



DEPUTY SUPERINTENDENT

TITLE: Deputy Superintendent

REPORTS TO: Superintendent

SUPERVISES: Assigned Staff

JOB FUNCTION: The Deputy Superintendent will assist the Superintendent in the effective execution of policies adopted by the District's Board of Education. The Deputy Superintendent will assist the Superintendent in administrative responsibility for the planning, operation, supervision, and evaluation of the education programs, services, and facilities of the District and for the annual appraisal of District staff. The Deputy Superintendent must act with integrity; support organizational goals; demonstrate the ability to inspire, grow, and motivate others; utilize feedback, drive for results, and commit to championing the needs of the students, employees, and District overall.

MEASURES OF SUCCESS:

- Increase in student achievement and growth:
 - State Academic Standard expectations
 - District based assessments
 - Curriculum benchmark assessments
- Federal, state, and district guidelines are followed as indicated in annual reports/audits
- Improve learning, culture, and environment
- Increase student, family, and community engagement
- Increase programmatic effectiveness and systems throughout the District
- High-quality and transparent budget process and sound fiscal health of the district
- Effective implementation of the strategic plan



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DUTIES AND RESPONSIBILITIES:

- Serve as a leader to assist the Superintendent and Board to develop a vision for the school district.
- Ensure effective implementation of strategic plan.
- Promote a common vision and establish effective communication to build support and trust among the Superintendent, Board, administrators, district staff, and community stakeholders, including SBDM councils.
- Understand the dynamics of demographic, economic, and social-emotional change in the community and provide proactive planning to meet the needs of a diverse student population.
- Sustain and support a culture of student success through the deployment of District practices that encourage cultural awareness and a safe and nurturing learning environment.
- Provide long-term planning to guide the Superintendent and Board in policy and budget development; present recommendations for the adoption or revision of Board policies; communicate Board policies to members of the Board, personnel, students, and the public; and ensure through delegation to staff that all policies of the Board are implemented.
- Work with the Superintendent, Board, and District leaders in oversight of designated areas in a fiscally responsible manner.
- Provide leadership in the development of a collaborative decision-making model that assures input from appropriate individuals and groups and provide feedback to all those affected by the decisions.
- Maintain open lines of communication and cooperative working relationships with other government agencies. When appropriate, attend meetings of other government agencies to advance the interest of the school district.
- Oversee various district programs while maintaining a high level of knowledge for each of them.
- Demonstrate the ability to communicate in more than one language or the willingness to learn to communicate in more than one language at the novice level of proficiency.
- Perform other duties as assigned.



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PHYSICAL DEMANDS:

- Work is performed while standing, sitting, and/or walking
- Requires the ability to communicate effectively using speech, vision, and hearing
- Requires the use of hands for simple grasping and fine manipulations
- Requires bending, squatting, crawling, climbing, reaching
- Requires the ability to lift, carry, push, or pull light weights

EDUCATION AND EXPERIENCE

- Master's degree in Education (or related), doctoral degree preferred
- A minimum of ten (10) years combined certificated teaching and supervisory experience, with a minimum of five (5) years at the supervisory level
- Experience as central office administrator
- Experience as principal at multiple levels throughout K-12 (preferred)
- Experience in an urban school district with a large racially and economically diverse population (preferred)
- Bilingual (preferred)

LICENSES AND OTHER REQUIREMENTS:

- Kentucky certification in Administration and Supervision
- Superintendent Certification



ABOUT FAYETTE COUNTY PUBLIC SCHOOLS:

Serving more than 42,000 students from the Lexington-Fayette Metro Area, Fayette County Public Schools is the second largest district in the Commonwealth of Kentucky, and every decision made – from the boardroom to the classroom – is based on doing what is best for all of our students. Our 73 schools and special programs provide world-class offerings for children in preschool through 12th grade and serve 90% of school-aged children in Fayette County. Known throughout the Commonwealth of Kentucky for high achieving students, exemplary staff, engaged families, and involved community members, our students and employees repeatedly earn state and national accolades in academic, athletic, and professional arenas.

Fayette County students consistently rank at the top on state and nationally recognized measures of academic performance, posting ACT scores, state test scores, and national test scores higher than state averages. Although the district accounts for just 6 percent of the student enrollment in the state, our students regularly represent two to three times that percentage of National Merit semifinalists, Governor’s Scholars, and Governor’s School for the Arts participants. Our recent graduates were accepted to all 15 of the nation’s highest ranked colleges and universities as rated by U.S. News and World Report, all eight Ivy League Schools, and four of the five U.S. military academies. With more than \$104 million in scholarship offers, they are attending college in 40 states, Washington, D.C., Puerto Rico, and six countries.

Ranked as one of the nation’s Best Large Employers for 2021 by Forbes Magazine – the only public school district on the list – Fayette County Public Schools is home to the Kentucky Elementary Teacher of the Year, the Kentucky High School Teacher of the Year, and the state’s overall Teacher of the Year. More than 85 percent of the district’s teachers hold advanced degrees and 203 FCPS teachers have earned National Board Certification.

Home to one of the nation’s only K-12 International Baccalaureate campuses, our district is also proud to have six National Blue-Ribbon Schools – a trademark of excellence and a symbol of quality noted by everyone from families to policymakers. We also have eight National Green Ribbon Schools, selected for exemplary efforts to reduce environmental impact and utility costs, promote better health, and ensure effective environmental education, including civics and green career pathways.

