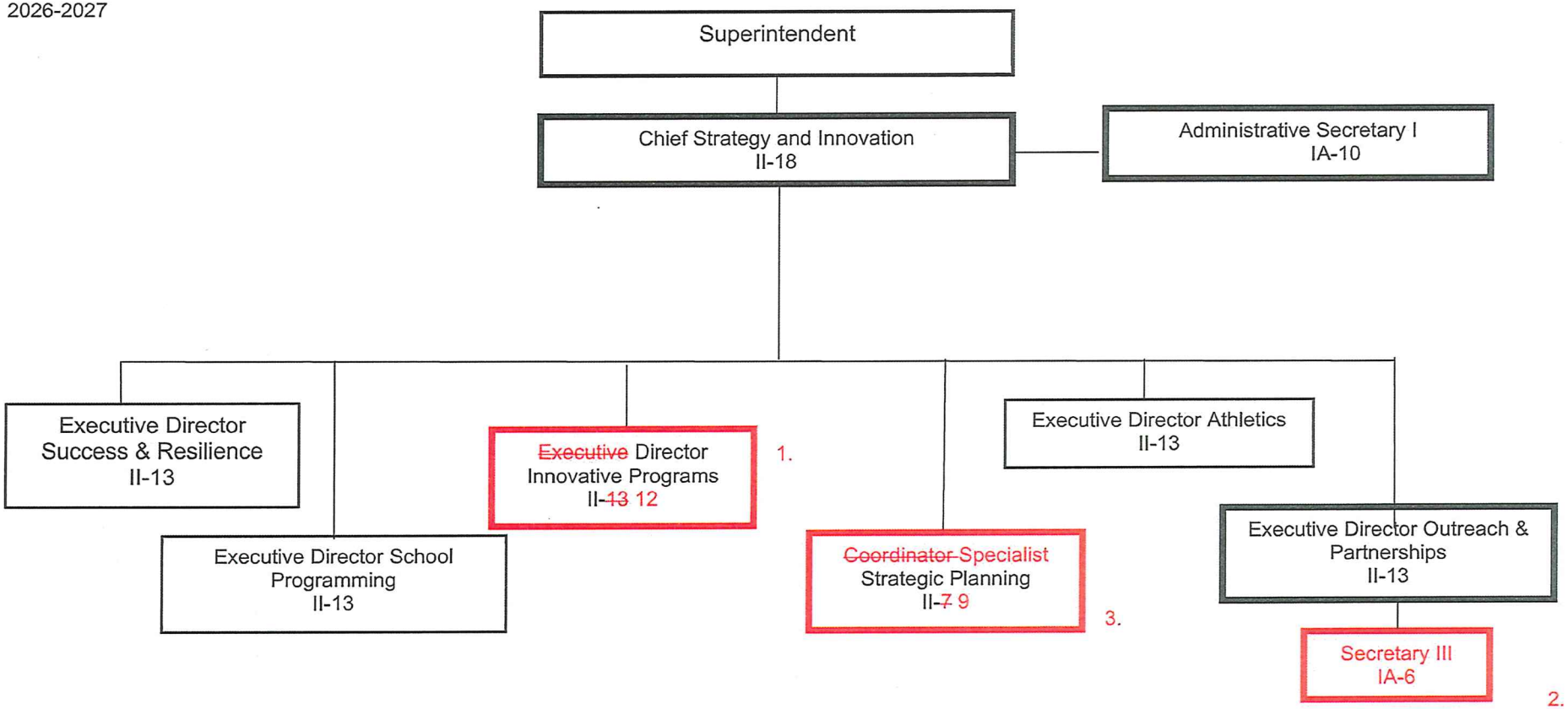
Munis Unit No. SY1
Strategy & Innovation
2026-2027



1. Reclassify position from Executive Director II-13 to Director II-12
2. Add 1 Secretary III position
3. Reclassify position from Coordinator II-7 to Specialist II-9

