



EXECUTIVE DIRECTOR OF EQUITY San Diego County Office of Education

THE POSITION

The San Diego County Office of Education (SDCOE) invites highly qualified educational leaders to apply for the position of Executive Director of Equity. The Executive Director of Equity for the County Office will lead the effort to ensure that every school in San Diego County offers a quality education that is fair and inclusive. The Executive Director will work with our team to eliminate the predictability of success that is currently correlated with race, gender-identity, sexual orientation, wealth, zip code, immigration status, etc. The SDCOE Executive Director will provide leadership and strategic vision in coordinating, developing, implementing, and evaluating local school district equity initiatives and professional development. SDCOE welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The San Diego County Office of Education seeks an Executive Director of Equity who:

- Is an individual with a strong track record of working in the area of cultural proficiency and school improvement
- Possesses strong knowledge of equity and implicit bias
- Has political understanding of the landscape and political savviness regarding equity
- Plans, directs, coordinates, assists and is the internal consultant to the superintendent, executive leadership team, directors, and principals regarding equity, social justice and diversity matters concerning staff, students, and families.
- Has strong knowledge of systems and processes including technology platforms
- Has strong skills in strategic thinking and prioritization
- Demonstrates skills in dealing with District, County and State politics
- Provides coordination, consultation, guidance, support, and assistance to schools, departments, and teams in working with parents and families
- Has a track record of navigating through systemic silos
- Has demonstrated leadership and supervisory ability
- Is able to build internal capacity toward ensuring equity in the leadership of all programs
- Demonstrates evidence of transformational leadership, and capacity to do adaptive change work
- Has a strong knowledge of ethnic studies curriculum
- Will heighten the focus on student needs while aligning school and system resources
- Has strong technical knowledge in the use of data
- Establishes a system of data collection and analysis that provides for continuous assessment of program effectiveness and/or changing needs.
- Understands the components necessary to provide high-quality culturally relevant instruction
- Collaborates, acts as a thought partner and provides training to state agencies, county offices of education, and districts around equity issues and systems change
- Supports district leaders and school teams in analyzing data, identifying opportunities and barriers, and supporting development of action plans that address the needs of the most marginalized students
- Has track record of working with diverse community partners and organizations in support of addressing equity challenges for students and families

PERSONAL PROFILE

The San Diego County Office of Education seeks an Executive Director of Equity who:

- Is confident and creative, internally, and externally
- Has excellent oral, written, and interpersonal communication skills
- Is passionate about the work of equity and social justice
- Is coachable and open to feedback
- Is assertive, yet humble and empathetic
- Has, by nature, a collaborative style with a bias toward partnership to get the work done
- Is able to be creative and think outside of the box
- Is a natural team builder who respects the opinions of others
- Has the highest integrity

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California with a valid California Administrative Services Credential
- A strong fiscal background and understanding of the budget
- A track record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The County Superintendent has retained Consultants Sandra Sanchez Thorstenson and Eric Andrew of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the County Superintendent and members of his executive leadership team for interviews and further consideration. The County Superintendent and his team will have the opportunity to review all applications submitted. Any contact with the County Superintendent and his executive leadership team, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and county. The County Superintendent reserves the right to visit the District and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. The work year is 224 days with an annual salary range of \$157,021-\$190,863. Salary placement is within this range. Please note that multi-year contracts are reserved for superintendents. Executive Directors receive an annual contract.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE SAN DIEGO COUNTY OFFICE OF EDUCATION

SDCOE provides a variety of services for the 42 school districts, 129 charter schools, and five community college districts in the county. The San Diego County Office of Education (SDCOE)

serves the region's most vulnerable students, and supports school leaders, teachers, and students across the county. Support is provided to about 780 schools and nearly 500,000 students, including the children educated each year through the county Juvenile Court and Community Schools. The San Diego County Office of Education was created in 1948 to support schools throughout the county with business, curricular, and other services.

THE COMMUNITY

San Diego County, officially the **County of San Diego**, is a county in the southwestern corner of the state of California. As of the 2020 census, the population was 3,298,634, making it California's second-most populous county and the fifth-most populous in the United States. Its county seat is San Diego, the second-most populous city in California and the eighth-most populous city in the United States. It is the southwestern most county in the 48 contiguous United States, and is a border county. It is also home to 18 Native American tribal reservations, the most of any county in the United States.

THE BOARD OF EDUCATION

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The San Diego County Office of Education is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for San Diego County Office of Education Executive Director position, please visit <http://leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 P.M. on June 24, 2022

Consultants:

Sandra Sánchez Thorstenson, Lead
Eric Andrew, Co-Lead

Leadership Associates

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For general information, contact:

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