



**Job Description:  
Director, SCORE Statewide Leadership Initiative**

SUMMARY

Tennessee SCORE is launching a five-year effort to make Tennessee a model of successful statewide education reform for the nation. As part of this five-year \$20 million effort, SCORE will be launching a three-year \$3+ million leadership initiative to make Tennessee's recruitment, training and support programs for school board members, superintendents, and principals the best in the nation.

The Director will set the vision for this three-year leadership initiative and lead the implementation of this vision working with the SCORE Executive Director and SCORE Board of Directors. The Director will be supported by a staff of three and SCORE's partner organizations who are already aligned behind the broad concept of a leadership initiative led by an experienced national expert.

KEY RESPONSIBILITIES

- Develop a three-year comprehensive vision for SCORE's leadership initiative working with the SCORE Executive Director and the SCORE Board of Directors
- Recruit and lead a team of three to implement this vision by working with SCORE's partner organizations that are already supportive of this effort; supportive partners include the Tennessee Department of Education, Tennessee Organization of School Superintendents, Tennessee School Boards Association, Tennessee Principals Association, and Tennessee Education Association.

LIKELY RESPONSIBILITIES

SCORE's final report identified several potential components of this leadership initiative including:

- Developing a statewide principal evaluation tool that can be passed into law in 2011 as the state's principal evaluation tool (the state currently does not have a principal evaluation tool)
- Developing a statewide superintendent tool that districts can voluntarily use (there is strong local resistance to requiring one in state law)
- Working with higher education institutions to redesign their Masters in School Leadership programs (all existing programs are being sunset this year – we will likely help the new programs develop a new common curriculum)
- Working with local school district leadership programs to share best practices and create common tools (e.g., a common curriculum)
- Partnering with the state Department of Education to redesign all its superintendent and principal training programs (the Department is open to this)
- Partnering with the Tennessee School Boards Association and the Tennessee Organization of School Superintendents to scale up and enhance their prospective superintendents training program and mentorship program for new superintendents (TSBA and TOSS are open to these partnerships)
- Partnering with the Tennessee School Boards Association to redesign portions of its school board training (TSBA is open to this)

- Developing online professional development opportunities for school board members, superintendents, and principals aligned with the aforementioned evaluation tools

### CANDIDATE REQUIREMENTS

Candidates must have experience training superintendents and/or principals at scale as well as experience working on policy related to recruitment, training, and support programs for school board members, superintendents, and/or principals. Experience as a senior official in a state department of education, the superintendent of a major metro school district, or an executive at a major national non-profit is a major plus. Relationships with potential national partners including the U.S. Department of Education, national foundations, and other school leadership programs are also a major plus.

### COMPENSATION

Compensation will be competitive based on the candidate's previous experience and credentials. This position will also include a working relationship with SCORE Chairman and former U.S. Senator Bill Frist and could include an adjunct professorship at Vanderbilt University's Peabody College, which was ranked the top graduate school of education in the country by U.S. News and World Report.

### ABOUT TENNESSEE SCORE

SCORE is a statewide education initiative led by a Steering Committee of 25 leading political, education, business, and community leaders from across the state and chaired by former U.S. Senate Majority Leader Bill Frist. For the past year, SCORE has held 56 town hall meetings across the state, hosted eight statewide meetings in Nashville, and conducted hundreds of one-on-one interviews. Based on input from these meetings, SCORE released a report on October 22 entitled "A Roadmap to Success: A Plan to Make Tennessee Schools #1 in the Southeast Within Five Years." SCORE is now launching a five-year effort to implement this plan, and the aforementioned leadership initiative is one of the three main components of this plan.