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STATE OF NEVADA



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## UNCLASSIFIED JOB ANNOUNCEMENT

Posted – April 25, 2016

### **DIRECTOR FOR RESEARCH & EVALUATION SERVICES** **WORKING TITLE: DEPUTY DIRECTOR**

#### NEVADA DEPARTMENT OF EDUCATION

##### **RECRUITMENT OPEN TO:**

This is an open competitive recruitment, open to all qualified applicants. This position is appointed by and serves at the pleasure of the Executive Director of the Achievement School District within the Department of Education.

##### **AGENCY RESPONSIBILITIES:**

During the 2015 Legislative session, the Legislature passed AB448 which created the Achievement School District (ASD) within the Department of Education. The ASD has been tasked with turning around Nevada's persistently failing schools by taking over these schools and matching them with high-quality charter school operators that have proven success in school turnaround work to operate the schools.

##### **APPROXIMATE ANNUAL SALARY:**

Up to \$88,651 plus benefits \* (*Salary range reflects retirement (PERS) contributions by both the employee and employer. An employer paid contribution plan is also available with a reduced gross salary.*)

##### **BENEFITS:**

The State benefits package includes a retirement system, paid health, vision, dental, life and disability insurance; 11 paid holidays, and paid sick and annual leave. Other employee paid benefits such as deferred compensation plans are available.

**POSITION LOCATION:** Preferably Las Vegas, NV, but might consider Carson City, NV.

##### **POSITION DESCRIPTION:**

The Nevada ASD Deputy Director (DD) will provide assistance and serve as a key thought partner to the Executive Director (ED) of the ASD to investigate and develop a broad range of internal and external stakeholders of the ASD, including community leaders, community organizations, families, school administrators, teachers, elected officials, and local and state agencies. The DD will communicate among these stakeholders the vision, strategy and operations of the ASD and work alongside them to ensure the success of turning around persistently underperforming schools and providing a better opportunity for the students in those schools as soon as possible.

The DD will execute work to deliver on the state-wide strategy to transform the lowest performing schools in the State of Nevada. The DD will be responsible for the following in the effort to develop a portfolio of equity across the State:

- Conduct a thorough landscape analysis to inform the development and ongoing management of a three –year strategic approach to build a portfolio of quality seats available to students in Nevada’s persistently underperforming schools
- Support building a diverse statewide coalition of community support for the Achievement School District strategy including political figures, business leaders, foundations, and families; build support from within among the State Board of Education, principals and teachers
- Develop and implement a thorough communication and strategic engagement plan in communities potentially affected by the ASD
  - Create a compelling case for transformation
  - Ensure community voice is represented in ASD decision making
  - Partner with local stakeholders and community advocates to ensure alignment in messaging and approach
- Design and launch a public process for the engagement of school communities slated to undergo transformation through the ASD
- Articulate and execute annual authorizer accountability plan for ASD charter schools, including alignment to the Nevada School Performance Framework
- Support the Executive Director in developing and passing policies and laws supportive of the success of ASD schools
- Inform, execute and maintain strategic partnership agreements between the ASD and host districts
  - Articulate opportunities and build mechanisms for ASD charters and host districts to work in partnership
  - Support school operator’s in navigating the context of turnaround and complexities of host districts
- Promote a coherent and positive brand message for the ASD
- Oversee all State level compliance and reporting requirements for the ASD
- Other work and projects to support the building of a Statewide Achievement School District

**TO QUALIFY:**

- A Bachelor’s degree in education, public administration, or a related field;
- Experience turning around low performing schools, or working within organizations that do so, particularly within high poverty, special education, and high ELL populations;
- Knowledge and experience working with high-performing schools, including charter schools – particularly those that have a track record of success in large, urban districts;
- Experience establishing complex systems
- Exceptional communications skills and a proven ability to build productive relationships with, and communicate a wide variety of stakeholders;
- Strong analytical and critical thinking skills, particularly related to evaluating complex data;
- The ability to coordinate, prioritize, and manage a variety of diverse and challenging tasks and systems while maintaining a high level of attention to detail;
- Authenticity, curiosity, and cultural competence;
- Tenacity and enthusiasm in the face of challenges in support of what is best for kids;
- An unwavering belief that all students can learn and achieve success in school.

**LETTERS OF INTEREST AND RESUMES WILL BE ACCEPTED UNTIL THE POSITION IS FILLED**

**SUBMIT LETTERS OF INTEREST/ RESUMES/DIRECT INQUIRIES TO:**

Gennie Hudson, Personnel Officer

ghudson@admin.nv.gov

In subject line please reference: ASD Deputy Director

*or*

Agency HR Services

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**In your cover letter please indicate how you heard about the position. If you heard about this position through a website, please specify which website.**

*The State of Nevada is an Equal Opportunity Employer.*