



The City of San Antonio seeks a dynamic, results-driven leader that exemplifies our core values of Teamwork, Integrity, Innovation and Professionalism for the position of:

Director of Professional Learning & Program Innovation

Pre-K 4 SA Initiative



DIRECTOR OF PROFESSIONAL LEARNING & PROGRAM INNOVATION

Pre-K 4 SA

PRE-K 4 SA is an innovative early childhood effort launched in 2013 by the City of San Antonio with taxpayer support. Pre-K 4 SA is already having a significant positive impact by directly educating over 1,700 4-year-olds through full day Pre-K at four education centers and providing quality professional development for Pre-K through Grade 3 educators citywide. This past year, Pre-K 4 SA distributed over \$4 million in competitive grants to local education providers to further the program's reach. Our goal is to improve educational outcomes for all young children in San Antonio



We are currently looking for a Director of Professional Learning and Program Innovation

Position Summary

The Director of Professional Learning and Program Innovation is responsible for leading San Antonio's efforts to further develop an exceptional early childhood teacher professional learning initiative as part of the Pre-K 4 SA program. In addition, the Director will help lead the efforts for Pre-K 4 SA on curriculum design, innovative programs and research collaboration that will help to distinguish the Pre-K 4 SA program from other early childhood education programs in San Antonio and throughout the US. The Director will lead a team of 17 instructional coaches and 4 Assistant Directors to drive towards the responsibilities mentioned below



Core Responsibilities

- Provide the vision and leadership to establish the Pre-K 4 SA Professional Learning program as a national model of professional learning for early childhood educators.
- Lead the development and execution of innovative practices to improve the quality and quantity of prekindergarten programs; partner with thought-leaders in the development of best practices.
- Inspire and lead the Professional Learning Coaches in delivering a comprehensive program that measurably improves teaching quality in early childhood classrooms in partner districts, in child development centers throughout San Antonio, and in Pre-K 4 SA Education Centers.
- Oversee the development, implementation, and assessment of the curriculum.
- Lead efforts to disseminate the Pre-K 4 SA curriculum within partner districts and to early childhood programs and organizations throughout the U.S.
- Work with the leadership teams at the Education Centers to ensure instructional supports, such as bilingual and special education services, are aligned with best practice and are provided in a consistent manner across the program.
- Manage the NAEYC accreditation processes and maintain state licensing for the Education Centers.
- Oversee the development and implementation of innovative strategies that measurably improve the quality of education provided in the Education Centers.
- Work with internal and external partners to conduct and disseminate research that leads to better understanding of early childhood strategies that improve educational outcomes.
- Establish Pre-K 4 SA as a nationally recognized incubator for innovation in early childhood education.
- Provide leadership for outreach and engagement efforts to Pre-K 4 SA families, district partners, community organizations, and private sector partners.
- Lead the Family Specialists to develop and implement a comprehensive model of family engagement that supports families in being the first and most important teachers and advocates for their children.
- Collaborate with external service providers to ensure services are aligned with the Pre-K 4 SA model.





Relevant Experience and Skills

We seek most, if not all, of the following experience and skills:

- Knowledge of early childhood, child development, and Pre-K-12 education, with a strong understanding of how to foster student development and academic success.
- Understanding of successful professional learning models and ability to create and evaluate comprehensive learning plans.
- Leadership of a team that achieved strong results for a highly visible and significant initiative.
- Operational experience with early childhood centers or a school system; accountable for design implementation, staff quality, student achievement, fiscal responsibility, and customer satisfaction.
- Experience leading research projects that inform curricular design and drive the sharing of best practices.
- Significant experience managing performance focused teams.
- Strong analytical ability; ability to effectively evaluate the impact and quality of products and services.
- An ability to listen and build trust with school districts and superintendents
- Entrepreneurial leadership experience; demonstrated ability to create structure out of complex ambiguity to lead to transformational change.
- Ability and desire to work with and understand diverse communities: children, families, and schools.
- Strong Communication skills (Spanish desirable).

***Become a key part
of the team that is
revolutionizing Pre-K
and giving San
Antonio's children the
educational foundation
they deserve!***

Requirements

- Master's degree from an accredited institution preferred, with a focus in early childhood education, organizational development, or educational leadership preferred.
- Ten plus years of professional experience, preferably in early childhood education; non-profit or private sector leadership; organizational development, or related field.

Pre-K 4 SA History

In 2011, Former Mayor Julián Castro convened the SA 2020 Brainpower Initiative Task Force of business and education leaders to determine if a targeted, significant financial investment could fundamentally improve the educational trajectory of San Antonio. The group was co-chaired by USAA CEO Major General Joe Robles and H-E-B Chairman and CEO Charles Butt and was evenly split between business leaders and education experts including superintendents and college presidents. The group examined three areas: very early childhood education, dropout prevention, and college attainment.

Over a year of studying the topics, the Task Force clearly identified that when children enter kindergarten prepared to learn, they are more confident and apt to succeed throughout their academic career. Early on, it was also determined that 1 in 4 of San Antonio's approximately 20,000 four-year-olds who are eligible for state and federally funded prekindergarten are either not served or receive only a half-day of early education. These children are otherwise eligible based on their household income, home language, parents' military participation, or time spent in the foster care system.

The Brainpower Initiative Task Force recommended that the best opportunity to improve education in San Antonio exists with early childhood education. They proposed the creation of a prekindergarten program to be funded with a 1/8-cent sales tax. San Antonio residents voted to approve the program on November 6, 2012.



