CHIEF TECHNOLOGY OFFICER

Baldwin County Public Schools

SUMMARY

Location | Bay Minette, AL

Post Date | November 1, 2022

Application Deadline | December 1, 2022

Remote Semifinal Round | Early December

On-site Final Round | Mid-December

Start Date | January 3, 2023, or later by mutual agreement

Reports To | Superintendent

Salary Range | $122,000 to $126,000 (higher steps for degree supplements)

SUMMARY

The chief technology officer of Baldwin County Public Schools (BCPS) is a director-level position, serving in the senior staff cabinet and reporting directly to the superintendent. Baldwin County is located in the southwest corner of the state, bordered by the Gulf of Mexico, Mobile Bay, Florida, and adjoining counties in Alabama. It is one of the largest counties in land area east of the Mississippi river — home to more than 220,000 residents — and is not only the fastest growing county in Alabama but also one of the fastest growing counties in the nation. Baldwin County is home to the first public school in Alabama, built in 1799 by the Tensaw community. The 46 (and counting) schools overseen by the Baldwin County Board of Education are located in seven areas identified as "feeder patterns," the educational path a student takes from kindergarten through grade 12.

The chief technology officer oversees all facets of technology, which at BCPS is divided into four functional areas: instructional support, network, enterprise, and central office support. Each unit has a coordinator, and underneath them are talented professionals working at the central office, in regional zones, and at specific schools. With the current CTO retiring after ten years of service, BCPS seeks an enterprise-minded tech leader undaunted by the scale of its program, which each year deploys 1:1 devices to all of its 31,000+ students and 4,000+ employees. At the same time, at this diverse district led by a self-described "blue-collar" superintendent in his 33rd year of service to Baldwin County, the CTO needs to have outstanding people skills and a relational approach to technology management. This exceptional opportunity starts in early January, or later by mutual agreement.

MISSION

In partnership with our communities, the Baldwin County Public School's mission is to prepare ALL students to graduate college and career ready through a culture of equity and opportunity.

BCPS AT A GLANCE

VISION

Our vision is to foster a nurturing environment with high expectations for students to achieve their potential and graduate with countless opportunities.

A DIGITAL DISTRICT

Baldwin County Public Schools has been nationally recognized for its digital initiative that is bringing 21st-century learning to more than 31,000 students in kindergarten through twelfth grade. As the largest public school district in the state of Alabama, Baldwin County Public Schools possesses a forward-thinking mindset in the realm of technology, with 50,000 student Chromebooks and over 300 technological systems in use. With the district's new career technical school, Baldwin Prep, set to open in August 2024, Baldwin County Public Schools is proud to continuously utilize technology to benefit the educational experience of its students.

ACADEMIC AND OPERATIONAL HIGHLIGHTS OF BCPS

- **Largest student technology program** in Alabama
- **Two all-virtual schools** out of 46 total K-12 schools
- **STEAM/STEM** certified schools
- **Award-winning after-school** process
- **Blue Ribbon School** from the DOE
- **Over 300 bus routes** traveling 17,000 miles daily
- **Advanced Placement** in all high schools
- **Award-winning** special needs and gifted students
- **Career Technical Programs** covering multiple career pathways
- **Fastest growing** school system in the state
- **28 eMINTs** certified teachers throughout the district
- **Full-time School Resource Officer** in every school
- **7 award-winning** high school campuses

STRATEGIC PRIORITIES

In 2014, Baldwin County Public Schools was the first among the Alabama school systems to achieve system-wide accreditation. Following this notable achievement, the district developed a list of four strategic priorities aimed to energize and equip the senior staff and other district leaders to achieve even higher levels of academic excellence. Each school within the district is guided by the following four strategic priorities to ensure that the needs of all students are met.

STRATEGIC PRIORITY #1

The system ensures leader and teacher effectiveness and student learning across all grades and courses.

STRATEGIC PRIORITY #2

The system implements a comprehensive assessment system that generates a range of data about student learning and system effectiveness and uses the results to guide continuous academic improvement.

