**Director - Fine Arts**

*Related positions are contingent on board approval.*

Leads the creation and execution of district strategy related to fine arts curriculum, instruction, and student experiences. Coordinates with internal and external partners and community organizations to ensure district strategy is implemented effectively and reaches beyond the regular instructional day. Provides district-wide leadership in K-12 fine arts, including supervision and coordination of relevant curriculum, assessment, instruction, and professional development. Provides support to senior leadership, principals, and educators in the arts.

**Essential Functions**

- Oversees implementation of relevant content curriculum and assessment, K-12.
- Oversees the coordination and implementation of relevant standards.
- Develops and deliver ongoing professional development around best practices in teaching and learning for district staff, school leaders, and teachers.
- Coordinates with external partners and agencies to increase student access to and achievement in relevant content areas.
- Uses data collected to strategically support the needs of school leaders and teachers.
- Employs continuous improvement tools to study, monitor, and adjust strategy and implementation.
- Develops and provide appropriate guidance for school leaders on current best practices.
- Leads the selection and/or development of curriculum and assessments.
- Works collaboratively with a highly motivated team from multiple offices to advance teaching and learning in the district.
- Provides leadership in setting district priorities and policies for educational and personnel issues as they relate to relevant content areas.
- Provides leadership in improving existing programs.
- Keeps the Executive Director of Teaching and Learning abreast of all matters related to fine arts strategy and implementation.
- Represents City Schools in local, state, and national dialogues.
- Identifies, secures, and manages grants and partnerships to support and further district initiatives.
- Oversees the instructional materials evaluation and selection process for relevant content areas.
- Provides professional development activities and technical assistance to relevant staff.
- Provides appropriate supervision, mentoring, and professional growth and development opportunities to assigned staff.
- Performs and promotes all activities in compliance with equal employment and nondiscrimination policies; follows federal laws, state laws, school board policies and the professional standards.

**Maximum Salary** $119305.00
Minimum Salary $93,826.00

Desired Qualifications

- Master's degree in education or related field from an accredited college or university.
- Maryland State Department of Education Advanced Professional Certificate with Administrator I endorsement.
- At least four years teaching experience in fine arts instruction or leadership.
- At least three years' experience developing and delivering professional development to teachers; district level experience and urban experience preferred.
- Experience developing curriculum and assessments.
- Knowledge of effective student, school, and district assessment tools.
- Excellent verbal and written communication skills, including ability to make effective presentations.
- Effective interpersonal, coaching, and organizational skills.
- Demonstrated ability to supervise and evaluate staff in an educational setting.
- Ability to quickly learn information related to content areas or grade bands that may be unfamiliar.
- Ability to manage multiple long and short-term projects and tasks.
- Ability to thrive in a fast-paced environment.
- Ability to establish and maintain effective relationships.
- Ability to facilitate positive communication and coordination of program activities with teachers, administrators, and staff.
- A commitment to educational equity.
- Effective and experienced facilitator of professional development.
- Ability to analyze and interpret data and prepare reports.
- Ability to prepare and deliver effective presentations.
- Proficient in the use of computer applications, including Microsoft Office, Excel, and Power Point.

Competencies

- Customer Focus - Commits to meeting the expectations and requirements of internal and external stakeholders; acts with stakeholders in mind; values importance of providing high-quality customer service.
- Interpersonal Skills - Builds constructive and effective relationships; uses diplomacy and tact to diffuse tense situations.
- Managing Relationships - Responds and relates well to people in all positions; is seen as a team player and is cooperative; looks for common ground and solves problems for the good of all.
- Functional/Technical Skills - Possesses required functional and technical knowledge and skill to accomplish job tasks at a high level; demonstrates active interest and ability to enhance and apply new functional skills.
Qualified candidates for the above position must submit the following:

- Completed online application
- Resume that clearly demonstrates the above minimum qualifications. It is important that you include all experiences and education related to the position to which you are applying.
- Upload copies of all transcripts - undergraduate, graduate and all MSDE Certifications
- Must provide three (3) professional references to include: name, title, business address, e-mail address and phone number
- All documentation/certification necessary (scanned copies accepted) to substantiate minimum qualifications; must be uploaded into application
- All documentation must be scanned and uploaded to application

Benefits -- This position is eligible for benefits. To review the available options please see the information relevant to the union for this position by viewing the following link: http://www.baltimorecityschools.org

- Baltimore City Public Schools ("City Schools") does not discriminate in its employment, programs, and activities based on race, ethnicity, color, ancestry, national origin, nationality, religion, sex, sexual orientation, gender, gender identity, gender expression, marital status, pregnancy or parenting status, family structure, ability (cognitive, social/emotional, and physical), veteran status, genetic information, age, immigration or citizenship status, socioeconomic status, language, or any other legally or constitutionally protected attributes or affiliations. Discrimination undermines our community's long-standing efforts to create, foster, and promote equity and inclusion for all. Some examples of discrimination include acts of hate, violence, harassment, bullying, or retaliation. For more information, see City Schools' non-discrimination statement. City Schools also provides equal access to the Boy and Girl Scouts and other designated youth groups.

For inquiries regarding the nondiscrimination policies, please contact the Equal Employment Opportunity Manager, 200 E. North Avenue, Room 208, Baltimore, MD 21202; 410-396-8542 (phone); 410-396-2955 (fax).

This position is affiliated with the Public School Administrators and Supervisors (PSASA) bargaining union.

This position is affiliated with the State Retirement Plan.