Compensation & Benefits

A competitive compensation and benefits package will be offered to attract a superior candidate.

Executive Car Allowance – Executives receive a monthly car allowance of \$500.

Cell Phone Allowance – Executives receive a monthly cell phone allowance of \$70.

Health Care – The City offers two health care plan options which offers employees a choice of deductible, co-insurance and co-payment.

Retirement – City of San Antonio employees automatically become members of the Texas Municipal Retirement System on date of employment. Employee contribution is 6%, and the City contributes 2 times employee contribution. Employees become 100% vested after 5 years of service.

Deferred Compensation – The City offers two voluntary Section 457 Deferred Compensation programs including a match up to 2% of the annual salary. Deferred Compensation is a supplemental retirement savings program, which allows employees to contribute a portion of their salary before Federal taxes.

Life Insurance – Basic term life insurance benefits are provided at no cost to City employees and are equivalent to one (1) times employee's annual salary.

Holidays – 13 Holidays

Leave/Vacation – Annual and Personal leave; accrual based on seniority.

Relocation Assistance – Available.

Pre K 4 SA Vision

The Pre-K 4 SA initiative establishes a positive trajectory for educational attainment by providing four-year-olds with a complete experience that ensures academic excellence in school, inspiring students to develop *ganas* for learning and to become contributing members of society.

Strategic Goals

Educational Programs: Implement the highest quality education Pre-K program based on developmentally appropriate and culturally sensitive practices to achieve a continuing level of excellence and improvement.

Professional Development: Provide early childhood educators in with complementary best teaching skills and practices in pre-k through 3rd grade in order to exceed state mandated learning outcomes while focusing on the whole child.

Partnerships: Identify, develop, and strengthen the business relationships with school districts and community partners.

Enrollment: Adjust and implement enrollment strategies to fill schools to capacity.

Family Engagement and Support Services: Deliver valuable support services empowering families' capacity to engage in educational endeavors to include the child's academic, social-emotional, health, and nutritional needs.

Innovation and Research: Define and execute a plan to create and implement innovative strategies throughout the program.

Communications: Drive awareness, familiarity and affinity of Pre-K 4 SA among internal/external partners, San Antonio parents and voter constituents.

Governance and Administration: Ensure effective governance and administration by establishing responsive administrative structures and clearly defining and enacting goals and responsibilities.

To Apply

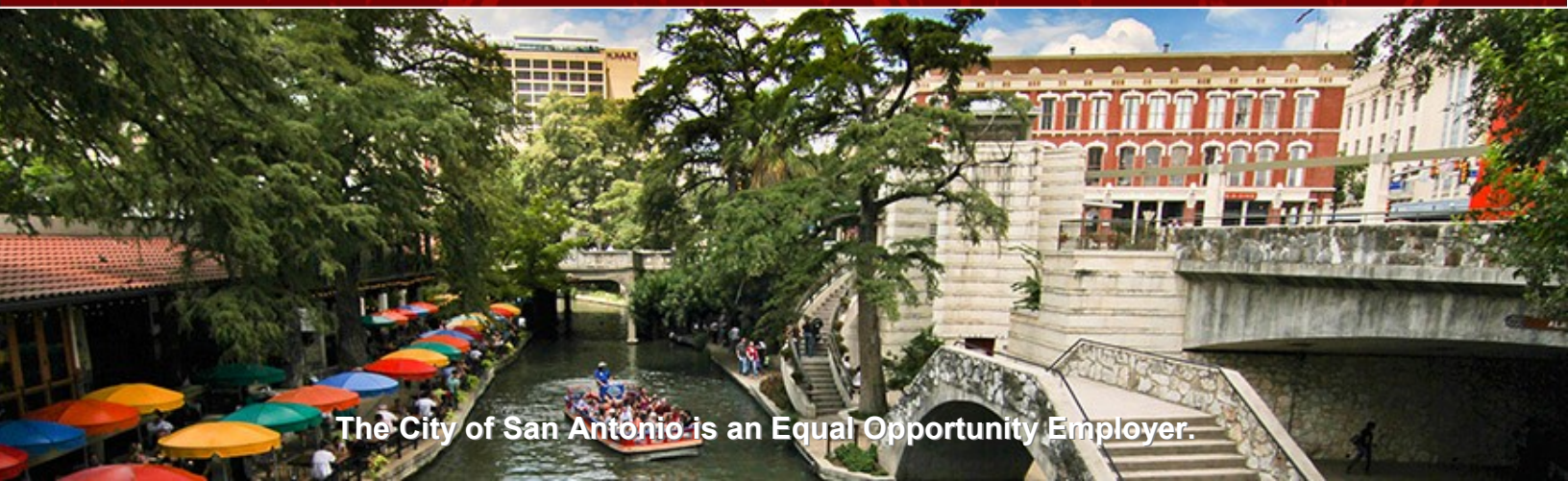
If you are interested in this outstanding opportunity, please send cover letter to Denise Smith at

PreK4SAPLapply@gmail.com

This position is open until filled; however, the first review of resumes will be September 26, 2016.

We will contact those candidates who most closely match our requirements. We thank you in advance for your interest.

Please note: Under the Texas Public Information Act, information from your resumé may be subject to public disclosure.



The City of San Antonio is an Equal Opportunity Employer.