



## Chief Academic Officer

The EAA is committed to being a system of high-performing schools and not a school system. We believe that ALL of our students can and will achieve. We are always looking at ways to improve while enhancing the great work that our teachers, leaders and support staff do on a daily basis. Join our team!

Currently, the EAA contains fifteen schools of which twelve are direct-run and three are operated by a charter.

JOB TITLE: Chief Academic Officer

REPORTS TO: Chancellor

### Summary of Position:

The Chief Academic Officer is responsible for building and sustaining a culture of high academic excellence in the Education Achievement Authority. He or she will provide instructional leadership, vision, and strategic direction for the academic performance of all schools. The Chief Academic Officer will be responsible for developing a coherent educational philosophy for the EAA and working closely with the Chancellor and school leaders to implement it. The Chief Academic Officer will lead and manage the core academic work of the district, ensuring it is rigorous, aligned, and results-oriented.

### Minimum Qualifications:

- 10+ years experience and an exceptional track record of success in driving student achievement as a principal or administrator and teacher
- A strong understanding of K-12 curriculum and programming, including a deep knowledge of standards, assessments, and pedagogy
- Significant experience using data to drive instruction in the classroom
- Experience leading the turnaround of a school or schools
- Exceptional interpersonal skills, with the ability to develop productive working relationships across a wide variety of individuals and groups, both internally and externally
- Ability to effectively coach and mentor direct reports, peers, and executives
- Ability to provide actionable and credible feedback and collaboratively develop continuous improvement strategies for adult learners
- Entrepreneurialism and resourcefulness, with the ability to deliver results in a deadline-driven, complex environment
- Exceptional strategic thinking and problem-solving skills, with the intellectual depth and maturity to work with the Chancellor, other cabinet, staff, and Board members
- Commitment to ensuring that all students have access to high quality educational options
- Bachelor's degree required; Master's preferred



### Responsibilities and Essential Functions:

Reporting to the Chancellor, the Chief Academic Officer will promote exceptional academic achievement and positive cultures at all schools. The Chief Academic supervises all instructional initiatives including curriculum, professional development, assessment, instructional technology, and school improvement. He or she also develops, implements, and enforces academic policies that promote the EAA's goals. Working closely with the Chief Data and Accountability Officer and the Chief Talent Officer, the Chief Academic Officer drives towards a culture of high expectations and conditions that will result in dramatic, accelerated student achievement. The individual in this position will:

- Develop, implement, and communicate a data-driven instructional plan to achieve academic achievement for all students and strengthen teaching and learning at all schools
- Provide inspiring leadership, management and direction to academic staff tasked with delivering needed instructional services to schools in an efficient and effective manner
- Work closely with school leaders and be responsible for developing their leadership skills to effectively lead students, parents, teachers, and the community towards a shared vision to prepare students for college and careers
- Support school leaders to ensure high-quality implementation of schools' educational design, including standards, assessments, instructional guidelines, and the school culture
- Monitor, provide feedback to, and evaluate school leaders in both formal and informal settings
- Assist school leaders in monitoring and evaluating the effectiveness of instructional programs and supports as well as identifying and acquiring appropriate resources to maximize teaching and learning
- Ensure that all curricula are aligned to national and state standards and help create curricula that allows for efficient and effective pacing, sequencing and lesson planning
- Observe and evaluate school performance through classroom walkthroughs and regular principal observations
- Help recruit and train highly qualified school leaders
- Assist school leaders with on-boarding of new teachers and staff

Filing Deadline: Posted until filled

Salary: Commensurate with experience

Length of work year: Twelve (12) Months

Method of Application: All interested candidates should submit a current resume via e-mail to:

[ddonaldson@eaaofmichigan.org](mailto:ddonaldson@eaaofmichigan.org)

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