STRATEGIC PRIORITY #3

The system leadership, staff, and community maintain and communicate a culture of high expectations for learning as well as shared values and beliefs.

STRATEGIC PRIORITY #4

The system maintains facilities, services, and equipment to provide a safe, clean, and healthy environment for all students and staff.
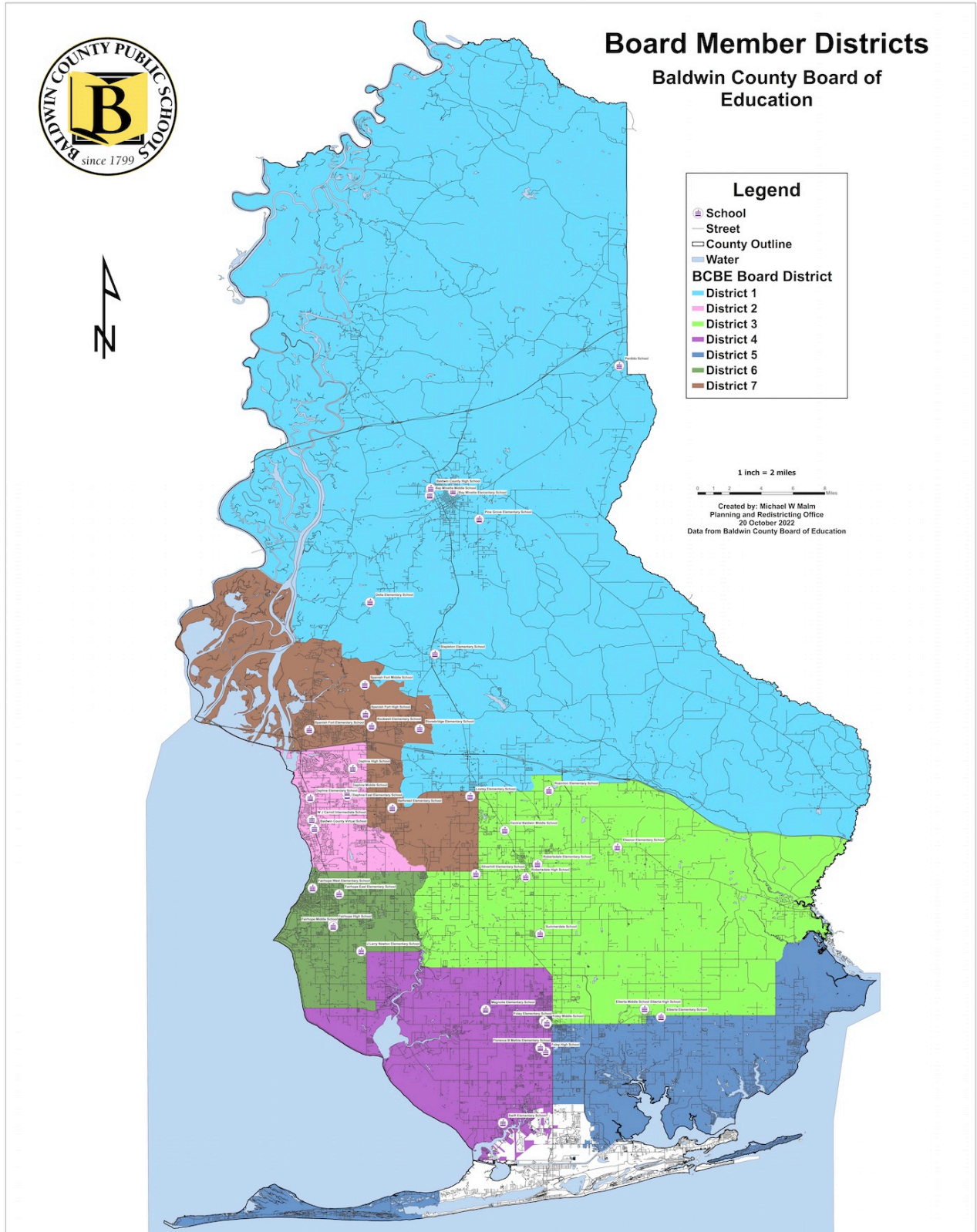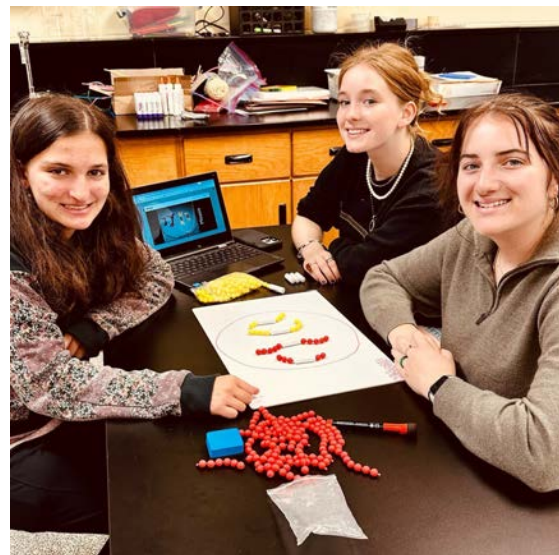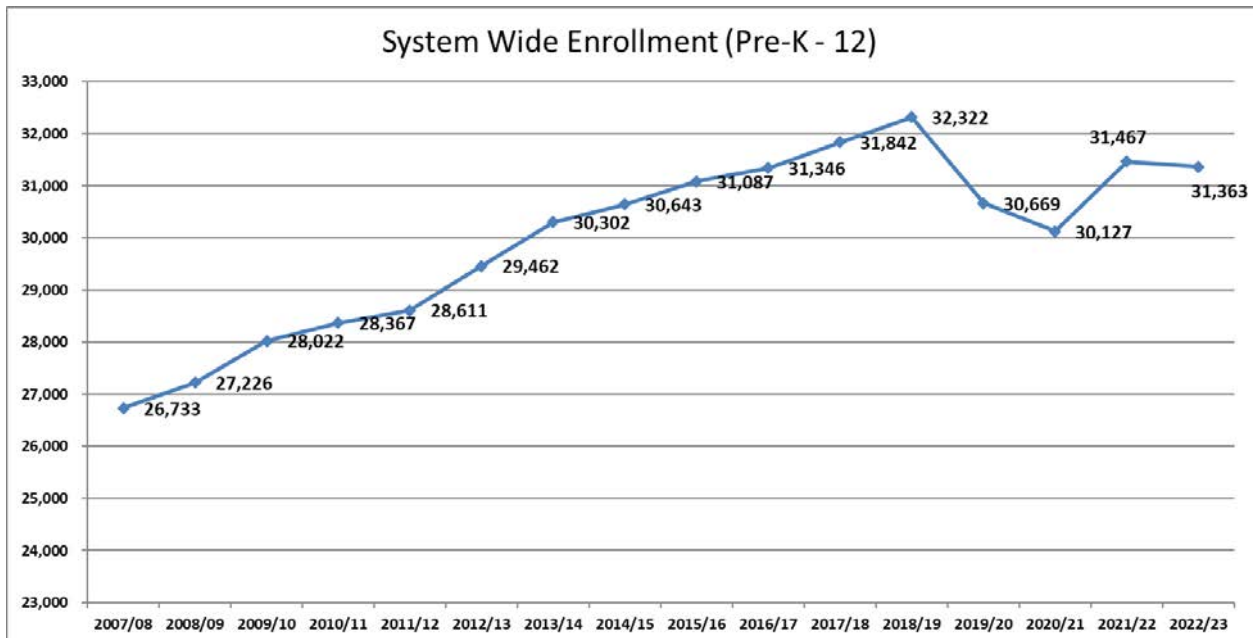
ABOUT THE COUNTY DISTRICT

The school district has seven feeder districts that cover nearly the entire county. Baldwin County is the largest county in Alabama by area and is located on the eastern side of Mobile Bay. It is a diverse county with rural living, charming towns, growing suburbs, natural beauty, and scenic beach communities.

