



Region Superintendent

Position Details

Job Code: U7381

Reference Code: B035

Division: Teaching and Learning Unit

Classification: Licensed Administrator

Terms of Employment: At-Will, Equivalent to [Step 49 of the Unified Administrative Salary Schedule, 12 Months](#)

FLSA STATUS: EXEMPT

Position Summary

The position is responsible for providing leadership to School Associate Superintendents (SAS) and school principals. Requires knowledge of teaching and learning processes. Knowledge of school finance, budget development, and implementation. Ability to work and communicate effectively with people to focus human and financial resources toward the achievement of Clark County School District (CCSD) goals. This position is directly responsible to the Deputy Superintendent, Teaching and Learning Unit.

Essential Duties and Responsibilities

The list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Develop effective leadership skills with SAS and school principals.
2. Monitor and assist in the evaluation of SAS and school principals in meeting CCSD goals.
3. Develop procedures along with processes to ensure that timely and accurate information is obtained as well as maintained.
4. Keep the Chief Academic Officer informed of needs, critical issues, and incidents of which the Clark County School District Board of Trustees and Superintendent of Schools should be made aware.

5. Remain current on educational trends and best practices relevant to assigned areas of responsibility.
6. Responsible for meeting the goals of the focus areas and strategic areas of proficiency; academic growth; narrowing achievement gaps; preparing students for college and careers; identifying the value of programs and practices; reducing disproportionality; providing a safe and welcoming climate; and engaging stakeholders in school and CCSD related matters.
7. Responsible for compliance with all applicable federal, state, and local laws.
8. Provide support, supervision, coaching, and mentoring to a portfolio of K-12 principals.
9. Provide leadership to school staff in the operation of school organizational teams to provide assistance along with advice to SAS and principals to implement as well as monitor school improvement processes.
10. Serve as the liaison between school principals, SAS, and the Chief Academic Officer or designee; advocating for the needs of schools; and ensuring compliance with requirements from the Chief Academic Officer or designee thereof.
11. Review and approve the plans of operation for schools, including all budgets, school performance plans, and ensures their effective implementation.
12. Responsible for the performance of schools based upon CCSD and state accountability measures, student achievement and growth measures, and annual surveys of school stakeholders.
13. Ensure that schools maintain a positive climate for learning that supports diversity for students, staff, and parents/guardians.
14. Responsible for the selection, assignment, training, performance, professional growth, supervision, evaluation, retention, and discipline of all staff.
15. Present quarterly reports to local government entities regarding the performance of schools.
16. Responsible for parent/guardian engagement in school decision-making and school events.
17. Monitor and ensure the condition of the physical assets; including the neatness and cleanliness of the buildings and grounds; along with the safety, security, as well as state of maintenance and repair of the buildings, grounds, furnishings, and equipment.
18. Provide school principals and SAS with support along with assistance in meeting the requirements of the Nevada Educator Performance Framework (NEPF).
19. Provide support along with development to school principals in goal-setting, observation and feedback, conferencing, and identification as well as collection of evidence.

20. Responsible for the development as well as implementation of professional learning for principals and SAS.
 21. Responsible for effective planning, oversight, and control of the expenditure of all allocated funds.
 22. Responsible for consistency in supervision of principals and SAS.
 23. Perform other duties related to the position, as assigned.
-

Position Expectations

1. Actively promotes as well as maintains a relationship of mutual trust, confidence, and respect among all CCSD staff.
 2. Maintains an understanding of the issues in CCSD and is responsible for information disseminated inside and outside CCSD.
 3. Promotes and behaves with integrity in relationships with colleagues, students, parents/guardians, the community, and when representing CCSD.
 4. Demonstrates a commitment to transparency and timeliness.
 5. Creates and sustains a focus on learning along with a culture of continuous improvement, including the effective use of multiple data sources.
 6. Aligns curriculum as well as instruction with resources in a manner that is culturally responsive, strategic and diverse.
 7. Provides vision and direction to the region administrative team.
 8. Demonstrates success in improving student achievement for all students.
 9. Demonstrates successful leadership experiences in professional learning, supervision, and evaluation.
 10. Demonstrates effectiveness in planning, scheduling, and allocating resources; reaching logical conclusions and making high-quality decisions using appropriate decision-making processes; and accepting responsibility for actions and consequences.
 11. Demonstrates success in exercising good judgment, insight, self-awareness, integrity, and cultural responsiveness when interacting with diverse employees, students, parents/guardians, and community members.
 12. Seeks and accepts constructive guidance from immediate supervisor as well as from building-level administrators.
 13. Demonstrates the ability to communicate effectively with diverse audiences.
-

Position Requirements

Education and Training

An earned master's degree from an accredited college or university.

Licenses and Certifications

Hold or be able to acquire, by time of appointment to the position, the appropriate Nevada administrative endorsement.

Experience

1. Has previously demonstrated at least three (3) years of successful licensed teaching experience.
2. Has previously demonstrated at least five (5) years of experience as a contracted school principal in an accredited K12 public or private school (or) at least five (5) years recent successful district-level leadership experience* as a contracted administrator in a large (minimum of 30,000 students) urban public school district.
3. Has experience with school accountability in terms of data analysis leading to systemic school improvement planning.
4. Has present or previous experience with research targeting student achievement in diverse educational settings.
5. Demonstrates successful performance in the position held at the time of application.

* Leadership experience may include but is not limited to: school administration, curriculum development, professional learning, program evaluation and improvement, instructional assessment and accountability, and educational technology.

Preferred Qualifications

None Specified.

When applying for an administrative position, candidates must meet the minimum qualifications as listed on the appropriate position vacancy announcement.

AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees

equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or military status or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

Job Revision Information

- Revised: 10/05/23
- Created: 11/28/18