

# Director of Performance Management

(Salary: \$109,900—\$137,400/year)

*An exciting opportunity to join the Los Angeles Unified School District team*

## About the Position

The Los Angeles Unified School District (LAUSD) is seeking a visionary leader with considerable experience directing and leveraging performance management systems in a public education environment to join our team. This person will assist LAUSD by directing, developing and supporting a District-wide system of new and existing performance metrics to enhance the effectiveness and efficiency of the District's functions, support our instructional goals, business objectives and aid our strategic planning.

## Key Areas of Responsibility

The individual chosen to fill this position will become an integral part of leading LAUSD's strategic efforts to improve District operations and services. Specific responsibilities include:

- Directing employees in developing, collecting and analyzing qualitative and quantitative measures of performance and establishing linkages between performance metrics and strategic goals
- Directing, establishing, implementing and monitoring the District's performance management cycle and making data driven recommendations for improvement
- Collaborate with stakeholders and coordinate with District staff to identify and validate suitable metrics and performance targets for various District functions and levels to ensure alignment with Board of Education's goals, key District objectives and performance targets

## The Successful Candidate

The person we are seeking will possess significant experience leading organizational wide strategic initiatives related to performance management systems (e.g., balanced scorecards, performance dashboards etc.). She or he will also possess:

- Proven ability to strategically impact educational programs through constructive use of data driven cycles of improvements
- Demonstrated skill in evaluating, revising and forecasting organizational resources to allow for long-range plans to be aligned with strategic goals
- Strong project management skills including skills in developing, executing, and monitoring projects and measuring project success
- Exceptional organization, interpersonal, and collaboration skills including skills in actively engaging others and in working well as a member of a team
- Understanding the dynamics of organizational change by maintaining a high level of communication and encouraging others to embrace change
- Outstanding oral and written communication skills

*At a Minimum Candidates must Possess: Graduation from a recognized college or university with a bachelor's degree in Education, Public Policy or Business. An advanced degree is highly preferable. Four years of management or administrative level experience in data management, education statistics, research, assessment, organizational development or performance management is also required. Executive level experience in the areas listed above is highly preferable.*



## TO APPLY

Enter our application management system below, find job listing and either (1) complete the application or (2) upload your resume using the "attachment" page

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(LAUSD Employee)

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(Non LAUSD Employee)

Questions about the process?  
Contact Anna Forsberg at  
[anna.forsberg@lausd.net](mailto:anna.forsberg@lausd.net)

