



School District of Philadelphia

Title: Special Assignment, Transformation Corps (Internal Posting)

Department: Office of the Superintendent

Reports To: Executive Cabinet or Deputy Chief

Job Summary

The School District of Philadelphia is continuing its movement towards a better run, safer and higher-performing system. By keeping the focus on students' needs, outcomes and hopes, the District will achieve our two overarching objectives: improving learning opportunities for all students, and overcoming massive financial challenges. The mission of the Philadelphia Schools Transformation Corps is to help achieve these twin goals by engaging talented, high-performing and passionate people, within our organization and the community, to develop and implement solutions to the District's most pressing challenges, and to create a platform for exceptional people committed to public education to learn, experience and grow. Corps members will all be deployed to work within existing functional areas, reporting to the appropriate Chief or Deputy of that functional area. The first phase will identify current District strengths, successes and solutions. The second phase will focus on operationalizing the strategy and implementing the solutions most critical to the organization.

Corps members will serve as either a **Project Lead**, or a Corps **Team Member** helping to advance the work of district priorities. Specific assignments will be determined at the conclusion of the interview process based on applicant skills, interest and experience. Assignments will support issues including: five-year recovery efforts, financial accountability, academic excellence, operational support systems and building a system of great Philadelphia schools.

Corps members will also participate in professional development, regularly engaging with each other, District Leadership and external "mentors", to collaborate on solving the challenges of transforming a large, complex organization. SDP employees selected for the Transformation Corps will complete a 6-12 month assignment, retain their current salary and benefits, and have the right to return to their current positions at the end of their assignment.

Essential Functions

- Identify district strengths and opportunities within defined functional areas
- Develop and support the implementation of strategies that advance district transformation

Minimum Requirements

- Bachelor's degree from at an accredited college or university
- Two years of full-time, paid, professional experience (3-5 years, preferred)
- K-12 education experience, preferred

Knowledge, Skills and Abilities

- Solve complex problems

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- Own the development of strategies, and implement solutions
- Plan, organize, and lead projects
- Think creatively, utilizing innovation and ingenuity
- Work quickly and effectively under time limitations
- Maintain accurate records and prepare written reports
- Manage multiple competing priorities simultaneously
- Express ideas effectively, both verbally and in writing
- Work well with others at all levels and across areas
- Tap into local and national experts and resource to identify good ideas
- Understand and analyze data

Application Instructions

Interested SDP employees should email a current resume and statement of interest (500 words) to TransformationCorps@philasd.org by December 28, 2012 for first round consideration, and January 11, 2013 for the second round.

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this role. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

Existing SDP employees will maintain their existing title, and be placed on Special Assignment while working with the Transformation Corps. Represented employees will continue to be represented by their current bargaining unit.