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Building/Department	Portland Public Schools
PPS Job Announcements	Office of Teaching and Learning-Director of Teaching Innovation-1.0 FTE
Salary Schedule Look up Salary Schedule	Non-Represented Salary Schedule, Grade G Exempt, for a 260 work year.
Job Number	2100010316
Job Type	Director
Duty Days (Help)	260
Salary: From	95000.00
Salary: To	115000.00
Technology Literacy	
Description	<p>DISTRICT MISSION: Our mission at PPS is that by the end of elementary, middle and high school every student by name is meeting or exceeding academic standards and is fully prepared to make productive life decisions.</p> <p>Our employees' highest priority is to support the work in our schools every day. We want our students to be prepared to succeed, not just at each grade, but for a future beyond our schools: college, careers and fulfilling lives as good parents, neighbors and members of the community.</p> <p>The District is focused on deepening our understanding of institutionalized racism and its impact on student learning, and providing support for leading systemic equity transformation initiatives in the district and schools.</p> <p>BASIC FUNCTION: Under administrative direction, the Director of Teaching Innovation develops, implements, and evaluates innovative teaching practices, particularly leveraging student assets and accelerating student growth through implementation of personalized learning; supervises leadership team and support staff; leads and attends various meetings and committees to provide administrative support for curriculum functions; and demonstrate highly effective instructional leadership in commitment to high achievement of all students.</p> <p>REPRESENTATIVE DUTIES:</p> <p>1-Implement and evaluate innovative educational programs, plans, processes, systems and procedures to achieve District goals for student achievement; initiate, integrate, deploy and monitor short and long-term academic goals and objectives for innovations in education.</p> <p>2-Provide technical training and assistance to professional educators concerning educational practices, instructional materials, curriculum and instructional strategies; explain related principles, standards, requirements, models, textbooks, practices, laws, codes, regulations, policies and procedures; assist teachers with integrating curriculum standards with instructional activities.</p> <p>3-Supervise teacher mentoring and coaching programs for new and established teachers; promote the growth and development of the professional educator to improve student learning through a variety of innovative instructional methods.</p> <p>4-Demonstrate a commitment to the Portland Public Schools Equity Initiative by developing a thorough knowledge and application of the district Racial Educational Equity Policy, Equity in Public Purchasing and Contracting and other board policies; participate in staff development, in-services and trainings related to diversity, equity and inclusion in the workplace and in K - 12 education; model appropriate behaviors; develop, recommend and implement</p>

improvements to educational practices with awareness and understanding of their impact in a racially and culturally diverse community.

5-Advocate with passion for the development of blended learning programs and services that are equitable for all students, particularly students with special needs and students of color.

6-Provide strategic direction for the implementation of innovative practices, utilizing action research in partnership with school staff and other district leaders.

7-Communicate the department's programs to professional staff, board members and the community at large using a variety of mediums including presentations, budget requests, strategic plans and other means.

8-Stay current on research and developments in curriculum, educational media, instructional technology and matters related to providing quality education to the full range of student groups.

9-Coordinate with and support academic and information technology services across the organization to ensure consistency and effectiveness in achieving goals while meeting the differentiated needs of students and forward-thinking resource investment and allocation in instructional technology for all learners and leaders.

10-Lead design of, and support the implementation of personalized learning; oversee, prepare and develop grants in support of schools.

11-Represent the District at meetings and conferences relating to curriculum and educational strategies; represent the district in a variety of local community based organizations and coalitions to effect positive dialogue and relations.

12-Supervise the performance of assigned personnel; interview and select employees and recommend transfers, reassignment, termination and disciplinary actions.

13-Perform related duties as assigned.

DISTINGUISHING CHARACTERISTICS OF THE CLASS:

The Director of Teaching Innovation develops, implements and evaluates innovative teaching practices, particularly leveraging student assets and accelerating growth through implementation of personalized learning. As an academic leadership team member, the Director works collaboratively to provide dynamic educational leadership and strong, informed support for district initiatives to ensure the academic and behavioral success for all students.

CORE COMPETENCIES:

These six core competencies are expected of all non-represented District Office positions. Additional competencies apply to leadership positions.

Racial Equity: Leaders are able to adapt to a variety of situations and are committed to racial equity. They are able to build cultural awareness through self-reflection to identify one's own racial and ethnic identity development. Leaders must invite multiple perspectives, actively listen and be willing to change by understanding the relationship between intent and impact of their decision.

Vision: Leaders inspire others to ideal future by providing a shared vision among stakeholders and by developing goals that focus on the District strategic initiatives. They are able to paint a big picture for others to understand the purpose of their work.

Communication: Leaders motivate others to understand their role and impact on the District's vision through open communication that is proactive, sensitive and transparent. A powerful communicator is one who is aligned with the values of the organization and models listening, writing, and speaking skills that build trust.