RAPID GROWTH IN A VIBRANT REGION

BCPS has 46 schools, with a new school opening every 1-2 years. BCPS is the county's largest employer, the fastest growing school system in Alabama, and will soon be Alabama's second largest school district, behind only Mobile County. BCPS comprises two 9th grade academies, seven high schools, one alternative school, two fully virtual school programs, two technical schools, one aviation academy, 24 elementary schools, and 15 middle schools. In 2024, a new career technical school will launch: Baldwin Prep (www.baldwinprep.com). The recent enrollment dips came from two southern regions splitting off, which resulted in a temporary influx of financial resources that will enable the district to invest in new facilities. No other separations are expected, and several districts recently passed parcel taxes to invest even more money in their respective feeder schools.

A LOOK INSIDE THE DISTRICT

While it is the third-largest public school district in Alabama, BCPS district prides itself as a close-knit, community-first educational ecosystem. Students come from many backgrounds and explore a wide array of educational interests. In a large district like Baldwin County, it truly takes a village to educate tens of thousands of students and support thousands of employees. Following are just a few of the many leaders who work collaboratively to guide the operations of this diverse and growing school district.

EDDIE TYLER, SUPERINTENDENT

Mr. Tyler is a veteran of Baldwin County Public Schools, having served 25 years in the BCPS school system before he became superintendent of Eufaula City School System in 2012. In 2014 he returned to BCPS to become its superintendent, a role he has held ever since. Mr. Tyler began his 47th consecutive year in education on July 1, 2022. One of six children, Mr. Tyler describes himself as a blue-collar worker in a white-collar position. He credits his parents for a strong work ethic and sound moral principles.

SENIOR STAFF

The senior staff cabinet at BCPS comprises ten key leadership positions: the assistant superintendent for elementary education; the assistant superintendent for secondary education; the assistant superintendent for security, athletics and student services; the board attorney; the chief school financial officer; the chief technology officer; the dean of academics; the director of communications; the director of facilities and maintenance; and the director of human resources.
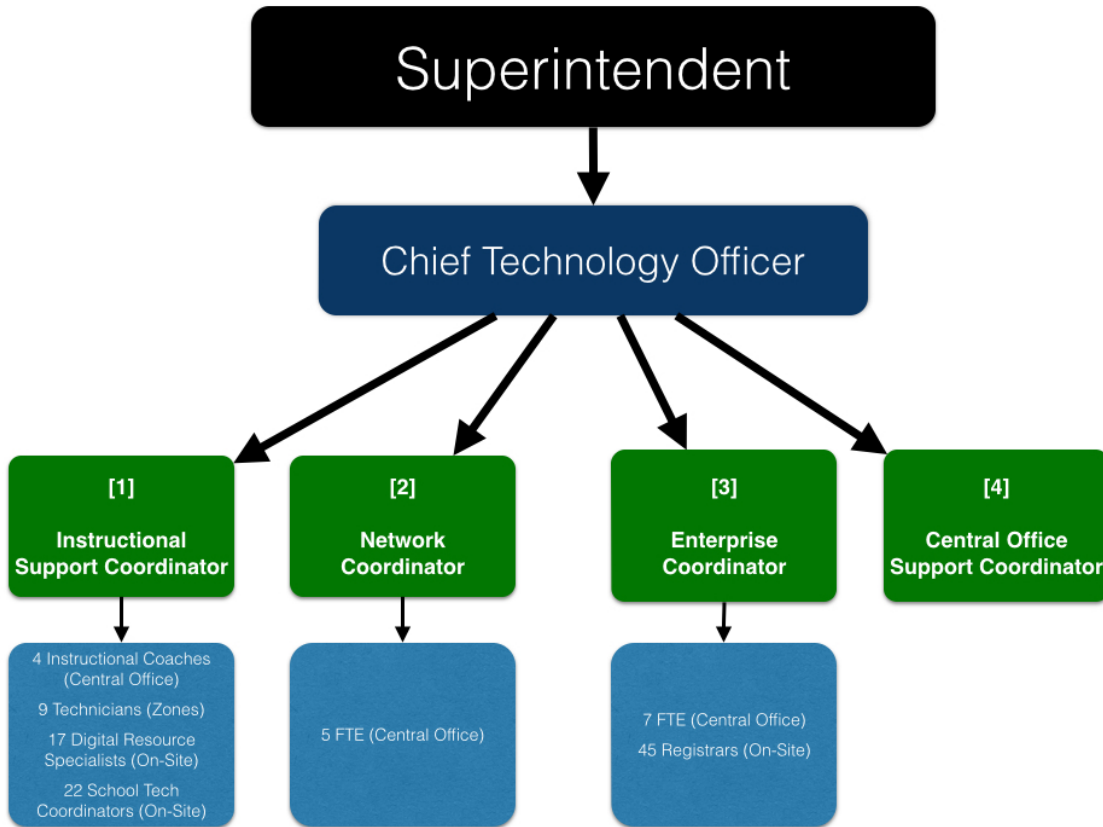
BOARD OF EDUCATION

