



ASSISTANT SUPERINTENDENT
OFFICE OF STRATEGY, INNOVATION, AND PERFORMANCE (OSIP)

The Hawaii State Department of Education (HIDOE) is in the midst of exciting transformational changes. Pursuant to our Strategic Plan, HIDOE has re-focused its efforts to ensure that all students have the academic and personal skills required to succeed in life.

HIDOE seeks a visionary leader for the position of Assistant Superintendent of the Office of Strategy, Innovation, and Performance (OSIP). The position is tasked with further refining, tracking, reporting, managing and achieving the goals within the Strategic Plan. The right candidate will have the exceptional interpersonal, communication, and management skills needed to work effectively in a large-scale organizational change effort, as well as a vision for a world-class public education system.

The Assistant Superintendent of OSIP reports directly to the Superintendent and serves as a member of the Superintendent's cabinet. He or she will be a problem-solving, collaborative team player on all HIDOE leadership issues. The position oversees three branches: 1) Policy, Innovation, Planning and Evaluation, 2) Data Governance and Analysis, and 3) Assessment and Accountability, including a staff of approximately 60 employees, and is responsible for the following key functions and roles:

- Collaborating with team members on all HIDOE leadership issues;
- Directing HIDOE-wide, long-range planning efforts using local, national, and international best practices while using appropriate and effective evaluation tools to monitor progress and ensure that HIDOE is meeting Strategic Plan goals;
- Developing and administering statewide accountability systems and associated assessments;
- Directing the development of systems, policies, and procedures to streamline operational functions, minimize duplication of efforts and redundancies, and ensure alignment with federal and state accountability;
- Analyzing statewide data to determine and/or adjust the Department's strategic direction and initiatives and promote a culture of data-driven decision-making throughout the Department;
- Ensuring data quality and appropriate data management and stewardship to align data systems and policies;
- Making recommendations to the Superintendent, Board of Education and the State Legislature regarding policies, laws, and procedures based on thorough analysis of policies, Standards of Practice, federal and state rules and regulations, etc.
- Representing HIDOE before the Board of Education, legislative committees, conferences, and/or other public and private functions and strategically engaging with government officials and business and community leaders;
- Supporting the development of legislative strategy;
- Overseeing and supporting the use of performance management routines across the Department;

- Providing training, technical support, and direct consultative support in the areas of assessment and accountability, data literacy, data governance, and performance management; and
- Incubating and implementing innovative grants, strategies, programs, and initiatives.

The ideal candidate:

- Has achieved outstanding results in leading public education reform efforts;
- Has a track record of influencing and collaborating with senior state and local leaders, principals, teacher leaders, administrators, and labor unions;
- Is thoroughly knowledgeable about educational research, policy, statutes and political landscape;
- Possesses a collaborative and open leadership style and can lead a team to achieve measurable results;
- Exercises good judgment in the midst of ambiguity; and
- Must be able to think strategically, plan conceptually, and problem-solve.

The position requires a bachelor's degree and ten years of increasingly responsible management-level experience, which preferably includes substantial experience in public education reform. Qualified applicants should respond by May 19, 2015 with resume, cover letter and salary requirements in confidence to:

Hawaii Department of Education
Office of Human Resources
Recruitment Administrator
650 Iwilei Road, Suite 300
Honolulu, HI 96817