

**JOB DESCRIPTION  
MOORE PUBLIC SCHOOLS**

**Job Title:** Associate Superintendent Elementary and Secondary Education

**Qualifications:**

**Credentials:** Administrator's, Superintendent Certificates;

**Education:** Master's degree in Education, Administration or related field.

**Training or Experience Required:** 5 years of school administration experience. Must have been a prior Principal.

**Special Skills, Knowledge, Abilities:**

Communication Skills (oral, written, or business): Basic communication skills to exchange information; give/receive instructions and respond to inquiries. Includes completing forms.

The position requires knowledge of grammatical structure, vocabulary for preparing correspondence from rough draft through proofing of completed material. The individual must communicate in clear, grammatically correct English. In addition, he/she must compose correspondence; train and direct others and provide complex instructions; conduct interviews; use creativity and demonstrate the ability to make public speeches and presentations, as well as prepare complex letters and reports.

Data Recording/Record Keeping: The individual performs data recording/record keeping operations determining what changes need to be made to existing records, including computerized records.

Mathematical Skills: The individual performs routine computations requiring knowledge of addition, subtraction, multiplication and division using whole numbers, fractions, decimals and/or percentages.

Reading and Interpreting: The individual reads and interprets complex written or printed materials such as ordinances, resolutions, policies and procedures, complex diagrams, plans, contracts, regulations.

**Contact with Others:** An incumbent in this position has regular contact with other school districts and the public. Must be able to answer information requests from the public interpreting and translating facts and information, explaining situations and concerns and advising them of alternative courses of action. Must be able to manage

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complaints and communicate professionally with concerned parents and callers. Must use tact and diplomacy, independent judgment, and problem solving. Makes formal presentations; interprets policies and procedures based on experience; provides counseling, negotiations, or mediation techniques as appropriate.

**Performance Expectations:** The incumbent/employee will need to (A) Be customer focused to resolve problems effectively. (B) Assist with managing human resources and diversity while promoting: productivity and efficiency; health and safety; employee training and development, empowerment, and appraisal; constructive corrective counseling and discipline; resolution of complaints or grievances. (C) Manage resources with fiscal responsibility while maintaining proper accountability of records. (D) Manage information and communications with staff and public effectively. (E) Conduct short and long range planning to set and/or attain district goals and objectives. (F) Demonstrate leadership by being a good role model to reinforce productive and customer-focused behavior; use creativity, innovation, and initiative to identify solutions to problems. (G) Be a team player with co-workers, subordinates, other managers, and community leaders to accomplish district objectives or goals. (H) Contribute to quality of district programs including extracurricular programs; be involved in personal growth and development.

**Job Goal (Purpose of Position):** The individual performs supervisory and administrative level duties under limited supervision to assist the Superintendent in supervision of elementary and secondary schools and to serve as a liaison between the elementary and secondary principals, assigned curriculum personnel, the Executive Director of Elementary Education, the Executive Director of Secondary Education, alternative education, career technology, child nutrition, and the Superintendent.

The incumbent assists in policy development and enforcement to provide optimum education, service, and productivity.

### **Essential Job Functions/(PERFORMANCE RESPONSIBILITIES):**

1. Keeps within budgetary means, assists in integrating curriculum activities towards a balanced efficient program of studies that will best serve the needs of students within the Moore elementary and secondary schools.
2. Promotes and directs in-service education of the administrative staff in the elementary and secondary schools.
- 3 Works with building principals, departmental chairmen, and the Academic Resource Team to originate and revise curriculum and course guides for assigned areas.

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4. Assists in coordinating the general instructional program throughout the elementary and secondary schools. Facilitates a development and evaluation of a data-based school and departmental improvement program in assigned areas.
5. Works with principals -- Strives to improve instruction in their respective schools. Anticipates and resolves problems.
6. Serves as a liaison between Superintendent, elementary and secondary school principals, and the Academic Resource Team.
7. Expedites the completion of records and reports as delegated by the Superintendent.
8. Makes recommendations as to selection, promotion, retention and dismissal of elementary and secondary principals. Must be responsible for a minimum of one formal evaluation of assigned personnel each year.
9. Makes recommendations to the Superintendent on certified personnel selection, employment and placement for elementary and secondary schools.
10. Makes recommendations to the Superintendent on selection, employment, and placement of staff.
11. Reports regularly to the Superintendent on any development or problem within the district requiring the Superintendent's awareness or action.
12. Attends meetings as assigned by the Superintendent.
13. Serves on committees as the Superintendent directs.
14. Supervises such personnel as the Superintendent may assign either temporarily or regularly.
15. Assumes supervisory responsibility for the coordination and implementation applications for state and federal grant programs in assigned areas.
16. Continuously updates knowledge of changing laws and requirements.
17. Coordinates the development of a variety of programs utilizing the district's multipurpose buildings.
18. Performs other duties as the Superintendent may assign.

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**Supervision exercised:** An incumbent supervises the Executive Director (Elementary Education and Instruction); Executive Director (Secondary Education and Instruction); and the Assistant Superintendent (Alternative Education, Child Nutrition, Career Tech Education, and Federal Programs. Has responsibility to recommend hiring/firing; develop training, and to evaluate employees.

**Physical/Mental Requirements and Working Conditions:** Other than those requirements listed above, the employee must have the ability to communicate in person, on the phone, and before large audiences.

**Reports To: Superintendent**

**TERMS OF EMPLOYMENT:** Twelve month year (255 days). Salary to be established by the Board.

**EVALUATION:** Performance of this job will be evaluated in accordance with the provisions of Board policy.

Approved 08/14/2023