Killeen Independent School District
Job Description

Job Title: Director for Assessment and Accountability
Reports To: Assistant Superintendent Curriculum & Instruction
FLSA Status: Exempt

SUMMARY
To provide vision and leadership for the Assessment and Accountability Department. To plan, develop, and coordinate research, analysis, measurement, and reporting of data and other critical information for testing and programs in order to provide high quality, well-focused support for the highest academic achievement priorities set by the district for the campuses.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

Provides leadership in development, implementation, and evaluation of district assessment services.

Works collaboratively with others in articulating the visions and role of the district assessment program.

Provides the personnel with regular updates on TEA regulations, guidelines, and mandates related to assessment.

Implements the policies established by federal and state law, State Board of Education rule, and local board policy.

Updates assessment policies.

Develops manuals and materials for department and district.

Leads/assists in professional development assessment training for teachers and administrators.

Provides leadership for the implementation of district test security.

Keeps current with developments in the field of assessment and accountability.

Interfaces with the EILs to provide school support, evaluate progress, assesses/analyzes data and implements an accountability model that facilitates improved student performance.

Interfaces with campus principals to identify and provide assistance in assessment and accountability issues.

Interfaces with NCS and uploads district data.

Establishes and implements and short and long term department goals.

Evaluates the district's testing program.

Applies the findings of research and district studies to improve content/sequence and outcomes of the teaching/learning process through effective assessment.
Compiles, disaggregates, maintains, files, and presents reports, records, and other documents related to the assessment program.

Collects longitudinal data on student groups and individual students to improve achievement and to improve instructional practice.

Works with district staff to evaluate programs, assesses/analyzes data and implements an accountability model that fosters improvement of student performance.

Provides research data related to measuring student achievement.

Prepares documents, summaries, and reports as requested.

Compiles budgets and cost estimates based on assessment program needs.

Provides counsel regarding potential technological programs in the area of student testing and cooperates in their implementation.

Participates on district and state committees as required.

Performs other duties as assigned.

**SUPERVISORY RESPONSIBILITIES**
Supervises employees in Assessment and Accountability Department. Is responsible for the overall direction, coordination, and evaluation of this unit. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems; and handling fiscal matters related to this department.

**QUALIFICATIONS**
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. There may be alternatives to the below qualifications as the Board of Trustees may find appropriate. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE**
Master's degree, three years of teaching experience, and college courses in testing, research and statistics, required. Experience in research, testing and accountability issues, preferred.

**LANGUAGE SKILLS**
Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from customers, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Ability to effectively present information to members of the board of trustees, administrators, principals, staff, students, and general public.
MATHEMATICAL SKILLS
Ability to apply mathematical and statistical concepts to such tasks as frequency distribution, determination of test reliability and validity, analysis of variance, correlation techniques, sampling theory, and factor analysis.

REASONING ABILITY
Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

OTHER SKILLS AND ABILITIES
Ability to use databases, spreadsheets, word processing, and presentation software; ability to use statistical software such as SPSS or SAS. Must have the technical skills as related to testing, research, and planning needs.

CERTIFICATES, LICENSES, REGISTRATIONS
Mid-management/Principal Certificate.

PHYSICAL DEMANDS  The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to talk or hear. The employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; andstoop, kneel, crouch, or crawl. The employee must occasionally lift or carry (less than 15 pounds). Specific vision abilities required by this job include close vision, color vision, and depth perception.

WORK ENVIRONMENT  The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions, moving mechanical parts, outside weather conditions, extreme cold, and extreme heat. The noise level in the work environment is usually moderate.

Revised Date: September 8, 2015

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities, duties, and skills that may be required.