

**KERN COUNTY SUPERINTENDENT OF SCHOOLS
APPROVED DECEMBER 2016
SALARY SCHEDULE #92
CLASSIFIED ADMINISTRATIVE – OVERTIME EXEMPT
CODE: 2, 6, 8**

DIRECTOR I – ORGANIZATIONAL LEARNING

DEFINITION

Under the direction of the Chief Academic Officer, the Director I – Organizational Learning is responsible for a variety of time-bound, strategic projects with an emphasis on change leadership, organizational learning, leadership development, continuous improvement, and coherence both from within the organization and in partnership with other Local Education Agencies. The Director I – Organizational Learning is responsible for assisting with the development of a county-wide model of continuous improvement which will include the use of data to measure performance and a process of validation to measure exemplary practices.

EXAMPLES OF DUTIES

Provide educational and management leadership in identifying, developing, and implementing organizational goals and priorities;

advise leaders and their teams on in-depth problem and data analysis, theory of change, strategy development, continuous learning and improvement, and performance management;

orchestrate cultural development and change initiatives that foster organizational learning and improvement;

develop and implement leadership and management development training;

develop, communicate, execute, and sustain a number of strategic initiatives;

produce organizational strategy and plans to meet training and development needs for managers;

manage training delivery, measurement and follow up as necessary;

drive coherence among professional learning and leadership development initiatives for leaders and their teams;

utilize adult development and learning theory to guide strategic initiatives and professional learning;

support the development of innovative programs and initiatives for seemingly intractable problems;

support leaders to build and track progress on team development plans to strengthen team efficacy;

lead coaching sessions with managers and leaders and/or their teams;

develop professional learning content and tools for leaders and teams;

facilitate teams to improve daily work routines, organization, collaboration, and cycles of inquiry;

identify and prioritize teaming needs based on observations, interviews, and other assessment tools;

stay abreast on and utilize research related to organizational behavior and change management.

QUALIFICATIONS

Knowledge of:

In-depth understanding of and experience in problem analysis for systemic change efforts;

strong analytic, performance management and systems-thinking orientation;

effective principles, practices, and trends relating to public education.

Ability to:

Implement objective facilitation;

navigate ambiguity and identify concrete objectives;

translate research and data analysis into meaningful action;

utilize creative and outside-of-the-box thinking;

cultivate relationships with a variety of internal and external stakeholders;

manage a variety of ambitious goals;

be a team player, to coach, coordinate, and lead teams as well as collaborate vertically and horizontally across the organization;

have a strong focus on educational equity to guide decisions;

have strong listening, oral and written communication skills;

be adept at identifying and executing evolving strategies.

Experience:

Experience developing and/or implementing change management initiatives in complex environments;

experience supervising and/or leading large initiatives;

experience in advising and/or coaching leaders;

a minimum of five (5) years of responsible experience in similar roles.

Education:

BA/BS degree required;

Master's degree preferred.

Conditions of employment:

Some positions may require proof of privately owned automobile insurance and possession of a valid California Motor Vehicle operator's license which must be maintained for the duration of the assignment.

Fingerprint clearance by both the Federal Bureau of Investigation and the California Department of Justice is a condition of appointment after all other required job conditions have been met.

Must present verification of completion of Child Abuse Mandated Reporter training or obtain verification within six (6) weeks of hire and annually thereafter, as required by the California Child Abuse and Neglect Reporting Act.

This position is overtime exempt and has a probationary period of one year.

TS: gs

12/14/16

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