



Job Description:
Director, SCORE Statewide Teacher Effectiveness Initiative

SUMMARY

Tennessee SCORE is launching a five-year effort to make Tennessee schools #1 in the Southeast by 2014 and to provide a model of successful statewide education reform for the nation. As part of this \$20 million effort, SCORE will be launching a teacher effectiveness initiative to ensure that every Tennessee classroom is led by a highly effective teacher. At the heart of this initiative will be an effort to develop a new teacher evaluation tool that incorporates student achievement and to connect this tool to teacher training, professional development, compensation and tenure. The Tennessee Education Association is partnering with SCORE in this initiative, which will work in close partnership with the Bill & Melinda Gates Foundation's "Intensive Partnership" teacher effectiveness site in Memphis.

The Director of SCORE's Statewide Teacher Effectiveness Initiative will oversee the initiative and report directly to the SCORE Executive Director and the SCORE Board of Directors. The Director will manage the entire initiative as well as lead all political and union-specific negotiations. The initiative will be supported by a staff of at least four.

RESPONSIBILITIES

- Lead a team to develop, pilot, and roll out a new statewide teacher evaluation system that includes multiple measures, including student achievement data
- Partner with the Tennessee Education Association and other key stakeholders to build support among teachers for this new evaluation system
- Manage a team to create principal and teacher professional development programs that support the implementation of this new evaluation system
- Pilot this new evaluation system in ten districts in Fall 2010 and/or Spring 2011
- Roll-out this new evaluation system statewide in Fall 2011
- Support ten pilot districts in locally negotiating comprehensive teacher effectiveness strategies that utilize this new evaluation system
- Work with the Tennessee Education Association and General Assembly in Spring 2011 to change state laws so that this new evaluation system is connected to teacher compensation and tenure

CANDIDATE REQUIREMENTS

Candidates must have significant experience working on projects related to teacher quality and experience or proven potential to oversee a major project with multiple work streams. Candidates must also have experience either negotiating union contracts or navigating complex political situations. Experience developing teacher evaluation tools or teacher professional development programs is a major plus. Experience in large urban school systems is also a major plus. Teaching experience required.

COMPENSATION

Compensation will be highly competitive based on the candidate's previous experience and credentials. Travel costs and cell phone expenditures will also be reimbursed. This position will include a working relationship with SCORE Chairman and former U.S. Senator Bill Frist.

START DATE

January 4, 2010

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 64 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 teacher effectiveness initiative is one of the key components of this plan.

CONTACT

If you are interested in this position, please contact SCORE Executive Director Brad Smith at 615-727-1545 or brad.smith52@gmail.com