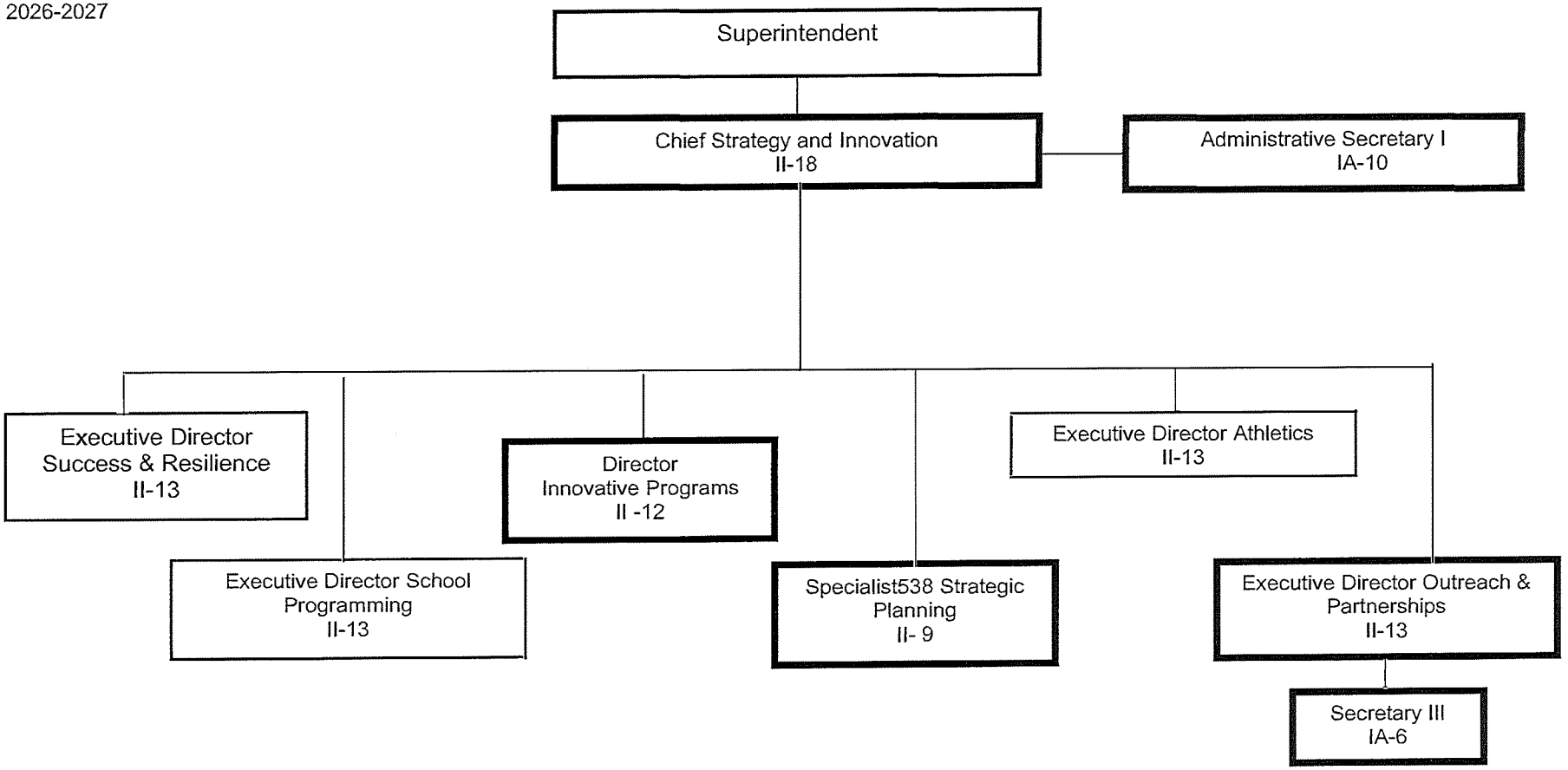
Summary:

General Fund Positions: ~~5~~ 6
Categorical Fund Positions: 0

C-1

Submitted: ~~02/10/2026~~ 06/09/2026
Effective: 07/01/2026

Munis Unit No. SY1
Strategy & Innovation



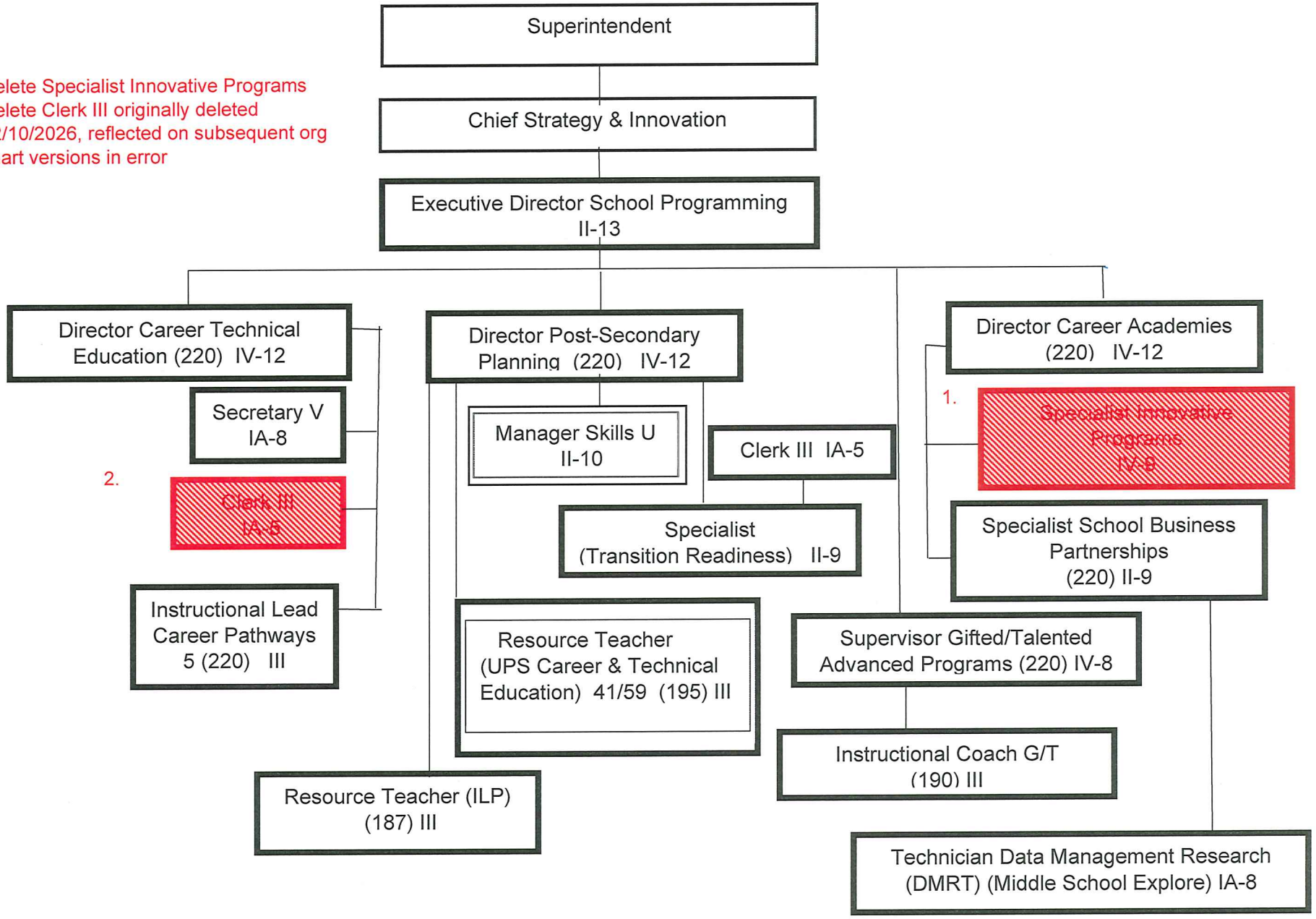
Summary:

General Fund Positions: 6
Categorical Fund Positions: 0

Submitted: 06/09/2026
Effective: 07/01/2026

Munis Unit No. ST1
Transition Readiness
2026-2027

1. Delete Specialist Innovative Programs
2. Delete Clerk III originally deleted 02/10/2026, reflected on subsequent org chart versions in error

