



PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA

PCSB: 0331
Pay Grade: C11

FLSA: Exempt
Administrative

CHIEF TRANSFORMATION OFFICER

REPORTS TO:
Superintendent

SUPERVISES:
Principals
Assistant Director, School Leadership
Site-Based Administrators
Instructional Staff Developers and/or Coaches
Support Staff

QUALIFICATIONS:
Master’s degree from an accredited college or university in the area of Educational Administration and Supervision, Educational Leadership, or an equivalent certification as defined by the Florida Department of Education. Three (3) years of administrative or supervisory experience and five (5) years of related professional experience. Demonstrated experience in program planning and implementation. Demonstrated strong communication and leadership skills.

MAJOR FUNCTION

Responsible for providing additional supports to the lowest-performing schools within the district. The Chief Transformation Officer will report directly to the Superintendent and will assist the principals in the lowest-performing schools. Ensure that schools demonstrating the greatest need, based on data analysis receive the highest level of support.

ESSENTIAL RESPONSIBILITIES

- Supervises the principals and administrators in his/her respective area.
- Supports and monitors disciplinary procedures for assigned schools.
- Monitors the principals in problems related to discipline, grade placement, attendance, due process, and board policy to include: release from compulsory school attendance and readmission of students to county schools.
- Administratively reassigns or transfers students as needed.
- Evaluates principals and direct reports.
- Recommends to the superintendent the selection, transfer, or termination of principals.
- Assists in resolving problems appealed above the principal level.
- Serves as a liaison between school levels with the superintendent.
- Contributes toward professional growth and performance through providing staff development opportunities for administrators.
- Acts as a liaison between schools and community agencies and communicates relevant information.
- Represents principals’ concerns to the superintendent or proper division administrator.
- Interprets and monitors School Board policy.
- Monitors the total school program, makes decisions, plans, directs, communicates, organizes, evaluates, and works as a team member.
- Assists in the development of School Improvement Plans of the lowest-performing schools through analysis of each school’s situation.
- Assists in the implementation of School Improvement Plans of the lowest-performing schools.
- Tracks and reports on the progress of the School Improvement Plans of schools identified as lowest-performing schools.
- Provides day-to-day guidance and support in decision making to low-performing schools.

CHIEF TRANSFORMATION OFFICER

ESSENTIAL RESPONSIBILITIES (Continued)

- Assists in the hiring of all personnel at the low-performing schools.
- Assures that the lowest-performing schools are fully staffed by the first day of school by overseeing the staffing of the school prior to the start of school.
- Assists schools in reviewing and replacing teachers who have not contributed to increased learning gains or those teachers who did not contribute to improving the school's performance.
- Helps to implement the recruitment/retention plan to encourage teachers and instructional coaches to transfer to or remain at lower-performing schools based on increased learning gains.
- Reviews data to determine the effectiveness of all instructional programs and class offerings in schools identified as lowest-performing schools.
- Monitors academic progress of students at identified schools through formative and summative evaluations.
- Assesses, aligns, and monitors professional development for faculty at identified schools to ensure the professional development required for the student population is effective.
- Assists school-based leaders at identified schools in improving the effectiveness of the coaching model.
- Develops, supports, and facilitates the implementation of policies and procedures that guide school-based teams with direct-support systems for each school principal in the area of school improvement.
- Monitors implementation of Multi-Tiered Systems of Support (MTSS) in schools identified as lowest-performing schools.
- Collaborates with the area superintendents and district department leaders to coordinate strategies and resources to assist lowest-performing schools.
- Advises the district on its District Improvement and Assistance Plan for the lowest-performing schools.
- Reviews the instructional pacing guides to ensure alignment to the Florida Standards.
- Identifies and provides support required to implement any new curriculum, including professional development.
- Performs other related duties as required.

TERMS OF EMPLOYMENT

Salary and benefits shall be paid consistent with the district's approved compensation plan. Length of the work year and hours of employment shall be established by the District.

Performance of the job will be evaluated in accordance with provisions of the School Board's policy on evaluation of personnel.

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities and duties required of those in this classification.

HISTORY OF JOB CLASSIFICATION

ISSUED 10/09/15 CH; BOARD APPROVED: 10/27/15; REVISED RT, MF 04/01/16 CH; BOARD APPROVED: 04/26/16; REVISED: TITLE, PG, SUPERVISES, MF, ER, 02/27/19 LM; BOARD APPROVED: 04/23/19

CHIEF TRANSFORMATION OFFICER

WORKING CONDITIONS & PHYSICAL EFFORT:	Seldom Or Never	Monthly	Weekly	Daily	Hourly
1. Lift objects weighing up to 20 pounds		X			
2. Lift objects weighing 21 to 50 pounds	X				
3. Lift objects weighing 51 to 100 pounds	X				
4. Lift objects weighing more than 100 pounds	X				
5. Carry objects weighing up to 20 pounds	X				
6. Carry objects weighing 21 to 50 pounds	X				
7. Carry objects weighing 51 to 100 pounds	X				
8. Carry objects weighing 100 pounds or more	X				
9. Standing up to one hour at a time		X			
10. Standing up to two hours at a time	X				
11. Standing for more than two hours at a time	X				
12. Stooping and bending		X			
13. Ability to reach and grasp objects				X	
14. Manual dexterity or fine motor skills					X
15. Color vision, the ability to identify and distinguish colors					X
16. Ability to communicate orally					X
17. Ability to hear					X
18. Pushing or pulling carts or other such objects	X				
19. Proofreading and checking documents for accuracy					X
20. Using a computer to enter and transform words or data					X
21. Using various technology tools					X
22. Working in a normal office environment with few physical discomforts	X				
23. Working in an area that is somewhat uncomfortable due to drafts, noise, temperature variation, or other conditions	X				
24. Working in an area that is very uncomfortable due to extreme temperature, noise levels, or other conditions	X				
25. Working with equipment or performing procedures where carelessness would probably result in minor cuts, bruises or muscle pulls					
26. Operating automobile, vehicle, or van			X		
27. Other physical, mental or visual ability required by the job	X				

Chief Transformation Officer – ADM