
JOB DESCRIPTION: DIRECTOR, INSTRUCTIONAL MODELS

DEPARTMENT:	Instruction	REPORTS TO:	Senior Director, Part Time Instruction
JOB CLASS:	Director	PAY GRADE:	21
EXEMPT STATUS:	Exempt	DATE:	08/15/2012

Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.

POSITION GENERAL SUMMARY:

The Director of Instructional Models assists the Executive Vice President, Business and School Solutions and Senior Director of FLVS PT in the development of policies, priorities and culture. The Director of Instructional Models directs the management of programs, activities, and functions consistent with school policy, priorities, and culture. The Director of Instructional Models provides effective leadership and oversight of FLVS Blended Learning programs. As a member of the President/CEO's Leadership Team, the Director, Instructional Models participates in the school's overall planning, development and evaluation.

ESSENTIAL POSITION FUNCTIONS:

- Assist the Executive Vice President, Business and School Solutions and Senior Director of FLVS PT in the development of policies, priorities and culture
- Direct the management of programs, activities, and functions consistent with school policy, priorities, and culture
- Provide effective leadership and oversight of FLVS credit completion goals; implement procedures; and track identified metrics to ensure that completion goals are on track to be met within established timelines
- Provide effective leadership and oversight of the FLVS Blended Learning programs
- Provide effective leadership and oversight of Instructional Leaders
- Work with the Senior Director of FT Instruction and the Senior Director of PT Instruction to ensure that learning models show a return on investment
- Act as a liaison between Instruction and Florida Services on all contracted services (virtual learning labs and blended learning communities)
- Implement procedures to ensure that metrics are met
- Work with Instructional Leaders and curriculum team to identify problems and opportunities
- Assume a visible presence in his/her school community and be recognized as an educational leader responsible for effective teaching, student achievement, and a safe and healthy environment
- Assist in creating and/or presenting reports to various stakeholders in the organization
- Build cross team relationships with content creators to ensure quality content for students
- Execute and analyze annual evaluation data related to programs in the areas of effectiveness and ROI
- Communicate with new staff members and their supervisors to identify and effectively address problems and issues
- Authorize departmental expenditures and contracts
- Establish customer service expectations

- Serve as a member of the Leadership Team and participate in the school's strategic planning, development, and evaluation
- Oversee effective hiring of all staff within assigned area of responsibility
- Assist and coordinate school-wide data compilation to ascertain nature of effective programs and to analyze factors affecting morale and motivation
- Lead and manage assigned direct reports; Evaluate the assigned department structure for continual improvement in efficiency and effectiveness of the group, as well as ensuring team members have access to professional and personal growth within the organization
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrate respect for others

(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)

MINIMUM REQUIREMENTS:

Education/Licensure/Certification:

- Bachelor's Degree; or equivalent combination of education and relevant experience
- Florida Certificate in Education Leadership; or a state recognized equivalent certification

Experience:

- Three years' successful teaching experience and three years minimum school leadership experience
- Three years' direct management/supervisory experience

Knowledge, abilities and skills:

- Ability to work with and through people to establish goals, objectives, and action plans
- Strong knowledge of online instructional strategies
- Knowledge of school management, operation and law
- Knowledge and understanding of the teaching and learning process
- Knowledge of state curriculum guidelines and assessment
- Strong verbal and written communication skills
- Strong organizational skills
- Ability to identify and analyze problems and make decisions
- Strong interpersonal skills to relate well to others and respond to needs appropriately
- Ability to prioritize tasks and meet aggressive deadlines

CORE COMPETENCIES FOR SUCCESS:

COMMUNICATION SKILLS	CUSTOMER FOCUS
<i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps</i>	<i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer</i>

<i>supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i>	<i>feedback into delivery of service to provide the best experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i>
<p>INTERPERSONAL SKILLS</p> <p><i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i></p>	<p>FUNCTIONAL /TECHNICAL EXPERTISE</p> <p><i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i></p>

DIRECTOR COMPETENCIES FOR SUCCESS:

<p>LEARNING ON THE FLY</p> <p><i>Learns quickly when facing new problems; Is a voracious learner; Analyzes both successes and failures for clues to improvement; Experiments and will try anything to find solutions; Seeks out the challenge of unfamiliar tasks; Quickly grasps the essence and the underlying structure of most anything</i></p>	<p>PRESENTATION SKILLS</p> <p><i>Is effective in a variety of formal presentation settings: one-on-one, small and large groups, with peers, direct reports, and bosses; Is effective both inside and outside the organization, on both cool data and hot and controversial topics; Commands attention and can manage group process during the presentation; Can change tactics midstream when something isn't working</i></p>
<p>PRIORITY SETTING</p> <p><i>Spends his/her time and the time of others on what's important; Quickly zeros in on the critical few and puts the trivial many aside; Can quickly sense what will help or hinder accomplishing a goal; Eliminates roadblocks; Creates focus</i></p>	<p>BUSINESS & FINANCIAL ACUMEN</p> <p><i>Knowledgeable in current and possible future policies, practices, trends, technology, and information affecting his/her business and organization; Knows the competition; Understands and communicates the goals, objectives, competencies, and metrics associated with business success; Understands and applies knowledge of key organizational business drivers; Keeps abreast of the overall performance of the organization and adjusts allocation of finances based on progress against goals; Sets priorities by aligning organizational finances with strategic goals; Fosters an environment that encourages fiscal responsibility</i></p>
<p>COMPOSURE</p> <p><i>Is cool under pressure; Does not become defensive or irritated when times are tough; Can be counted on to hold things together during tough times; Handles stress well; Is not knocked off balance by the unexpected; Doesn't show frustration when resisted or blocked; Is a settling influence in a crisis; Consistently behaves in a professional manner</i></p>	<p>DEALING WITH AMBIGUITY</p> <p><i>Effectively copes with change; Can shift gears comfortably; Can decide and act without having the total picture; Isn't upset when things are up in the air; Doesn't have to finish things before moving on; Can comfortably handle risk and uncertainty</i></p>

PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:

- Location: Remote OR Orlando VLC
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)

FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.