The Baldwin County Board of Education governs the Baldwin County Public School system. Seven board members are elected by county voters. Each board member represents a different feeder pattern or district and works with the superintendent to ensure the school system's long-term success.

TECHNOLOGY GOVERNANCE

The technology division is one of the biggest departments in the district. The chief technology officer (CTO) is a director-level position that leads the department, serves in the senior staff cabinet, and reports directly to the superintendent. The CTO has four direct reports, three of whom lead major functional units. [1] An instructional support coordinator oversees a team of professionals that work in the central office, regional zones, and specific schools. Four instructional coaches at the central office provide instructional design support, lead workshops, and support other trainers. Nine technicians work in regional zones to deliver IT support to end-users across the district. Twenty-two school tech coordinators are embedded within various schools to provide additional training to their peers. [2] A network coordinator oversees an engineering team responsible for the WAN, numerous LANs, and embedded IT infrastructure. [3] An enterprise coordinator oversees a team of software and application professionals responsible for the architectural plan for system-wide software applications. The enterprise coordinator also has a dotted-line relationship to the registrars of each school. Additional members of the technology team work in assessment, accountability, and central office support.

The current organizational structure of the BCPS tech department

KEY STATISTICS

Founded: 1799

Location: Seven feeder districts spread across 46 school campuses in Baldwin County, Alabama

Students: 31,000+ students in the school system; $91 million in total scholarships offered in 2022

Faculty and Staff: The largest employer in Baldwin County, with 4,000+ faculty and staff — many of whom are National Board Certified Teachers and among the highest paid teachers in the state

Accreditation: AdvancED

Unique Programs: Dual enrollment for students to take college classes in high school; IB Programme; multiple industry-recognized credentials offered in CTE program; nationally recognized alternative school program

Financials: Annual technology budget (non-salary) of around $8M, but with occasional fluctuations to $15M; overall district budget of $513M with average monthly operating costs of about $30M

Website: www.bcbe.org

QUOTE FROM THE DISTRICT SUPERINTENDENT

"We're planning for the future growth of this outstanding school district. We have the largest 1:1 for students of any system of close to our size. Every decision we make is guided by what is right for our children. I look forward to working closely with the next CTO as the district continues to grow and innovate."

Eddie Tyler, Superintendent of BCPS, and former BCPS teacher, coach, principal, and bus driver

CHIEF TECHNOLOGY OFFICER

SPECIFIC DUTIES

Technology Strategy

- Lead a collaborative process to develop a strategic vision for technology that is aligned to the district's overall strategic plan, vision, values, and culture, and oversee the execution and evaluation of that technology strategy.
- Run a technology department that supports academic innovation in a scalable and sustainable fashion while adhering to best practices for an enterprise environment.
- Establish and maintain local, regional, and national partnerships to support the strategic goals of the district's technology program.