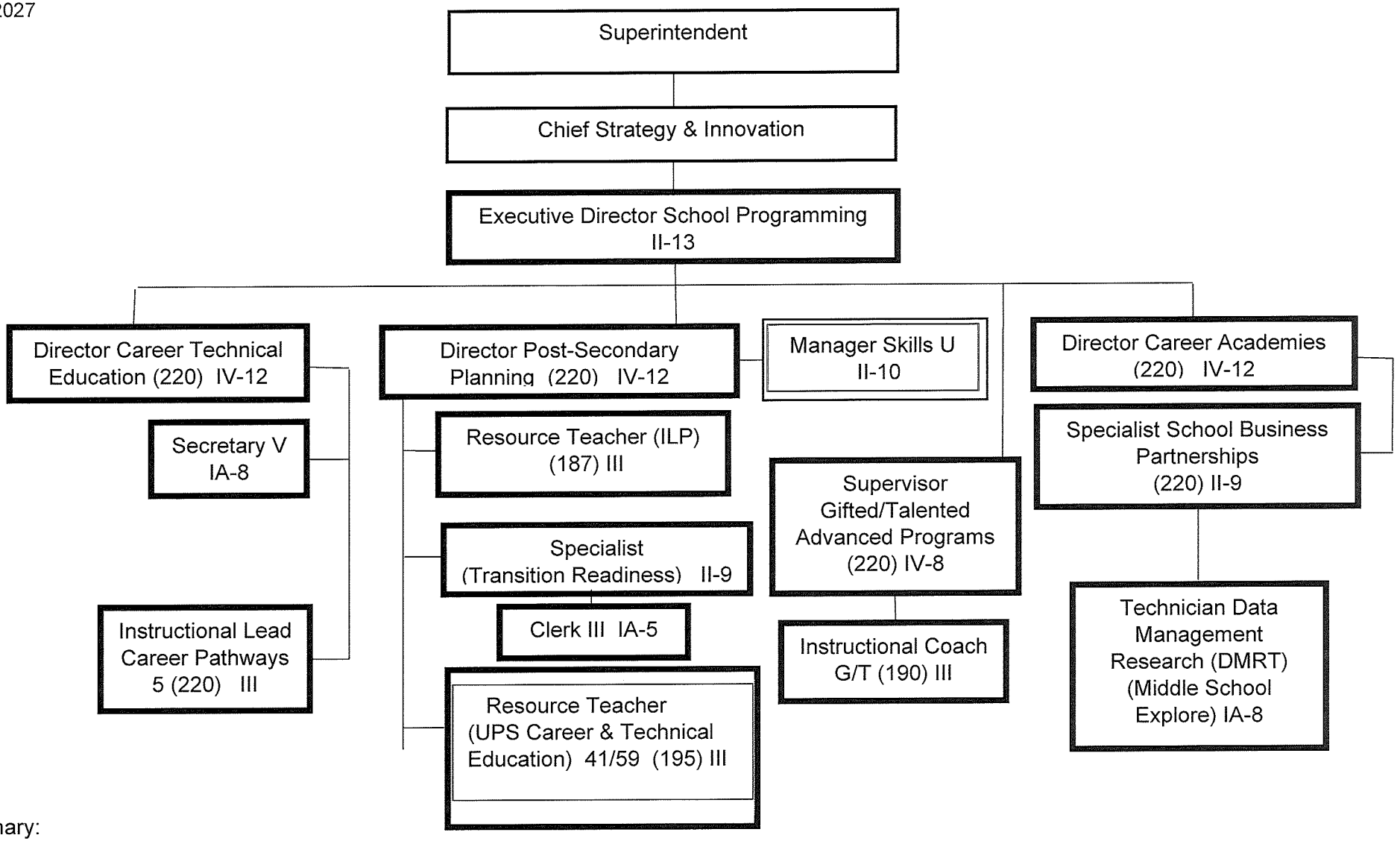


Summary:

General Fund Positions: ~~18~~ 17
Categorical Fund Positions: 1

Submitted: ~~05/12/2026~~ 06/09/2026
Effective: 07/01/2026

Munis Unit No. ST1
Transition Readiness
2026-2027



Summary:

