



**COLUMBUS CITY SCHOOLS**  
invites applications for the position of:

## Chief Equity Officer

**SALARY:** \$137,108.00 Annually

**OPENING DATE:** 09/13/19

**CLOSING DATE:** Continuous

### **DEFINITION:**

#### POSITION SUMMARY:

The Chief Equity Officer works with the Superintendent to promote a culture of inclusion and embracing differences as a strategic opportunity towards leading the district's efforts to build a culture of equity and inclusion for all students, families, employees, and community. Serves as a member of the Superintendent's Cabinet participating in the creation and execution of the district's vision, mission and strategic plan. The draft strategic priorities include.

- Academic Performance: Each of our students reaches their full potential and graduates prepared to attend college serve in the military, start a business, or enter the workforce.
- Culture and Climate Our district creates safe, student-centered, innovative learning environments.
- Talent Management: Our district recruits, develops, and retains world-class educators and staff.
- Accountability and Engagement: Our district is accountable to our communities and stakeholders, and confidence in our district and our schools is maintained through strategic, responsible, and transparent leadership.

**Reports to: Superintendent/CEO**

**Department/Office: Office of the Superintendent**

### **EXAMPLES OF WORK:**

- Leads efforts to conceptualize, define, assess, nurture, and cultivate diversity as an institutional and educational resource.
- Plans, guides, and advises district leaders on matters related to diversity and equity for students, parents, communities and employees.
- Collaborates with district management to create, implement, and monitor programs designed to ensure fair and equitable treatment of students, faculty, and staff.
- Collaborates with other academic leaders to support inclusion of equity work throughout core district processes related to the hiring and induction of educators and community engagement
- Assists the district and schools in resolving educational and diversity issues affecting educators, students, parents, and the community.
- Assists educators in creating culturally supportive learning environments that ensure high expectations for the academic achievement of all students.
- Supports school administrators on equity-related issues for effective administration of all aspects of school programs; and works cross-functionally with members of the school support teams and leadership development teams.
- Provides analysis of legislation and regulations related to equity and affirmative action.
- Serves on planning and policy-making committees.
- Attends all Board meetings and performs related tasks
- Performs other duties of a same or similar nature as assigned

### **MINIMUM QUALIFICATIONS:**

A minimum of ten years of related work experience with a demonstrated track record of leading equity and diversity work for large organizations.

**PREFERRED QUALIFICATIONS:**

Master's degree

**Additional Required Knowledge, Skills, and Abilities:**

- Strong understanding of cultural competency and cross-cultural dynamics that include race, equity, class, and perceptions around these topics.
- Case management related to offering coaching for departments and school leaders.
- An inspired visionary who can foster employee excitement and understanding
- General knowledge of urban educational challenges
- Strong written and verbal communication skills, including effective presentation skills Experience dealing with diverse and economically disadvantaged populations Successfully passing criminal background checks and health clearances.
- Commitment to Equity: Passionate about closing the achievement gap and ensuring that every child, regardless of background or circumstance, receives an excellent education
- Leadership: Coaches, mentors, and challenges others to excel despite obstacles and challenging situations. Focus on Data-Driven Results: Relentlessly pursues the improvement of central office performance and school leadership, instruction, and operations, and is driven by a desire to produce quantifiable student achievement gains.
- Innovative Problem-Solving: Approaches work with a sense of possibility and sees challenges as opportunities for creative problem solving; takes initiative to explore issues and find potential innovative solutions,
- Adaptability: Excels in constantly changing environments and adapts flexibly in shifting projects or priorities to meet the needs of a dynamic transformation effort; comfortable with ambiguity and non-routine situations. Teamwork: Increases the effectiveness of surround teams through collaborations constant learning and supporting others; sensitive to diversity in all its forms; respects and is committed to learning from others.

*The qualifications listed above are intended to represent the education, experience, skill, and ability levels typically needed to successfully perform the essential duties contained in this job description.*

*The qualifications should not be viewed as individual absolute standards, but considered holistically with other position-related criteria.*

**We are looking for highly motivated and skilled talent to join our team at Columbus City Schools (CCS). We seek individuals who are passionate about transforming the CCS school system and making a significant difference in the lives of public school students, parents, principals, teachers, and central office employees.**

**Columbus City Schools is the largest school district in the state of Ohio, serving over 50,000 students in 109 schools. The mission of Columbus City Schools is highly-educated, prepared for leadership and service and empowered for success as a citizen in a global community. As a part of a comprehensive reform effort to become a world-class model of urban public school education in the country. The Core Values of Columbus City Schools are as follows:**

- **Supports academic achievement, continuous improvement, civic stewardship, and lifelong learning.**
- **Collaboratively and responsibly governs with integrity.**
- **Demonstrates compassion, respect, trust and love to each other and those we serve.**
- **Values community engagement and empowerment, as well as equity and diversity.**

**TEST/JOB CONTACT INFORMATION:**

This job posting is for an Administrator / Contract Employee position. Human Resources will conduct a preliminary review of the applications received to determine who to interview. Please be sure that you have attached to your application digital copies of your degree(s), official transcript, resume, and any other documentation verifying your qualifications for this job; and please be sure that your profile, including both education and work experience, is accurate before submitting your application.

**Columbus City Schools is committed to building a culturally diverse workforce. Minority candidates are strongly encouraged to apply.**

**Columbus City Schools is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation or gender identity, national origin, disability status, or protected veteran status.**

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://www.ccsbh.us/>

Position #19-2020-3-A1  
CHIEF EQUITY OFFICER  
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270 E. State Street  
Columbus, OH 43215  
614-365-5000

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### Chief Equity Officer Supplemental Questionnaire

\* 1. Do you have a master's degree?

- Yes
- No

\* 2. Do you have a minimum of 10 years of related work experience with a demonstrated track record of leading equity and diversity work for large organizations?

- Yes
- No

\* Required Question