

## SANTA CLARA COUNTY OFFICE OF EDUCATION

### CLASS TITLE: DIRECTOR – CONTINUOUS IMPROVEMENT AND ACCOUNTABILITY

#### BASIC FUNCTION:

Under the direction of an assigned supervisor, directs programs, staff, and the provision of technical assistance to support districts in the development, review, approval and implementation of the District Local Control and Accountability Plan (LCAP); directs programs, staff, and the provision of technical assistance to support Differentiated Assistance and the Statewide System of Support; directs programs, staff, and the provision of technical assistance to districts regarding assessment systems additional state and federal compliance; assists the County Superintendent in fulfilling the statutory obligation for LCAP approval; and supervises and evaluates the performance of assigned personnel.

#### REPRESENTATIVE DUTIES:

##### ESSENTIAL DUTIES:

Collaborates with district and school administrators to establish needs and provide high-level facilitation, professional development, and technical assistance to support Local Control Funding Formula (LCFF) implementation and assist in developing LCAP goals and services.

Provides high-quality and consistent support to districts throughout the development and approval process of LCAP, ensuring compliance with state policies, regulations, and procedures.

Works closely with California Department of Education (CDE), California County Superintendents Educational Services Association (CCSESA), and California Collaborative for Excellence in Education (CCEE) to guide the alignment accountability measures and provides technical assistance that will have an impact on student achievement.

Plans and implements services that build capacity for districts to use LCAP as a process for continuous improvement in achieving desired student outcomes and ensuring college/career readiness.

Develops and provides communication, support, and training for districts including Level 1 support and prevention activities throughout the school year.

Oversees the implementation of the process for providing Differentiated Assistance for districts that need additional support.

Oversees the training and engages with review teams to assist in the development and implementation process of LCAP and identify plans to meet the state requirements and timelines.

Provides ongoing professional development opportunities to targeted districts based upon the areas of need.

Provides coaching to impact the districts on best practices in the area of identified need or related areas.

Ensures that provided coaching and Differentiated Assistance support are grounded in improvement science and evidence based practices.

Collaborates with other Santa Clara County Office of Education departments and personnel such as curriculum & instruction, fiscal, technology, student services, special education, foster and homeless youth, inclusion collaborative, and all related divisions.

Ensures the use of the California County Superintendent's LCAP approval manual to guide consistency of the review process, calibrates among reviewers, and develops recommendations for procedures to implement the guidelines contained in the manual.

Ensures the successful completion of the review process and provides ongoing updates to the County Superintendent and district leaders.

Assists districts in compiling and reviewing data using the California Schools Accountability Dashboard and other local measures to update goals, actions, and services identified in the LCAP.

Oversees the provision of California Schools Accountability Dashboard training for districts and connects LCAP metrics to the Dashboard; coordinates and provides integrated access to SCCOE Data Zone and uses Data Zone to support continuous improvement and related prevention efforts.

Oversees the provision of technical assistance by the State and Federal coordinator related to Title funding and required reporting.

Oversees the support and technical assistance provided to schools and districts identified for Comprehensive/Targeted Support and Improvement under federal Every Student Succeeds Act legislation.

Directs and evaluates the performance of assigned staff; interviews and selects employees and recommends transfers, reassignment, termination and disciplinary actions.

Directs the preparation and maintenance of a variety of narrative and statistical reports, records and files related to assigned activities.

Develops a schedule to review plan priorities and report regularly to the County Superintendent.

Organizes tools and uses practices that promote collaboration, timely communication and transparency.

Communicates with other administrators, personnel, and outside organizations to coordinate activities and programs; resolves issues and conflicts and exchanges information.

Participates in a variety of meetings for the purpose of gathering and conveying information regarding a variety of subjects required to carry out administrative responsibilities.

**OTHER DUTIES:**

Perform other duties as assigned.

**KNOWLEDGE, ABILITIES AND COMPETENCIES:****KNOWLEDGE OF:**

Administration of the academic assessment and accountability program;  
 Applications, current research, and innovations in academic assessment and program evaluation;  
 State and Federal accountability systems and measures and how measures are calculated;  
 State and Federal legislation, and the impact to specific student groups including English Learners, low-income students, foster youth, students with disabilities and other underperforming student groups;  
 The Smarter Balanced Assessment Consortium and the Common Core State Standards;  
 Applicable laws, codes, regulations, policies and procedures;  
 Interpersonal skills using tact, patience and courtesy;

**ABILITY TO:**

Direct and evaluate the performance of assigned staff;  
 Communicate effectively both orally and in writing;  
 Speak and present to groups, facilitate meetings, training programs, and development discussions;  
 Synthesize information, strategically align functional areas and business needs to develop actionable content, recommendations, and results;  
 Interpret, apply and explain rules, regulations, policies and procedures;  
 Operate a computer, assigned software programs and office equipment;  
 Meet schedules and timelines;  
 Work independently with little direction;  
 Plan and organize work;  
 Prepare comprehensive narrative and statistical reports;  
 Direct the maintenance of a variety of reports, records and files related to assigned activities.

**LEADERSHIP TEAM COMPETENCIES:**

Develops and fosters effective individuals and teams;  
 Operationalizes the organizational vision, mission, goals, shared values, and guiding principles;  
 Demonstrates emotional intelligence;  
 Models inclusive, effective, and authentic communication;  
 Applies knowledge of the intersectionality of race, equity, and inclusion;  
 Builds and sustains positive, trusting relationships;  
 Conducts SCCOE operations with the highest moral, legal, and ethical principles.

**EDUCATION AND EXPERIENCE:**

Any combination equivalent to: master's degree in education (doctorate preferred) or related field and five (5) years of experience in a certificated position including three (3) years' experience in the administration of professional staff development, instructional leadership and curriculum development at a site or district level; and knowledge of Local Control Funding Formula (LCFF) and LCAP regulations, template and review criteria.

**LICENSES AND OTHER REQUIREMENTS:**

Valid California Administrative Services Credential  
 Valid California Elementary or Secondary Teaching Credential  
 Valid California driver's license

**WORKING CONDITIONS:**

**ENVIRONMENT:**

Office environment

Driving a vehicle to conduct work

**PHYSICAL DEMANDS:**

Hearing and speaking to exchange information and make presentations;

Seeing to read a variety of materials;

Walking, bending, reaching, standing, and stooping;

May require occasional lifting/lowering, pushing, carrying, or pulling up to 20 lbs;

Dexterity of hands and fingers to operate a computer keyboard

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*Larry Oshodi*  
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Approved:

Larry Oshodi  
Assistant Superintendent-Personnel Services

Date

DocuSigned by:  
*Dr Mary Ann Dewan*  
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Authorized:

Mary Ann Dewan, Ph.D.  
County Superintendent of Schools

Date