General Fund Positions: 17
Categorical Fund Positions: 1

Submitted: 06/09/2026
Effective: 07/01/2026

JOB TITLE:	~~EXECUTIVE~~ DIRECTOR OF INNOVATIVE PROGRAMS
DIVISION:	STRATEGY AND INNOVATION
SALARY SCHEDULE/GRADE:	II, GRADE ~~13~~ 12
WORK YEAR:	AS APPROVED BY THE BOARD
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	0
BARGAINING UNIT:	CLAS

NEW REVISED 7/1/2026

SUBMITTED: ~~2/10/2026~~ 06/09/2026

SCOPE OF RESPONSIBILITIES

Provides districtwide leadership, vision, and oversight for the design, implementation, and continuous improvement of innovative academic and non-traditional programs that expand access, improve student outcomes, and respond to the diverse needs of learners. Ensures that innovative programs are equitable, sustainable, and aligned with district priorities, state accountability requirements, and postsecondary readiness goals. Works collaboratively across departments and with external partners to scale high-impact practices and foster a culture of innovation and continuous improvement.

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA

~~Develops~~ Supports and leads a districtwide vision for innovative programs aligned to the District's strategic plan, equity commitments, and academic goals

~~Identifies~~ Research emerging trends, research and best practices in education innovation and translates these practices into scalable district initiatives

Advises Chief of Strategy and Innovation and District and school leaders on innovative models, policies and practices

~~Partners~~ Ensures ongoing collaboration with Academics, Research and Accountability, and other divisions to ensure alignment and coherence

Supports school leaders in implementing innovative practices through coaching, professional learning and technical assistance

Coordinates with postsecondary institutions, workforce partners, and community organizations to enhance program offerings

~~Establishes~~ Monitors clear goals, metrics, ~~and evaluation processes to assess the effectiveness and impact of innovative~~ in the strategic plan related to innovative programs

Develops the operating budget for the organizational unit and assures that all functions operate within the appropriated allotment

Assures compliance with federal laws, Kentucky statutes, Kentucky Board of Education regulations, and JCPS policies, rules, and procedures

Completes all trainings and other compliance requirements as assigned by the designated deadline

Evaluates staff as assigned

Performs other duties as assigned by supervisor

PHYSICAL DEMANDS

This work is conducted in an office setting. This position has inside environmental conditions with protection from weather conditions but not necessarily from temperature changes or atmospheric conditions while working on performance responsibilities.

This position requires the following physical activities rarely (up to 25% of the workweek): balancing, bending, climbing, crawling, crouching, driving, kneeling, and reaching. The following physical activities are required occasionally (up to 50% of the workweek): lifting up to 20 lbs., pulling up to 20 lbs., pushing up to 20 lbs., standing, and walking. Feeling, grasping, hearing, and talking are required frequently (up to 75% of the workweek). Repetitive motions and visual acuity are required constantly (up to 100% of the workweek).

MINIMUM QUALIFICATIONS

~~Master's~~ Bachelor's Degree ~~with Kentucky Certification in Administration or Instructional Leadership~~

Five (5) years successful administrative experience

~~Three (3) years successful experience as a teacher~~ Five (5) years leading new project planning and implementation

Experience leading diverse groups of people

Effective communication skills

DESIRABLE QUALIFICATIONS

Master's Degree

Successful experience leading district-wide innovative programs

Leadership experience in implementing programs in a school district

Experience in a diverse workplace

JOB TITLE:	DIRECTOR OF INNOVATIVE PROGRAMS
DIVISION:	STRATEGY AND INNOVATION
SALARY SCHEDULE/GRADE:	II, GRADE 12
WORK YEAR:	AS APPROVED BY THE BOARD
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	0
BARGAINING UNIT:	CLAS

REVISED 7/1/2026

SUBMITTED: 06/09/2026

SCOPE OF RESPONSIBILITIES

Provides districtwide leadership, vision, and oversight for the design, implementation, and continuous improvement of innovative academic and non-traditional programs that expand access, improve student outcomes, and respond to the diverse needs of learners. Ensures that innovative programs are equitable, sustainable, and aligned with district priorities, state accountability requirements, and postsecondary readiness goals. Works collaboratively across departments and with external partners to scale high-impact practices and foster a culture of innovation and continuous improvement.

