



Loudoun County Public Schools

HUMAN RESOURCES AND TALENT DEVELOPMENT JOB CLASS SPECIFICATION

Certified: 9/11/2019

Program Analyst

Pay Scale: B

Level: 11

FLSA Status: Non-Exempt

Job Family: Central Office Support

Primary Location: Administration Building

Department Overview

The Department of Academics works to design, support, and monitor the educational vision and mission of Loudoun County Public Schools (LCPS) as articulated in the One LCPS Strategic Plan. The Department of Academics is comprised of the Department of Teaching and Learning, the Department of Student Services, and the Division of Research, Assessment, and School Improvement. Within these departments, curriculum, assessments, and instructional strategies are designed and developed for the 82,000+ students of LCPS.

Job Overview

The Program Analyst assists with the management and coordination of program evaluation, data collection and analysis, and report development. The position creates and maintains databases in a variety of formats and designs program evaluation methodology.

Roles and Responsibilities

The following information is intended to describe the overall nature and scope of the work being performed. This is not a comprehensive listing of all responsibilities or tasks; work may differ and other work may be assigned when deemed appropriate.

- Designs program evaluation protocols for instructional as well as non-instructional initiatives
- Maintains unique and shared databases
- Analyzes and interprets data in written and graphical formats
- Prepares clear and concise written reports and makes oral presentations
- Organizes, coordinates, and supervises various projects within the office

Qualifications

Below are the minimum qualifications for this job. Equivalent combinations of education and experience are also acceptable.

Education

Bachelors' Degree

Experience

Three (3) years of experience in data analysis and project management

Licenses and Certifications

Specialized training in the use of database, spreadsheet, and word processing software; understanding system processes

Knowledge, Skills and Abilities

- Ability to perform work quickly and efficiently; to plan, organize, and prioritize work effectively; to communicate effectively; to work cooperatively with others
- Knowledge and experience with Access, Excel, and SPSS (or similar statistical program)
- Extensive experience using productivity software applications (Word, Publisher, Adobe Writer, MS Project)
- Excellent organization, written and oral communication, and human relations skills
- Ability to work in a team environment

Physical Requirements

The following provides a brief description of physical requirements for this job:

The work is mostly operating a delivery van. Typical positions require workers to lift and carry up to 50 pounds; climb stairs and ladders; bend, kneel, crouch and crawl; hold, grasp and turn objects; use fingers to operate computer keyboards; and feel the shape, size and temperature of objects. The work requires the ability to speak normally, to use normal or aided vision and hearing, and to detect odors.

Equal Opportunity Employment

The Loudoun County School Board seeks to cultivate a high performing team of professionals focused on its mission and goals. The School Board values merit and excellence within its workforce and encourages the highest levels of professionalism for all its employees.

The School Board also recognizes and values the diversity of the students and broader community it serves and encourages diversity within its workforce.

The Loudoun County School Board is an Equal Opportunity Employer. The School Board does not discriminate against qualified applicants or employees on the basis of actual or perceived race, national origin, ancestry, color, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, age, religion, disability, genetic information, veteran status or any basis protected by law.

ADA Accommodations Disclosure

Under the Americans with Disabilities Act (ADA), Loudoun County Public Schools is required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Qualified employees are those who hold the necessary education, skills, and experience for the job; and who can perform its essential responsibilities, with or without an accommodation.

Remote Work Disclosure

The following guidelines apply to jobs and positions where employees have been identified as having the potential to work remotely. Remote work is defined as completing one's duties and responsibilities at a site other than one's assigned duty location. In order to be eligible for remote work privileges, an employee must have demonstrated consistent, positive performance and have the support and approval of their direct supervisor. In addition, these employees must have reliable high-speed internet and a designated workspace that allows them privacy while completing sensitive and confidential work. Employees who are non-exempt and are working remotely will work their regular scheduled hours and gain prior approval from their supervisor if they work more than 8 hours a day or more than 40 hours in a workweek. Remote work privileges can be amended, changed, or revoked based upon the performance of the employee, as well as the needs of Loudoun County Public Schools.