Organizational and Accountability Capability: Leaders hold others accountable to the values of the organization and hold themselves accountable for final outcomes by establishing clear structures for work to be accomplished.

Political Skill: Leaders build coalitions and bridges by cultivating support through sensitivity to

relationships, understanding others' perspectives, and by bringing others together to attain educational equity for all students.

Trust and Integrity: Leaders must be truthful and open to establish trust. They must also establish caring relationships and create an environment that fosters open and honest discussions.

LEADERSHIP COMPETENCIES:

Team Development

Recruits, retains, and develops high performing individuals who are aligned with district goals and values. Encourages and mentors employees to develop beyond their current position.

Cross Functional Leadership

Develops and maintains positive relationships with peers throughout the district and community. Proactively collaborates across departmental boundaries.

Business Acumen

Consistently operates their area of responsibility to meet or exceed financial expectations and operating plans. Utilizes existing resources to devise innovative solutions to increase efficiency and effectiveness.

Political Savvy

Proactively identifies and handles the needs and interests of all stakeholders and incorporates into action plans.

Change Agent

Transforms a vision into workable plan. Acts and provides leadership throughout the change process. Engages employees in the change process and develops a shared commitment for sustaining change.

EMPLOYMENT STANDARDS:

Knowledge of:

- Curriculum standards, interpretation and application in court and community schools and programs.
- State and federal standards and requirements governing instructional activities at court and community schools.
- High leverage instructional strategies and models for improving instructional practice.
- Best practices, principles, theories, procedures and techniques involved in the development and implementation of curriculum models, lesson plans and professional development activities.
- Use of data to assess intervention progress and inform district practices.
- Practices, methods and procedures involved in the preparation of instructional materials.
- Oral and written communication skills.
- Record-keeping and report preparation techniques.
- School district budgeting principles.
- Public speaking techniques.
- Principles and practices of effective leadership, management and supervision.
- District policies, procedures, organizational structure.

Ability to:

- Perform a variety of specialized duties involved in implementing instructional curriculum, programs and activities.
 - Provide technical training and assistance to teachers concerning educational practices, instructional material guidelines and requirements, curriculum standards, and instructional strategies.
 - Demonstrate cultural competence and experience in pursuit of educational equity.
 - Explain instructional and curricular principles, standards, requirements, models, practices and procedures.
 - Plan, coordinate and implement professional development activities.
 - Manage equitable, systemic change and successfully implement reform initiatives that produce significant gains in closing the achievement gap.
 - Work through conflict and facilitate quality decision-making and effective problem solving.
 - Collaborate across functional departments and schools to design and support district-wide programs.
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- Prepare, administer, and evaluate assigned budget.
- Initiate innovative projects and/or processes to generate new learning.
- Replicate proven programs/processes that accelerate teaching and learning.
- Identify potential challenges or opportunities for improvement and take appropriate action.
- Assist teachers with the development and implementation of lesson plans and instructional materials.
- Interpret, apply and explain rules, regulations, policies and procedures.
- Establish and maintain cooperative and effective working relationships with others.
- Deliver a high-level of customer service to district stakeholders.
- Prepare and monitor assigned budgets.
- Advocate, model, learn and implement Portland Public School's Racial Equity Initiative,
- Equity in Public Purchasing and Contracting and other board policies.
- Prepare and present complex data in written and oral reports, and represent the district in a variety of public settings.
- Provide leadership by directing and motivating a diverse workforce at all levels in the division.
- Operate a variety of technologies and software.

Education and Training:

A Master's degree in Education or a related field and possession of or eligibility to obtain an Administrative License issued in the State of Oregon is required.

Experience:

Five years of successful experience leading innovative practices in education; curriculum development in multiple fields; school improvement processes; data system development and/or the use of professional development to improve student performance. Three years of school-based administrator or central office experience is preferred.

Additional Job Information In order to be considered for this position a management/non-represented application must be completed. Please also attach a resume.

The District is committed to equal opportunity and nondiscrimination in all its educational and employment activities. The District prohibits discrimination based on race; national or ethnic origin; color; sex; religion; age; sexual orientation; gender expression or identity; pregnancy; marital status; familial status; economic status or source of income; mental or physical disability or perceived disability; or military service.

Fringe benefits include medical, dental, vision, prescription, life and disability insurance, and sick leave. Depending on insurance option selected by the employee, there may be an employee contribution toward insurance. Portland Public Schools is a public employer and participates in the Public Employers Retirement System (PERS/OPSRP). Eligible employees are required by statute to contribute 6% of salary on a pre-tax basis to OPSRP/IAP.

All PPS job offers are contingent on the satisfactory completion of a background check, including fingerprinting and criminal records.

Open Date 01/03/2014

Closing Date 01/15/2014

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