



Open Position Opportunity

- POSITION:** Principal Consultant (Turnaround Support Manager)
District & School Performance Unit
Division of Accountability, Performance & Support
Position #1732
- ANNUAL SALARY RANGE:** \$62,700 - \$97,100 and dependent on candidate qualifications plus benefits.
- APPLICATION PROCEDURE:** Please email a completed Colorado Department of Education (CDE) Employment Application, letter of interest, and resume to careers@cde.state.co.us with the Position# and Title in the subject line.
- To obtain a Colorado Department of Education Employment Application, visit our website at <http://www.cde.state.co.us/cdemgmt/HR/jobs.htm>
- All materials submitted should be current and specifically address the qualifications for this position.
Hard copies of application materials and application materials sent via mail or fax will not be accepted.
- CONDITIONS OF EMPLOYMENT:**
- All offers of employment are conditional on a successful background and references check.
 - Please be advised that CDE may choose to contact work references other than those listed on your application.
 - Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday. Flex-time may be approved depending upon suitability.
 - Position is Exempt from overtime and may require work outside of normal office hours
 - Selected applicant is an employee At-Will.
 - Direct deposit of paychecks is required.
 - Smoking is allowed only in designated areas outside the State Office Building or any other CDE office facility.
 - As required by the Immigration Reform and Control Act (IRCA), the selected applicant must verify, within 72 hours of employment, his/her legal right to be employed in the United States.

The Colorado Department of Education is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, creed, color, gender, sexual orientation, national origin, age, religion, political affiliation, organizational membership, veteran's status, disability, or other non-job-related factors. This applies to all employment decisions. The following person has been designated to handle inquiries regarding the CDE's compliance with Title IX and Section 504: The Human Resources Director - Colorado Department of Education, 201 E. Colfax Ave. #201, Denver, CO 80203.

Broad Scope of Position:

This Principal Consultant, or Turnaround Support Manager, role will work on the School and District Performance team and will collaborate with multiple other offices at CDE. This role will be an integral member of a team which provides direct support to district and school leaders in developing capacity and systems to cause dramatic and sustained improvement in student learning.

Skills and Qualifications:

- Demonstrated and proven commitment to and track record of positively impacting student achievement.
- Experience collaborating, managing, and/or coaching other adults within an outcome-oriented environment.
- A deep passion for and understanding of education reform and school turnaround processes.
- An understanding of the dynamics of school districts, schools, and state education agencies.
- An understanding of the unique needs and contexts of diverse populations and communities, including: English-language learners; students of poverty; exceptional students; and rural, suburban, and urban communities.
- Strong written and oral communication, presentation, and facilitation skills. Ability to facilitate and present across a variety of forums to a variety of audiences.
- Motivated by a fast-paced, highly-collaborative team environment, with a desire to lead in a time of transformational change. A sense of humor, positive attitude, and agility in the face of turbulence is essential.
- Exceptional project management and organizational skills with a strong sense of personal accountability and responsibility for results.
- Proficiency with multiple technology applications, including computer-based and online media, document sharing, and communication.

The ability to pass background checks, including a motor vehicle search. (Travel across the state is required.)

Minimum Qualifications:

- Ability and willingness to travel.
- The ability to pass a background check.

Preferred:

- Master's degree in relevant program preferred.
- Minimum of 5-8 years working in the education field.
- Experience as a teacher, school or district leader, and/or other comparable educational role preferred.

Major Duties and Responsibilities:**Program Development**

- Contribute leadership and expertise to a dynamic team within CDE focused on building conditions for success in Colorado's lowest-performing districts and schools.
- Support the growth of the Turnaround Network across Colorado by fostering new partnerships with districts and schools sustaining existing partnerships.
- Support the growth of other support structures to meet the needs of district level leaders.
- Develop tools, strategies, and resources that support the implementation of bold school turnaround plans and that improve the Department's support for schools.
- Present and facilitate in a variety of settings and for various purposes.
- Create and lead face-to-face, peer-to-peer, and online professional development and networking opportunities for districts and schools. Connect district and school leaders with other schools and partners to facilitate best practice sharing specific turnaround strategies.

Performance Management

- Lead regular and consistent performance management conversations with district and school leadership teams designed to reflect on and drive student performance progress and school practice to build capacity in schools and districts.
- Support schools and districts in tracking and managing school improvement grant activities.
- Collaborate with district leadership to build and evaluate the effectiveness of district and school improvement plans.
- Articulate Colorado's accountability system to local school and district stakeholders, including school boards. Facilitate accountability pathways planning and implementation.

Cross-Department Collaboration

- Learn about the expertise and resources across CDE to leverage in support of districts and schools.

Work with other units across CDE to help them understand the contexts in your districts and schools and to "sense make" CDE responsibilities within this context. Other duties as assigned.