

LOS ANGELES UNIFIED SCHOOL DISTRICT
Human Resources Division

Class Description
GENERAL SUPERINTENDENT

Job Purpose

Serves as the District's chief executive officer; provides educational leadership and team management in developing and implementing a strategic plan to reach Board goals, district-wide priorities and accountabilities, and school-site improvement, differentiated by community, to ensure student achievement to high standards of excellence and that every student graduates college-ready and career-prepared. Represents the District in the broader community and communicates clearly with parents, students, and staff regarding District progress and policies.

Responsible to

Board of Education

Supported by

Executive/senior management personnel and other staff as designated on the District Organization Chart

Functions

Essential Functions:

Develops, implements, monitors and adjusts a multi-year strategic plan to meet the student outcome goals set by the Board of Education by June 2026:

1. Postsecondary: Students in a 9-12th grade graduating cohort earn C or better on A-G courses grows to 70%
2. Early Literacy: Students move on average 30 points closer to proficiency on 3rd grade ELA Smarter Balanced Assessment (SBA)
3. Numeracy: Students move on average 50 points closer to proficiency on Mathematics Smarter Balanced Assessment (SBA) in grades 3-8
4. Social-Emotional/Wellness: Percentage of students in transition years (Kindergarten, 5th/6th, 8th, 10th, 12th) demonstrate mastery of social-emotional competencies by a portfolio rubric will increase 50% from baseline in June 2022

Operates and leads others to operate within the Guardrails set by the Board:

1. Coherence and Inclusivity: Make major decisions that (1) ensure alignment with Board goals, including disaggregated data, (2) engage impacted stakeholders, and (3) consider impacts on schools
2. Staffing: Ensure that the district operates with strategies to develop, support and retain effective educators and staff, particularly in schools where the need is greatest
3. Equity and Transparency: Make and ensure that instructional, financial and operational decisions that (1) dismantle racist or inequitable policies and (2) are transparent
4. Fiscal Responsibility: Ensure decisions are consistent with the short and long term financial sustainability of the district
5. Closing Opportunity Gaps: Relentlessly focus on eliminating opportunity and achievement gaps between all student groups

Additional Functions:

1. Communicate regularly and transparently with each Board Member, the Board as a whole, and all stakeholders
2. Lead the day to day operations and support effective leadership across each District division, including but not limited to: family and community engagement, operations and facilities, advocacy and communications, student health and safety, local districts and Communities of Schools
3. Other duties as assigned by the Board of Education.

Qualifications

Required

1. At least five years of successful full-time management experience of a large organization in transition
2. A bachelor's degree from an accredited college or university
3. A valid teaching credential and California Administrative Services credential authorizing executive management service on file in the Office of the Los Angeles County Superintendent of Schools, unless waived

Preferred

1. Ten years of successful full-time management experience, five of which have been in a certificated position
2. Experience working as a teacher and/or administrator in an educational system
3. An earned master's degree or advanced degree of at least equivalent standard from an accredited college or university
4. Biligual or proficiency in Spanish or a language other than English

Knowledge of:

- Cultural competence, anti-racism, educational equity, diverse, large urban communities, and the experience of students and parents in urban public schools
- Strengths, needs and opportunities of complex public education systems, including K-12, early childhood, adult and special education
- California laws and regulations related to education, labor, finance, and public administration

Skills to be able to:

- Develop and implement a multi-year strategic plan to achieve goals set by the Board of Education
- Effectively solve complex problems in the immediate, short-term and long-term, using quantitative and qualitative data across various divisions and in collaboration with stakeholders
- Communicate (speaking, listening and in writing) clearly, openly and regularly with members of the board, district and school staff, families, students, community members, labor partners and the media
- Build, manage and support a team of effective leaders to achieve student academic goals, efficient operational systems, and fiscal responsibility

Health

Physical and mental fitness to engage in executive management service as certified by a licensed physician and surgeon or medical officer pursuant to Education Code Section 44839 and evidence of freedom from active tuberculosis pursuant to Education Code Section 49406. Must present evidence of COVID-19 vaccination.

NOTE:

1. *This is a contract management classification.*
2. *Employees in this classification are subject to the reporting requirements of the District's Conflict of Interest Code.*

This class description is not a complete statement of essential functions and responsibilities. The District retains the discretion to add or change typical duties of a position at any time.

JRT