Academic, Administrative, and Operational Partnerships

- Maintain close working relationships with school principals and other directors of centralized departments.
- Ensure that the technology department builds and maintains departmental connections with academic, administrative, and operational constituents throughout the district.
- Assess technology needs and recommend hardware and software updates consistent with student abilities, teacher needs, program goals, and administrative requirements.

Departmental Supervision

- Oversee multiple functional units, including instructional support, network, enterprise systems, and central office, and ensure successful operations within and among those units.
- Allocate time and resources toward sustaining a positive departmental culture, including goal setting and team building, and ensure that each member of the department has an opportunity for professional growth.

Planning and Administration

- Plan, direct, and ensure outstanding technical, fiscal and resource management for the implementation of district's technology and educational goals.
- Ensure the success of major capital upgrade projects related to technology infrastructure.
- Develop and track the departmental budget.
- Perform other duties as assigned.

The statements above are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities as needed. This is a twelve-month, exempt position in accordance with the Board's salary schedule. The performance of this job will be evaluated in accordance with the provisions of the State Department of Education and/or Baldwin County Board of Education policy on evaluation of certified and/or classified personnel.

QUALITIES AND QUALIFICATIONS

Qualifications

- A bachelor's degree from an accredited college or university is a minimum requirement, though a graduate degree is highly desirable
- Director-level knowledge and experience of departmental leadership, staff supervision and development, change management, and setting and achieving individual and team goals
- Experience leading major areas of technology planning and/or administration
- Possession and maintenance of a valid driver's license

Qualities and Abilities

- An ability to meet the suitability criteria for employment and/or certification/licensure under the Alabama Child Protection Act of 1999 and Act No. 2002-457
- A passion and interest for managing all areas of technology — hardware, software, technology support, and instructional support— even if prior experiences in these areas are not equal
- An ability to lead the review, evaluation and implementation of instructional software, hardware, and technology tools
- An ability to lead effective decision making and service teams for meeting school system goals and supporting school system programs
- An ability to plan and execute multiple projects with competing deadlines, budgets, training programs, and collaborative resource management across school system service areas, departments, and administrative levels
- An ability to supervise, evaluate, and professionally develop a diverse staff
- Excellent oral and written communication skills and an ability to communicate well to a variety of audiences and in varied settings
- Demonstrated success at working collegially, maintaining productive relationships, and building trust with staff, peers, and other stakeholders
- Demonstrated commitment to shared leadership and governance, consensus-building, facilitation, and negotiation for both short- and long-term goals
- An ability and willingness to work after hours, weekends, or holidays when necessary
- An ability to be punctual and in regular attendance
- A commitment to the mission and values of BCPS
- Confidence and humility, together with a sense of humor and warm personality
- A love of K-12 education, and a passion for supporting successful instruction and education to a diverse population of more than 30,000 learners
- Possession of alternative qualifications to those listed as the Board may require

HOW TO APPLY

Ed Tech Recruiting is acting on behalf of Baldwin County Public Schools to identify exceptional technology leaders to fill this extraordinary opportunity. Please direct any inquiries to:

> Gabriel Lucas
> Principal, Ed Tech Recruiting
> jobs@EdTechRecruiting.com

APPLICATIONS WILL BE CONSIDERED THROUGH DECEMBER 1, 2022.

All applications must be submitted online, via:
> www.EdTechRecruiting.com/jobs/BCPS

An application requires submitting four PDFs:
- Cover letter introducing yourself to the Baldwin County Public Schools search committee

- CV or résumé

- A list of four references (include each person's name, current organization, title, phone number, email, and past connection to you— though we will not contact any references without obtaining your permission first)

- A response to the following prompt:

  Baldwin County Board of Education is a district with as many students as some of the largest colleges in America, yet spread out over a region the size of Rhode Island. What would be your framework and approach to managing a technology program of this size and scope?

The Board is an equal opportunity employer. Personnel actions and decisions will be made without regard to factors or considerations prohibited by federal or state law (as such laws may from time to time be amended), including but not limited to race, gender, age, disability, national origin, citizenship, and religious preference.