Director of Schools Vacancy

The Tennessee Department of Education invites qualified candidates to apply to serve as Director of Schools for the Tennessee Schools for the Deaf (TSD). The next director of schools will provide inspirational, innovative leadership to ensure a safe learning environment to fulfill the school's mission of empowering students, families, and stakeholders through education, advocacy, and community.

Reports To
Executive Director for State Special Schools

Location
The position will be based in Knoxville, Tennessee, but will require regular travel to Jackson (WestTennessee School for the Deaf) and Nashville (Tennessee School for the Deaf Nashville).

About This Role
The Tennessee Department of Education seeks a proven leader with demonstrated successes serving deaf and hard of hearing students. The Director of Schools will serve as the Chief Executive Officer and oversee all operations and strategic planning for three campuses to lead the schools toward becoming models of excellence in the state and nationally. Housing is available on the Knoxville campus.

Essential Duties and Minimum Responsibilities
- Foster and maintain strong working relationships and high expectations across all three campuses;
- Demonstrate a passion for and commitment to providing excellent learning opportunities for deaf and hard of hearing students;
- Foster and maintain effective communication and relationships with students, staff, parents, community members, and state and national organizations;
• Execute strategies to improve student achievement for all students;
• Identify critical needs and effectively lead change to improve outcomes;
• Analyze performance data to identify trends and insights leading to actionable strategies and/or tactics;
• Raise community and district awareness of services provided across the three campuses to provide services as early as possible;
• Regularly visit schools and classrooms to gauge progress and provide actionable feedback;
• Hold regular, effective leadership meetings;
• Provide regular feedback to direct reports and monitor progress toward goals.

Qualifications

• Exhibit personal characteristics enabling effective interaction with important constituencies and possess a genuine commitment to the advancement of student achievement;
• Demonstrate a track record of driving organizations towards excellence that can be sustained over time;
• Possess knowledge of current and future policy issues;
• Exhibit strong negotiating strategies and the ability to work effectively with local and national leadership counterparts;
• Value the importance of equity as an organizational operating principle and is committed to equity, diversity, and inclusion;
• Possess excellent organizational skills, oral and written communications skills, and the ability to articulate the needs, interests, and accomplishments of the department to a wide range of audiences;
• Demonstrate the ability to work independently, take initiative, manage multiple projects simultaneously, meet deadlines, and adapt to ever-changing priorities;
• Exhibit dedication to cultivating a positive workplace culture;
• Show commitment to communicating regularly with parents and other community stakeholders, seeking their support and advice, to create a cooperative relationship for student support.

Knowledge Base
• Pertinent federal, state, and local laws, policies, rules, and regulations regarding school administration;
• Organizational and management practices as applied to the analysis and evaluation of school programs, policies, and operational needs;
• Principles, practices, rules and regulations pertaining to student discipline;
• Principles of supervision, training, and performance evaluation;
• Principles of management associated with maintaining financial records.

Skills
• Communicate fluently using American Sign Language;
• Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals;
• Direct and supervise professional staff in performing administrative functions;
• Manage the school's educational and extra-curricular programs, activities, and operations;
• Plan and implement an effective student discipline program;
• Establish and maintain effective working relationships with employees, students, parents, and the public.

Minimum Requirements
• Master's degree in education, educational administration, curriculum/instruction or a related area from an accredited college or university is required with a strong emphasis on data-informed
instruction that raises student achievement as measured by standardized test scores;

- Five years of successful teaching experience with students on Individualized Education Programs (IEP); deaf experience preferred;
- Three years of demonstrated successful administrative/supervisory experience in a school setting required; deaf and/or residential schools preferred;
- Experience at the district level leading in roles like an instructional supervisor or instructional coach preferred.

To Apply
Please email a cover letter and resume to Education.Jobs@tn.gov.

Pursuant to the State of Tennessee’s Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State’s policy to provide an environment free of discrimination and harassment of an individual because of that person’s race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran’s status or any other category protected by state and/or federal civil rights laws.