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## REGIONAL INSTRUCTIONAL SUPERINTENDENT

235 work days

Salary Range: Commensurate with experience

### **Essential Functions and Objectives:**

Responsible for leading multiple key functions within DPS. Directs, plans and oversees overall growth strategies. Implements and achieves strategic plans, translates district vision into operational goals, and sets the highest standards of excellence.

Responsible for leading a regional network of 20-30 diverse schools to achieve high academic and whole child outcomes. Supervises, evaluates, and supports school leaders and members of school Instructional Leadership Teams (ILTs) to become instructional leaders through implementation of their strategic school plan. Collaborate with principals, ILTs, teachers, and central departments regarding best practices and innovations in curriculum, instruction, and assessment and whole child development.

As a values-based organization, achieve goals through our shared commitment to Students First, Integrity, Equity, Collaboration, Accountability and Fun.

- Leads district change through developing and implementing nationally recognized or leading strategies using industry expertise, in depth knowledge and best practices. Prioritize, interpret and disseminate district goals to functional leaders and teams.
- Design and create integrated systems and processes that drive ongoing improvements, to meet both strategic and tactical goals. Develop, maintain and monitor operational budgets, to meet financial objectives.
- Create and build collaborative relationships and pro-active communication channels between the district, functions, departments and external stakeholders.
- Ensure compliance with state and federal laws, Board of Education policies and regulations, maintain and direct activities related to the District's safety and security efforts.
- Maintain a culture of trust and developed leadership across functions. Manage succession planning, career development and performance per function. Ensure functional effectiveness by building high performance teams, communicating contributions, and engaging leadership.
- Lead a Region to a shared belief in and ownership of the academic and whole child success of every child; close achievement gaps through rigorous instruction, strong

student-educator relationships, and monitoring learning and college and career readiness to meet state standards and board policies.

- Establish and drive region-wide accountability to equity through regional goals, strategic planning, change leadership, school improvement, and innovative practices, aligned District goals and instructional priorities, and grounded in data, with monthly maps and benchmarks.
- Promote regional and district improvement through sharing best practices, collaborating on policies and practices that address district strategies and the needs and contributions of the region and setting a climate for change, continuous improvement, problem solving, collaboration, and openness.
- Hire dynamic, effective school leaders; supervise and evaluate school leaders and regional team members and coach them in improving leadership practice to achieve better results; Support school leaders in fostering distributive leadership and developing pipelines for teacher leadership.
- Establish productive relationships with communities and among schools that contribute to a regional vision for equity and excellence that supports the learning of all students, fosters a culture of inclusion, honors a diverse set of viewpoints, and sets and accomplishes regional priorities.
- Build instructional and leadership capacity and accountability throughout the region and with similar schools in other regions by facilitating leaders to engage in regular learning cycles, peer-to-peer collaboration and capacity building opportunities to drive improved student outcomes.
- Implement a regional assessment strategy that develops the ability of school leaders and their ILTs to build, implement and monitor a strategic school improvement plan, establish structures for data-driven instruction, and identify and monitor supports for students.

### **Knowledge, Experience & Other Qualifications:**

- 7+ years of relevant experience.
- 5+ years as a school leader or similar leadership role in education.
- Knowledge of applicable laws and regulations.
- Ability to effectively lead a function.
- Ability to develop, plan, and implement long-range goals, establish priorities, and organize resources.
- Demonstrated experience performing as an effective leader and team player, and recognizing and resolving conflicts or potentially controversial situations through diplomacy.

- Strong interpersonal and leadership skills, including the ability to lead a high-performing team.
- Superior leadership, coaching and mentoring skills.
- Looks for ways to significantly improve business performance and growth.
- Strong inter-personal skills and ability to work with individuals at all different levels in the organization.
- Focuses function on strategic goals.
- Encourages diversity and mutual respect among team members and demonstrates compassion and sensitivity.
- In-depth knowledge of instruction, standards-based education, and leadership is preferred.
- Ability to inspire others and communicate persuasively and diplomatically with effective oral, written and presentation skills is preferred.
- Ability to lead for equitable outcomes in a multi-ethnic and multi-cultural environment with district and school leaders, faculty, staff, students, families and communities is preferred.

### **Education Requirements:**

- Master's Degree in Education or related field.
- Ph.D. or Ed.D in Education or related field is preferred.

### **About Denver Public Schools:**

Denver Public Schools is committed to meeting the educational needs of every student with great schools in every neighborhood. Our goal is to provide every child in Denver with rigorous, enriching educational opportunities from preschool through high school graduation. DPS is comprised of nearly 200 schools including traditional, magnet, charter and alternative pathways schools, with an enrollment of more than 90,000 students.

Under the leadership of Superintendent Susana Cordova and guided by the tenets of The Denver Plan, DPS has become the fastest-growing school district in the country in terms of enrollment and the fastest-growing large school district in the state in terms of student academic growth. Learn more at [dpsk12.org](http://dpsk12.org).

*Denver Public Schools is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, age, disability, or any*

*other status protected by law or regulation. It is our intention that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors.*