



Job Title: Executive Director of Teacher Leadership, Strategy and Development
Department: Strategy
Reports To: Chief Strategy Officer
Compensation: XG-2
Number of Days: 12 Months
Security Access: ESC
FLSA: Exempt
Oklahoma Teacher's Retirement: Mandatory
Bargaining Unit: N/A
Funding Source: General Funds
Last Revised Date: June 2026

Mission: Our students lead through literacy, are empowered through experience, and contribute to their community.

Vision: Tulsa Public Schools honors the diversity, creativity, and passion of our students, elevating every student to be designers of their destiny.

Core Values: Our core values guide how we work and interact with each other at every level of the organization. We embrace and embody these values every day:

- **Equity:** We know that our diversity is a community treasure, and we are committed to dismantling practices and systems that perpetuate inequalities, being actively anti-bias, anti-racist, and working toward justice and opportunity for all.
- **Character:** We are honest, trustworthy and have high standards of behavior. We make decisions based on what our students and community need, and we do the right thing even when it is hard.
- **Excellence:** We work together to give Tulsa the world-class schools it needs and deserves. We expect a lot from one another, and we support one another in achieving our shared, high expectations.
- **Team:** We care for one another and work together to celebrate success, learn from struggles, and work to help every team member be their best selves.
- **Joy:** Joy at school and at work makes us more productive, because when we create, innovate, and imagine, our motivation grows. Also, we love to have fun!

Position Summary:

The Executive Director of Teacher Leadership, Strategy and Development provides districtwide leadership for the development, support, and retention of effective educators. The role leads the district's teacher leadership and educator development work — including the Oklahoma Teacher Empowerment Program (OTEP), school-based teacher leadership structures, teacher residency and induction, instructional fellowships, and emerging teacher leadership pathways — and leads a multi-year Teacher Development and Leadership Framework.

Within this work, the Executive Director leads the district's teacher improvement strategy. The Executive Director will be directing the grant funding that supports it (including OTEP) and building and leading the team that delivers it. In partnership with Talent Management, the role defines and designs the district's teacher leadership pathway and the educator growth and compensation model, including the teacher profile and the specialized professional learning built around it.

Working across departments, the Executive Director aligns this work with the district's instructional framework and strategic priorities, partners with Organizational Learning on districtwide teacher support, builds internal capacity, improves educator retention, and positively impacts student outcomes.

Key Functions:

- Lead the district's transition to a performance-based compensation and talent model
- Define and design the teacher leadership pathway and educator growth model
- Secure and direct grant funding (OTEP) supporting educator development
- Build and lead the divisional team and structure
- Oversee OTEP, professional learning, and teacher leadership programming

Minimum Qualifications:**Education:**

- Master's degree in Education, Educational Leadership, Curriculum and Instruction, Organizational Leadership, or a related field required.
- Doctoral degree preferred.

Experience:

- Minimum of seven (7) years of successful teaching experience required.
- Minimum of five (5) years of progressively responsible leadership experience required.
- Demonstrated success leading districtwide initiatives in educator development, instructional leadership, talent development, or professional learning.
- Experience supervising leaders and managing complex, cross-functional projects.
- Urban school district leadership experience preferred.

Licenses and Certifications:

- Valid Oklahoma State Department of Education (OSDE) certificate required and must be maintained throughout employment.

Knowledge, Skills, and Abilities:

- Deep knowledge of adult learning theory, instructional coaching, and professional learning systems.
- Strong understanding of educator effectiveness systems, teacher leadership pathways, and compensation and career-pathway structures.
- Ability to define multi-year strategy and translate it into coherent districtwide systems.
- Excellent written, verbal, facilitation, and presentation skills.
- Ability to lead collaborative planning and stakeholder engagement across departments.
- Ability to manage ambiguity and lead change in a dynamic, evolving environment.

Responsibilities and Essential Functions: The following duties are representative of performance expectations. A reasonable accommodation may be provided to enable a qualified individual with a disability to perform essential functions.

