

**EMPLOYMENT OPPORTUNITY
MISSISSIPPI DEPARTMENT OF EDUCATION
359 North West Street
P. O. Box 771, Jackson, Mississippi 39205-0771**

**EDUC-DEPUTY STATE SUPERINTENDENT (NON-STATE SERVICE)
Mississippi Achievement School District (ASD) Superintendent
Hinds County**

Starting Salary: \$128,033.60

(salary will be negotiable and commensurate with experience)

State ASD Context

Mississippi has been at the forefront of state school turnaround law and policies for many years. State conservatorship has been a mainstay of Mississippi school turnaround policy for two decades. In 2009, Mississippi passed the *Children First Act*, which expanded the Mississippi Department of Education's powers to dismantle dysfunctional school boards during the turnaround process. However, after several years, the Mississippi Department of Education recognized that the conservatorship process, which primarily focuses on correcting accreditation violations, was not the right fix for the deep problems apparent in some failing districts. As a result, under the leadership of Dr. Carey Wright, the Mississippi Department of Education convened its first Achievement School District taskforce, comprised of legislators, educators, community representatives, and other stakeholders in 2015 to develop recommendations for a new state school turnaround law that could address the more systemic issues of some of the state's failing schools and districts. Input from the taskforce was provided to Representative Charles Busby for use in the development of a bill. In the 2016 Legislative Session, House Bill 989, the Achievement School District bill, passed both chambers and became law. The Mississippi Department of Education then convened a new taskforce to focus on the implementation of the law. This new taskforce developed the policy framework by which the new Achievement School District would operate, including the design of the district and how schools and districts are selected for inclusion. The new ASD Superintendent will pick up the work from the task force and make the ASD a reality.

Opportunity to Serve

The Superintendent of the ASD will have a unique opportunity to work with state and local leaders to design educational opportunities for students that will transform schools. Primarily, this position will develop and execute Mississippi's strategy to take over and dramatically improve the performance of the State's chronically underperforming school districts.

ASD Design

In accordance with House Bill 989 (2016), the Mississippi Achievement School District shall be a statewide school district, separate and distinct from all other school districts but not confined to any specified geographic boundaries, and may

be comprised of any public schools or school districts in the state which, during two (2) consecutive school years, are designated an "F" school or district by the State Board of Education under the accountability rating system or which have been persistently failing and chronically underperforming.

The ASD is distinctly different than a conservatorship or an interim superintendency.

Responsibilities

Please note that as the ASD evolves so will the job of its chief executive. The initial primary responsibilities of the ASD Superintendent will include, but are not limited to, the following:

Launch the ASD:

- Develop and implement the policy and regulatory frameworks necessary to support the core work and success of the ASD.
- Develop and implement the organizational structure required to operate the ASD office and carry out the activities of the ASD.
- Ensure that the ASD and the Mississippi Department of Education have the capacity to takeover and manage multiple chronically underperforming school districts across the state.
- Implement dramatic changes designed to enable all students to succeed in the schools that the ASD takes over, particularly in the area of human capital.

Engage the community:

- Build and sustain a diverse statewide coalition of community support for the ASD including community leaders and parents, elected officials, business leaders, and foundations.
- Represent the ASD publicly, including through media and public appearances; by participating in conferences, councils, associations, committees and workgroups; by testifying before the Mississippi Legislature; and by coordinating and participating in public information campaigns.
- Create and provide reports to the Mississippi State Board of Education, the Legislature, and the public as to the activities and successes of the ASD.

Establish the foundation for long-term sustainability and success:

- Supervise staff, set goals, and measure performance of employees.
- Re-build the culture of schools and districts targeted for improvement to focus on student achievement and long-term measures of student success.
- Interface with all offices that implement state and federal requirements (Title I, school improvement, accreditation, etc.).
- Develop the potential of all ASD employees and local school employees in order to maximize the sustainability and success of schools and students in the long term.

- Oversee performance management systems and continuous quality improvement processes.

Minimum Qualifications

- A Master's degree from an accredited four year college or university in education, school administration, or a closely related field and eight (8) years of employment in work related to the above described duties, five (5) years of which must have included line or functional supervision.

Experience

- Experience turning around chronically underperforming schools or working within organizations that do so.
 - Experience in rural settings preferred.
- Experience in effective strategic planning.
- Demonstrated knowledge of high-performing schools.
 - Experience working with high-performing schools preferred.

Skills

- Strong analytical and critical thinking skills, particularly related to evaluating educational policy and complex data
- Strong oral and written communication skills with a variety of stakeholder groups
- Ability to recruit, develop, and maintain a diverse team
- Ability to coordinate, prioritize, and manage a variety of diverse and challenging tasks and systems while maintaining a high level of attention to detail, across multiple sites, and in the face of competing deadlines
- Ability to work across historical "boundaries" to deliver success
- Problem-solving skills
- Tested management and development of high-performing teams measured against performance benchmarks and outcomes
- Exceptional leadership skills as a leader or part of a leadership team in a school or organization that has demonstrated success—or significant improvement—in a high-poverty environment

Attributes

- Ability and willingness to travel
 - Work location TBD, but candidate must have ability to be on-site or in districts as needed.
- Tenacity, determination
- Unrelenting focus on delivering results for all students
- Unwavering belief that all students can learn and achieve success in school
- Unwavering orientation to accountability and results
- Appetite for action, impact, and influence

Compensation

The superintendent salary will be competitive and commensurate with experience.

Reporting Relationships

The Superintendent will report to the Mississippi State Superintendent of Education.

Applicants must apply online at www.mspb.ms.gov. (To inquire about this position, please contact Dr. Carey Wright at 601.359.1750)

The deadline for application submission is November 30, 2018. Applicants selected for an interview will be contacted by phone.

(Mississippi Department of Education is an Equal Opportunity Employer)