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA

Supports and leads a districtwide vision for innovative programs aligned to the District's strategic plan, equity commitments, and academic goals

Research emerging trends, research and best practices in education innovation and translates these practices into scalable district initiatives

Advises Chief of Strategy and Innovation and District and school leaders on innovative models, policies and practices

Ensures ongoing collaboration with Academics, Research and Accountability, and other divisions to ensure alignment and coherence

Supports school leaders in implementing innovative practices through coaching, professional learning and technical assistance

Coordinates with postsecondary institutions, workforce partners, and community organizations to enhance program offerings

Monitors clear goals, metrics in the strategic plan related to innovative programs

Develops the operating budget for the organizational unit and assures that all functions operate within the appropriated allotment

Assures compliance with federal laws, Kentucky statutes, Kentucky Board of Education regulations, and JCPS policies, rules, and procedures

Completes all trainings and other compliance requirements as assigned by the designated deadline

Evaluates staff as assigned

Performs other duties as assigned by supervisor

PHYSICAL DEMANDS

This work is conducted in an office setting. This position has inside environmental conditions with protection from weather conditions but not necessarily from temperature changes or atmospheric conditions while working on performance responsibilities.

This position requires the following physical activities rarely (up to 25% of the workweek): balancing, bending, climbing, crawling, crouching, driving, kneeling, and reaching. The following physical activities are required occasionally (up to 50% of the workweek): lifting up to 20 lbs., pulling up to 20 lbs., pushing up to 20 lbs., standing, and walking. Feeling, grasping, hearing, and talking are required frequently (up to 75% of the workweek). Repetitive motions and visual acuity are required constantly (up to 100% of the workweek).

MINIMUM QUALIFICATIONS

Bachelor's Degree

Five (5) years leading new project planning and implementation

Five (5) years' successful administrative experience

Experience leading diverse groups of people

Effective communication skills

DESIRABLE QUALIFICATIONS

Master's Degree

Successful experience leading district-wide innovative programs

Leadership experience in implementing programs in a school district

Experience in a diverse workplace

JOB TITLE:	~~COORDINATOR~~ SPECIALIST STRATEGIC PLANNING
DIVISION:	STRATEGY AND INNOVATION
SALARY SCHEDULE/GRADE:	II, GRADE ~~7~~ 9
WORK YEAR:	AS APPROVED BY THE BOARD
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	0
BARGAINING UNIT:	CLAS

~~NEW~~ REVISED
7/1/2026

SUBMITTED:
~~2/10/2026~~
6/9/2026

SCOPE OF RESPONSIBILITIES

Supports the development, implementation, monitoring, and continuous improvement of the district's strategic plan. Collaborates across departments, schools, and community stakeholders to ensure strategic priorities are clearly defined, data-informed, and effectively executed. Provides guidance in aligning initiatives, tracking progress, and supporting district leadership in advancing equity-driven, student-centered outcomes.

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA

~~Supports~~ Facilitates the development, revision and implementation of the district's multi-year strategic plan

~~Facilitates~~ Ensures alignment of departmental goals, initiatives, and school improvement plans with district strategic priorities

~~Assists in translating~~ Translates strategic goals into actionable plans, timelines, and performance indicators

Prepares written reports, presentations, and briefing materials related to strategic planning and performance to Chief of Strategy and Innovation, District leaders, and School Board

Conducts research on best practices, peer districts, and emerging trends to inform strategic planning efforts

~~Supports~~ Follows continuous improvement cycles and assists in developing recommendations for policy, practice, and resource alignment

~~Coordinates~~ Facilitates engagement processes with internal and external stakeholders, including district departments, school leaders, staff, families, and community partners

Functions as a liaison with external partners/consultants as needed on the strategic plan progress

Assures compliance with federal laws, Kentucky statutes, Kentucky Board of Education regulations, and JCPS policies, rules, and procedures

Monitors implementation and compliance of strategic plan specialist

Completes all training and other compliance requirements assigned by the designated deadline

Evaluates staff as assigned

Performs other duties as assigned by supervisor

PHYSICAL DEMANDS

This work is conducted in an office setting. This position has inside environmental conditions with protection from weather conditions but not necessarily from temperature changes or atmospheric conditions while working on performance responsibilities.

