



Glenn Hegar Texas Comptroller of Public Accounts

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**Job Description**

**Senior Director of School System Leadership (Director VI) (00003702)**

**Organization:** TEXAS EDUCATION AGENCY

**Primary Location:** Texas-Austin

**Work Locations:** Texas Education Agency 1701 NORTH CONGRESS AVENUE Austin 78701

**Job:** Community and Social Service

**Employee Status:** Regular

**Schedule:** Full-time

**Standard Hours Per Week:** 40.00

**Travel:** Yes, 25 % of the Time

**State Job Code:** 1625 1622, 1623, 1624

**Salary Admin Plan:** B

**Grade:** 31 B28, B29, B30

**Salary (Pay Basis):** 9,316.08 - 12,535.91 (Monthly)

**Number of Openings:** 1

**Overtime Status:** Exempt

**Job Posting:** Dec 12, 2018, 9:17:30 AM

**Closing Date:** Ongoing

**Description**

**POSITION OVERVIEW:** The Director of School System Leadership will implement and manage a strategic effort to ensure that Texas school systems leaders are intensely focused on improving student outcomes. To accomplish this, the Director of School System Leadership will partner with school board members, superintendents, and other school

system leaders to identify, adopt, and implement research-based and best practice approaches to school governance and overall school system design. This method and approach to continuous improvement is guided by a framework called Lone Star Governance (LSG). This position will report to the Deputy Commissioner for Governance. This role entails travel up to 30% of the time.

**Please note that a resume and tailored cover letter is required for this position. Incomplete applications will not be considered.**

**Applicants who are strongly being considered for employment must submit to a national criminal history background check.**

#### **ESSENTIAL FUNCTIONS:**

- Ensure a strong cohort of Lone Star Governance Coaches by leading robust recruitment efforts and providing ongoing training and support
- Develop and facilitate a series of comprehensive workshops aimed at providing the critical areas of knowledge and development necessary for success in the Lone Star Governance Framework
- Provide thought partnership and support for the board policy alignment process, superintendent evaluation, and system of great schools
- Facilitate engagement and collaboration with key stakeholders and partners across the state to ensure program goals are met
- Increase the number of school systems receiving Lone Star Governance training and implementing LSG with fidelity
- Manage and oversee two to three divisions within in the office of governance to support implementation of goals related to TEA's strategic priorities and enablers

#### **Qualifications**

##### **MINIMUM QUALIFICATIONS:**

**Education:** Graduation from an accredited four-year college or university.

**Experience:** At least ten (10) years of experience in public education or leadership development; at least three (3) years as a superintendent within the last three years.

**Substitutions:** Education and experience may substitute for one another on a year-for-year basis.

##### **OTHER QUALIFICATIONS:**

- A proven track record of superb management practices; experience planning, assigning and supervising the work of others
- Exemplary facilitation and training skills; ability to manage a range of human emotions (anger, sadness, frustration, etc.) in a public setting
- Prior experience presenting and fielding questions in a formal setting
- Ability to become an LSG Coach within 6 months and maintain certification over the course of employment

- Familiarity with governance research and best practices; proficiency with Lone Star Governance and its related instruments
- Knowledge of the Texas Education Code and Texas Administrative Code as related to school districts and school boards
- Familiarity with the Texas Association of School Boards (TASB) board policy framework
- Understanding of the functions and challenges of school districts, superintendents, and school boards
- Ability to navigate the political process at it pertains to elected officials, legislators, school district officials and school board members
- Prior experience working across and representing multiple large and complex organizations
- Strong leadership, management, interpersonal relations, public speaking and writing skills
- Strong project management skills and ability to juggle competing priorities and drive team towards results
- Track record of delivering high quality products and results to support public education improvement efforts
- Skill in collecting and analyzing a wide variety of data sources
- A desire to self-reflect, give/receive feedback and continuously improve
- Ability to travel up to 30% of the time

**Mission:** The Texas Education Agency (TEA) will improve outcomes for all public school students in the state by providing leadership, guidance, and support to school systems.

*As an equal opportunity employer, we hire without consideration to race, religion, color, national origin, age, sex, veteran status or disability.*

Additional Military Crosswalk (1622) information can be accessed at: <https://bit.ly/2Kx9BcU>

*The Immigration Reform and Control Act requires all new employees to present proof of identity and eligibility to work in the United States. The Texas Education Agency uses [E-Verify](#) to confirm employment eligibility.*

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