- Lead the district's transition to a performance-based compensation and talent model for educators, defining the strategy and setting direction for the work.
- Define and design the district's teacher leadership pathway and, in partnership with Talent Management, the educator growth and performance-based compensation model, including the teacher profile and the specialized professional learning built around it.
- Develop and lead a multi-year Teacher Development and Leadership Framework outlining career pathways from novice teacher to advanced teacher leadership roles.
- Advise the Cabinet and senior leadership on educator development and compensation strategy supporting district priorities.
- Direct and account for grant funding supporting educator development, including OTEP — including applications, allocation of funds, and stewardship.
- Will own and direct the divisional budget as the division's structure and budget are established.
- Establish and lead the divisional team, including directors and senior leaders to be assigned as the organizational structure is built out; set goals, performance measures, and evaluation for the team.
- Build leadership capacity among team members through coaching, feedback, and professional growth.
- Oversee implementation and refinement of the Oklahoma Teacher Empowerment Program (OTEP), including structures supporting Advanced, Lead, and Master Teacher designations.
- Design and sustain teacher leadership pathways supporting both horizontal and vertical advancement, and coordinate selection, onboarding, and evaluation of teacher leaders.
- Design and oversee programming supporting educators across induction, emerging practice, leadership development, and advanced instructional expertise.
- Lead districtwide teacher fellowship and residency programs, and partner with higher education institutions to strengthen teacher preparation pipelines.
- Design and oversee differentiated professional learning for teachers, teacher leaders, mentors, coaches, and school leadership teams, aligned to adult learning principles and evidence-based practice.
- Establish and oversee districtwide structures for novice teachers and educators transitioning into new roles, including standards, training, and support for mentors.
- Implement coaching models that strengthen instructional practice, and monitor effectiveness to ensure equitable access to high-quality support.
- Collaborate across district departments to ensure coherence among educator development initiatives, and ensure alignment with collective bargaining agreements and stakeholder considerations.
- Develop systems for evaluating the effectiveness and impact of teacher leadership and educator development programs, using educator feedback, retention metrics, and student outcome data to inform decisions.
- Prepare reports, presentations, and recommendations for district leadership, the Board of Education, and external stakeholders.

- Develop and maintain strategic partnerships, and pursue additional grants and external funding supporting educator development.
- Perform other duties and special projects as assigned.

Customer Contacts:

- **Internal:** Teachers, teacher leaders, instructional mentors, principals, instructional leadership directors, district administrators, and other district staff.
- **External:** Oklahoma State Department of Education, higher education institutions, grant partners (including OTEP), professional learning providers, consultants, and local, state, and national education organizations.

Supervisory Responsibility:

- Establishes and leads the divisional team; directly supervises and evaluates directors and senior leaders to be assigned as the organizational structure is built out.
- Leads cross-functional district implementation teams and advisory councils.

Working and Physical Conditions: The physical demands and work environment characteristics described here are representative of those an employee may encounter while performing the essential functions of this position. Exposure to the following conditions may range from rare to frequent based on circumstances and factors that may not be predictable.

- Standard office environment with frequent collaboration across schools and district departments.
- Regular use of technology and virtual collaboration tools.
- Ability to attend meetings, trainings, and events outside regular work hours as needed.

Tulsa Public Schools is committed to building a diverse and inclusive team of individuals who contribute to the district's mission with their talents, skills, and energy. Tulsa Public Schools is an equal opportunity employer and does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age, or any other classification protected by applicable law.

Tulsa Public Schools also provides reasonable accommodation to qualified applicants and employees with disabilities. If you need accommodation during the application process, please contact the district's ADA Coordinator at ada@tulsaschools.org. You can also direct your request for accommodation in writing via mail to the Tulsa Public Schools Education Service Center, Attn: ADA Coordinator, 3027 S. New Haven Ave., Tulsa, OK 74114-6131.