This position requires the following physical activities rarely (up to 25% of the workweek): balancing, bending, climbing, crawling, crouching, driving, kneeling, and reaching. The following physical activities are required occasionally (up to 50% of the workweek): lifting up to 20 lbs., pulling up to 20 lbs., pushing up to 20 lbs., standing, and walking. Feeling, grasping, hearing, and talking are required frequently (up to 75% of the workweek). Repetitive motions and visual acuity are required constantly (up to 100% of the workweek).

MINIMUM QUALIFICATIONS

Masters degree in education, public administration, policy, data analytics, or a related field

Minimum of three (3) years of experience in strategic planning, project management, data analysis, or a related role

Demonstrated ability to manage multiple projects and deadlines in a complex organization

DESIRABLE QUALIFICATIONS

Experience working in a large urban school district or comparable public-sector organization

Experience using data visualization or project management tools

FOOTNOTE

JOB TITLE:	SPECIALIST STRATEGIC PLANNING
DIVISION:	STRATEGY AND INNOVATION
SALARY SCHEDULE/GRADE:	II, GRADE 9
WORK YEAR:	AS APPROVED BY THE BOARD
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	0
BARGAINING UNIT:	CLAS

REVISED 7/1/2026

SUBMITTED: 6/9/2026

SCOPE OF RESPONSIBILITIES
Supports the development, implementation, monitoring, and continuous improvement of the district's strategic plan. Collaborates across departments, schools, and community stakeholders to ensure strategic priorities are clearly defined, data-informed, and effectively executed. Provides guidance in aligning initiatives, tracking progress, and supporting district leadership in advancing equity-driven, student-centered outcomes.
PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA
Facilitates the development, revision and implementation of the district's multi-year strategic plan
Ensures alignment of departmental goals, initiatives, and school improvement plans with district strategic priorities
Translates strategic goals into actionable plans, timelines, and performance indicators
Prepares written reports, presentations, and briefing materials related to strategic planning and performance to Chief of Strategy and Innovation, District leaders, and School Board
Conducts research on best practices, peer districts, and emerging trends to inform strategic planning efforts
Follow continuous improvement cycles and assists in developing recommendations for policy, practice, and resource alignment
Facilitates engagement processes with internal and external stakeholders, including district departments, school leaders, staff, families, and community partners
Functions as a liaison with external partners/consultants as needed on the strategic plan progress
Assures compliance with federal laws, Kentucky statutes, Kentucky Board of Education regulations, and JCPS policies, rules, and procedures
Monitors implementation and compliance of strategic plan specialist
Completes all training and other compliance requirements assigned by the designated deadline
Evaluates staff as assigned
Performs other duties as assigned by supervisor
PHYSICAL DEMANDS
This work is conducted in an office setting. This position has inside environmental conditions with protection from weather conditions but not necessarily from temperature changes or atmospheric conditions while working on performance responsibilities. This position requires the following physical activities rarely (up to 25% of the workweek): balancing, bending, climbing, crawling, crouching, driving, kneeling, and reaching. The following physical activities are required occasionally (up to 50% of the workweek): lifting up to 20 lbs., pulling up to 20 lbs., pushing up to 20 lbs., standing, and walking. Feeling, grasping, hearing, and talking are required frequently (up to 75% of the workweek). Repetitive motions and visual acuity are required constantly (up to 100% of the workweek).
MINIMUM QUALIFICATIONS
Master's degree in education, public administration, policy, data analytics, or a related field
Minimum of three (3) years of experience in strategic planning, project management, data analysis, or a related role
Demonstrated ability to manage multiple projects and deadlines in a complex organization
DESIRABLE QUALIFICATIONS
Experience working in a large urban school district or comparable public-sector organization
Experience using data visualization or project management tools
FOOTNOTE