



Supervisor of Research & Evaluation Research, Planning, and Assessment (RPA) *Manager*

Who We Are

The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, serving more than 57,000 students who speak more than 44 documented languages across 132 schools in the city of San Francisco every year. We aim for every student who attends SFUSD schools to discover his or her spark, along with a strong sense of self and purpose, and that all students graduate from high school ready for college and career, and equipped with the skills, capacities and dispositions outlined in [SFUSD's Graduate Profile](#). Every day in our quest to achieve this mission we provide each and every student the quality instruction and equitable support required to thrive in the 21st century.

What It Means to Work Here

When you join our team at SFUSD you can expect to be part of an inclusive, innovative, and equity-focused organization that approaches public education as a social justice movement, requiring broad collaboration across an array of strategic partners. In 2014, SFUSD created an inspiring statement, [Vision 2025](#), which captures our aspirations and vision for the future of public education in San Francisco. Alongside the District's strategic plan, [Transform Learning. Transform Lives.](#), SFUSD is reimagining how public education will change over the next decade to meet the dynamic future of San Francisco. As a [CORE district](#), SFUSD is also a leader in critical systems change for more comprehensive school accountability and innovations that help strengthen the instructional core, which is the foundation of our strategic plan and Vision 2025.

Whom We Want

We want talented people from diverse backgrounds and experiences, who are inspired by our mission, steeped in equity, and who are motivated to unleash our children's potential. We want people who are strong collaborators, skilled communicators, and problem solvers who are comfortable in a community of continuous learning.

As Manager, you will report to the Chief of Research, Planning, and Assessment (RPA), and be a part of the Research, Planning, and Assessment Division as a district leader in Research & Evaluation. You will help to lead RPA in transformational work to deliver on the promises outlined in both [Transform Learning. Transform Lives.](#) as well as our long-term, city-wide North Star, [Vision 2025](#). We want someone who will build SFUSD capacity in evidence-based decision-making in service of improvement, develop actionable research and evaluation for SFUSD administrators' decision-making, guide external partners in conducting research and evaluation projects aligned to SFUSD's needs, and communicate within and beyond SFUSD about the processes and accomplishments of the Research and Evaluation team.

We expect our Supervisor of Research & Evaluation to:

- Develop dialogue across SFUSD about goals, findings, and implications of research to **promote intentionality and rigor** in consulting and applying relevant theory and evidence.
- **Summarize and review research literature** on measures, practices, and theories relevant to SFUSD's local context.
- Support other SFUSD departments in building structures, routines, and skills to **systematically collect and organize valid, useful, and practical evidence**.
- Facilitate SFUSD administrators' professional learning to **interpret and evaluate evidence and warrants** and to **prioritize and adapt actions** based on theory and evidence.

- **Facilitate and collaborate** with cross-functional teams and sites to **develop their research, evaluation, and continuous improvement agendas**.
- Coach, advise, and support multiple leaders and stakeholders to **design, implement, interpret, and apply findings** from improvement projects.
- **Lead, coordinate, and supervise research, evaluation, and continuous improvement** projects conducted by SFUSD's internal Research & Evaluation team.
- **Promote professional growth** of team members in expanding their facilitation and analysis skills, modeling willingness to learn from challenges while also holding oneself accountable to results.
- **Support ongoing collaboration between researchers and administrators/practitioners** to design and interpret studies with both methodological rigor and practical utility.
- **Manage SFUSD's process for** approving, monitoring, and supporting external **research and evaluation projects**.
- **Present** complex findings effectively through oral and written communication to share processes and results of **research and evaluation work at SFUSD** to internal, local, and national audiences.

The strongest candidates will demonstrate the following knowledge and experience:

- Publication of educational research in peer-reviewed journals and presentations at national and international conferences
- Qualitative and quantitative research methodologies (mixed-methods); developmental and participatory evaluation methods; techniques of continuous / quality improvement; and a nuanced understanding of how to select and combine these techniques when applied to school and district research
- Deep knowledge of learning science and educational research literature
- Multiple years of K-12 classroom teaching experience
- Experience facilitating teams in applying methods of continuous improvement in educational settings
- Understanding of organizational structures and cultural norms in academia and other research institutions
- Ability to work effectively in emotionally charged and difficult situations that may involve confidential or sensitive matters
- Direct knowledge and understanding of SFUSD's strategic priorities and relational dynamics, internal structures and systems, and legislation and policies applicable to conducting research on SFUSD's educational programs

Minimum Qualifications

- Requires a Ph.D. in Education, Learning Sciences, Cognitive Psychology, or related field from an accredited college or university
- Professional-level experience in an accredited college or university program teaching educators and administrators about educational research findings and methods
- Three or more years of professional-level experience conducting educational research at a university or research center
- Two or more years of professional employment at an urban public school district

What We Offer

SFUSD offers a competitive salary commensurate with experience in a similar position. We offer a comprehensive benefits plan including dental and vision plans, a defined benefit pension plan, disability, life insurance, flexible spending account options and vacation time. We also offer an inclusive and equity-centered environment where we encourage staff to bring their whole selves to work.



How to Apply

- You will be prompted to electronically attach a letter of interest, resume, references, and any applicable credentials or licenses.
- Our Human Resources team will then review your entire application to determine your eligibility status and contact you directly should you move forward in the process

San Francisco Unified School District is an equal employment opportunity employer committed to maintaining a non-discriminatory work environment. SFUSD does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, or any other characteristic protected by applicable law.