal satisfaction with the services and supports he or she provides, and on his or her ability to successfully perform the following key responsibilities:

Work with Principals to Support Student Achievement

- Support and coach principals to achieve each school's potential and meet measurable school-specific goals
- Design and facilitate adult learning for principals that deepen their content knowledge and leads to changes in instructional practice
- Promote continuous improvement in instructional leadership and professional development programs to support teaching at the highest levels; facilitate the sharing of best practices between schools
- Rigorously evaluate all principals against performance on teacher coaching, use of data, and school culture and discipline

- Build Principals' capacity to become autonomous school leaders

Contribute to a Culture of School Autonomy

- As the primary contact between Network Principals and Central Office Leadership, advocate for the advancement of school-level autonomies
- Foster learning among schools by promoting information-sharing across the network about resources and effective, innovative practices
- Facilitate feedback loops to alert central office staff when there is a breakdown in the coordination of academic and operational support

Manage a School Support Network Team

- As a Network Leader you will manage a Network Support Team who will work with the principals around academics and social-emotional learning; schools with operations issues; and staffing issues and concerns. Lastly, each network will have a key focus driven by the principals, which will require facilitation (i.e. data-driven professional development, arts-infused curriculum development, etc.). The Network Support Team may include representatives from other district departments.

WHAT YOU BRING

The Network Leader leads and creates premier schools by setting both high-priority goals and long-term strategies for success. They build schools with a culture of excellence, by driving results, managing performance, and providing the just-right support to each Principal. We are looking for individuals with diverse backgrounds and experiences with deep content knowledge, demonstrated a track record of securing strong student achievement results; deep knowledge of instructional enabling systems; ability to manage cross-functional and dynamic teams to ensure nimble and responsive supports and services for schools. You'll be right at home here if you enjoy solving problems, cultivate strong relationships, value equity, and diversity, and push yourself, your work and the people around you to the next level.

JOB QUALIFICATIONS

In order to increase student achievement, the Network Support Leader must bring many of the following qualifications:

Competencies

- Firm grasp of the District's transformational academic goals and The Cleveland Plan
- We seek to become a system of excellent schools. This means that this leader has to maintain a "whole to part" disposition, differentiating his/her time and attention to ensure high levels of performance for each leader and school
- Develop an understanding about the vision, theory of action and strategic plan in play at each of the school in his/her network
- Develop an awareness of the improvement and learning needs of the Network
- Develop protocols to ensure effective service delivery, support and feedback are occurring with the Network
- Nurture a collaborative culture among and between Principals and Schools
- Act as a lead learner and facilitator of adult learning with the Network
- Support Principals in their identification of personal leadership goals and targets

- Strong focus on the development of systems and protocols that ensure efficient and effective support
- Ability to use data from standardized tests, quantitative and qualitative sources to support superior academic and social-emotional learning development for students.
- Knowledge of school-level operations and systems
- Superior knowledge of academic accountability systems and services in alignment with the District's accountability framework, strategy, and tools
- Strong analytical and problem solving skills; ability to break down complex issues
- Ability to generate work process improvements
- Capacity to advocate on behalf of school needs and promote the Network's agenda at the central office level
- Ability to prioritize and respond quickly to competing demands
- Ability to work collaboratively and to be decisive in times of crisis and a capacity to see and make connections among people and ideas
- Ability to lead thoughtful data analysis and reflection with school leaders about individual school and student performance, actively monitoring progress through a collection of both formal and informal data
- Ability to execute courageous conversations with direct reports, network school leaders, and building-level staff, leading them through appropriate analysis of student and staff performance, while coaching through appropriate programmatic changes and implementing effective interventions

Disposition for the Work

- A personal sense of accountability for the success of all Cleveland students
- Highly motivated to provide support to schools in a manner consistent with the goals and values of a portfolio system
- Relentless customer service orientation
- Strategic; demonstrates ingenuity and resourcefulness in problem-solving
- Has a high regard for transparency and takes responsibility for decisions and outcomes
- Expresses high-standards for self and others; treats people with dignity and respect
- Strong sense of resiliency
- Capacity to remain flexible within an ever-changing work environment

Experience Required

- Proven results building front-line capacity in a complex organization undergoing change leadership
- Track record of achieving measurable gains in student achievement over the past three years as a result of leadership
- Successful management experience and a proven track record in leadership and communication while serving a multi-site organization
- Experience with distributed leadership
- Experience working with cross-functional teams
- Experience as a principal or other administrative position with responsibility for school-based instruction
- Master's Degree required; Certification or Eligibility for certification as required by the Ohio Department of Education.

To Apply:

Please submit your resume and application using our online Workday system by clicking on the following link:

https://clevelandmetroschools.wd1.myworkdayjobs.com/jobs/job/Administration-or-As-Assigned/Network-Support-Leader_R0006771

It's in your best interest to apply as soon as possible. Please note that an offer of employment will be subject to the successful completion of an FBI/BCI background check and drug screen.

At CMSD, we believe that diversity makes us stronger and challenges us to think differently every day. CMSD provides equal employment opportunities to all employees and applicants for employment without regard to race, religion, sex, national origin, age, veteran status or disability.

Learn More

CMSD: www.clevelandmetroschools.org

Teach Cleveland: www.teachcleveland.org