

The Director of Talent Growth and Development leads and facilitates the planning, implementation and monitoring of professional learning opportunities for teachers, administrators, and support staff professionals. The goal of this position is to make significant contributions to improving student achievement by designing, delivering and promoting high quality professional learning and communicating the district's high expectations for each student, teacher and administrator. In addition to understanding effective, research-based professional development standards and delivery models, the Director of Talent Growth and Development will demonstrate knowledge of the skill necessary to meet the needs of diverse learners. The Director will work closely with Departmental Directors and Principals to ensure that a comprehensive professional development program is established and carried out efficiently and effectively. The Director of Talent Growth and Development works collaboratively with other Directors and Certified Coordinators in the areas of Talent Management, Curriculum & Assessment, Special Education, and Information Technology as well as other district staff in supporting school and student success.

**Chain of Command**

The Director of Talent Growth and Development reports to the Executive Director of School Effectiveness & Equity.

**Competencies of the Director of Talent Growth and Development**

The Director of Talent Growth and Development shall possess deep knowledge of local, state and federal curriculum and assessment requirements, the Standards for Professional Learning as well as current policy related to area of assignment. Additionally, listed below are the leadership competencies required for this position:

- **Accountability:** Holds self and others accountable for measurable high-quality, timely, and cost effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes.
- **Communication:** Effectively communicates to audiences in diverse situations through strong written and verbal communication skills.
- **Conceptual Thinking:** Sees patterns and links among seemingly unrelated things.
- **Developing Others:** Acts with the specific intent of increasing the short and long-term effectiveness of an individual colleague.
- **Directiveness:** Sets clear direction and holds others accountable for performance.
- **Impact and Influence:** Acts with purpose of affecting the perceptions, thinking and actions of others.
- **Problem Solving:** Identifies and understands problems, and engages with others in generating and evaluating solutions.
- **Resilience:** Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- **Results Orientation:** Drives towards achievement of challenging goals, through a disciplined approach to work, using risk analysis, aligning strategy and mission, and regularly reviewing key measures of results.
- **Transformational Leadership:** Assumes leadership of a group to rapidly address the need for change within an organization.
- **Vision:** Takes a long-term view and builds a shared vision with others; acts as a catalyst for organization change. Influences others to translate vision into action.

## **Essential Duties of the Director of Talent Growth and Development**

- Supervise, evaluate and lead the work of Talent Growth and Development staff.
- Collaborate with all district directors and other district staff on the delivery and organization of the District professional development plan to ensure alignment with the curriculum management plan, student assessment plan and the District instructional model.
- Develop and implement a district-wide, comprehensive talent growth and development program focused on the areas of instructional infrastructure, equity, inclusion, student achievement, and leadership in collaboration with Cabinet and district directors.
- Collaborate with all district directors and school leaders to analyze various forms of data in order to support school improvement planning and identify professional growth and development needs across the organization.
- Plan, facilitate and deliver professional development on the school improvement process and the understanding and use of data for instructional decision-making.
- Monitor and evaluate talent growth and development services for the purpose of ensuring that performance outcomes are achieved within budget, and meet department and District objectives.
- Provide leadership and guidance to district wide initiatives including student agency programs.
- Guide the development and implementation of orientation activities and a comprehensive induction program for new teachers.
- Serve as a resource to teachers, administrators and other staff to identify and access professional literature, professional development materials and professional development opportunities.
- Review and recommend Board policies related to the areas of responsibility and cooperatively develop guidelines as needed.
- Serve as a contributing member on the teaching and learning team and assigned committees.
- Serve as a liaison and have active involvement with professionals at the the state, local, national and regional levels.

### **Minimum Qualifications**

M.A.Ed. in Education Leadership, Curriculum and Instruction, or Adult Learning; or

Equivalent combination of education and experience to successfully perform the essential duties of job listed above

Valid Arizona Teaching Certification and seven years of teaching experience

### **Preferred Qualifications**

Ph.D. in Education Leadership, Curriculum and Instruction, Adult Learning or related field

Valid Arizona Administrative Certificate

Experience and demonstrated success as a district leader

### **Date Revised**

05.2020