

The Rochester City School District is seeking an outstanding educator and leader. The candidate must be an energetic, innovative visionary yet a fiscally astute operational leader with demonstrated success in traditional and “out of the box” turnaround strategies that improve student achievement among student populations including but not limited to, students of color, English Language Learners, Socially/Emotionally challenged, Special Education, migrant, and economically disadvantaged students. The candidate must have expertise in strategic planning (from development through evaluation), teaching and learning (best instructional practice, best assessment tools, relevant curriculum, curriculum alignment across grade levels) and fiscal and operational accountability systems. The candidate must be strong, having the fortitude to hold departments/individuals accountable for producing results, and exhibit ethical leadership that is above reproach in the midst of a challenging culture. Additionally, the District is looking for a candidate who is experienced with anti-racist education (one who possesses the historical knowledge of and skill set to ameliorate laws, policies, practices, and procedures that result in racism at the institutional level manifested in the over identification for special education, disproportional suspension and social promotion of students of color) and is a culturally responsive educator. Lastly, the candidate must be collaborative, able and willing to work with a variety of stakeholders to achieve goals, and have expertise negotiating with bargaining units, expanding parent and community engagement and engaging student voice.

Instruction

- Strong understanding of the teaching and learning process from an anti-racist (*one who possesses the historical knowledge of and skill set to ameliorate laws, policies, practices, and procedures that result in racism at the institutional level manifested in the use of a Eurocentric curriculum, lack of teacher preparation programs for urban education, lack of teachers of color, implicit bias, etc.*) and cultural competence perspective. (CE)
- Demonstrated success in turnaround experiences that improve student achievement in schools.
- Proven experience and track record of success with ELL and SPED programs.
- Strong understanding of programs that address the social and emotional issues of children, particularly children of color (CE).

Management

- An ethical manager who demonstrates fiscal and operational expertise and the ability to lead a district that efficiently and effectively assigns its fiscal and human resources to priority initiatives and programs.
- A thoughtful and deliberate decision maker with a demonstrated ability to address difficult issues when necessary for the benefit of RCSD and its students.
- A school leader experienced in strategic planning that results in the development and implementation of action plans that hold people accountable for results.
- Demonstrated ability to effectively work in partnership with School Board.

Communications

- Strong communications skills in addition to excellent active listening skills.
- Open, transparent and approachable. A communicator whose key message is student-centered and works cooperatively to actively engage students, staff, parents, unions, and the community.
- Authentic visibility in schools and community through a variety of means
- Collaborative style but has ability to make decisions.

Personal Qualities and Leadership Attributes

- Serves as a unifying force in a diverse community and to inspire others through leading by example, integrity, fairness and equity, team-building and servant leadership.
- Utilizes a participatory process to make tough, courageous decisions in the best interests of children.
- Holds high expectations for staff and for students as he/she transforms the school district.
- Strong understanding of programs that address the social and emotional needs of children, particularly for children of color who have been historically underserved and systemically disadvantaged.
- Have the courage to implement accountability measures to ensure success in student achievement.