

Job Title: Middle School Principal
Reports To: Superintendent
FLSA Status: Exempt
Work Days: 220

JOB SUMMARY

The Middle School Principal is the instructional leader of a community school, responsible for establishing an instructional vision and a focused plan for improving student achievement; monitoring and supervising instruction; supporting teachers in improving their instructional practice; creating a community of continuous learning for all staff and students; and fostering a culture of high expectations for all students. In addition, the principal is charged with building strong partnerships with families and community, creating a safe, supportive school climate, and effectively managing operational, technical and staff issues to promote instructional progress.

The Principal is also a member of the Redmond School District's administrative council. The principal works collaboratively with the district office leadership team to advance the Redmond Educational Vision.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Essential duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.

1. Effectively manage a community school that may include after-school programs, medical clinics, enrichment and tutoring programs.
2. Develop a school class schedule that provides the greatest opportunities for students and effectively utilizes the talents of staff.
3. Understand and communicate Oregon's academic standards and implement standards based curriculum.
4. Assist teachers in developing and maintaining appropriate and effective teaching methods.
5. Analyze and understand data and effectively use it to form actions within school.
6. Collaborate with administrative leadership team district-wide, initiate a strong sense of team and serve on committees as appropriate.
7. Collaborate with the Human Resources Director in recruiting highly qualified job applicants and make recommendations for hire.
8. Develop and foster community connections that will enhance the educational experience of all students.
9. Plan and implement appropriate professional development as it relates to the district's continuous improvement plan (CIP).
10. Effectively manage conflict within the school building.
11. Schedule and organize student activities and state testing.
12. Evaluate classified and licensed employees according to best practices and district policy.
13. Report issues to authorities as necessary, child abuse, suspicious activity etc.
14. Clearly communicate the district's vision and mission to your school community and maintain a positive school climate while maintaining staff accountability.
15. Participate in school, district, region, and state meetings as appropriate.
16. Understand Oregon and federal education laws and be able to effectively communicate related accountability systems.

17. Effectively manage the building level budget.
18. Facilitate and lead the implementation of the school improvement plan.
19. Facilitate processes such as Multi-tier Systems of Support for identifying and serving students needing additional support.
20. Advocate for children and actively embrace community involvement.
21. Appreciate and respect diversity and difference in both teaching and learning.
22. Inspire innovation among the school community.
23. Maintain appropriate certifications and training hours as required.
24. Demonstrate a commitment to your personal growth and learning.
25. Effectively balance between great flexibility and great organization.
26. Comply with applicable district, state, local and federal laws, rules and regulations.
27. Attend work regularly.
28. Other duties may be assigned as needed.

MARGINAL DUTIES AND RESPONSIBILITIES

Marginal duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.

1. Attends educational support meetings, including individualized education plan (IEP) meetings, and school board meetings as directed.
2. Collaborate with the Human Resources Director to resolve grievances and other employee relations issues.
3. Disciplines employees appropriately per district policy and negotiated agreements.

MINIMUM QUALIFICATIONS

1. Master's Degree
2. Minimum of five years Classroom Teaching Experience, preferably at the middle level
3. Minimum of two years experience as a building administrator
4. Valid administrative licence issued by TSPC (or ability to obtain by start date)
5. Successful experience serving as a teacher leader
6. Submission of professional application materials.

PREFERRED QUALIFICATIONS

1. Experience developing and maintaining effective student management systems.
2. Experience implementing the AVID College Readiness System.
3. Bilingual (English/Spanish)

REQUIRED KNOWLEDGE AND ABILITIES

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Knowledge and experience using Charlotte Danielson's Framework for Teaching Standards.
2. Demonstrated ability to manage systemic change and successfully implement reform initiatives that produce significant gains in closing the achievement gap.

3. Demonstrated success managing a community school.
4. Demonstrated knowledge of high leverage, research-based instructional strategies and models for improving instructional practices.
5. Demonstrated proficiency in the use of data to assess student progress and inform instructional practice.
6. Effective interpersonal skills in managing and interacting with diverse groups of stakeholders.
7. Excellent time management and organizational skills.
8. Demonstrated ability to manage conflict through quality decision-making and effective problem solving.
9. Demonstrated proficiency with word processing, spreadsheet and presentation software. Must be able to use District IT systems to perform routine tasks, such as: performance management assessments, accessing financial reports and managing school staffing and budget information.
10. Ability to handle intense or controversial situations with levity and humor.

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 regularly required to talk or hear. The employee is frequently required to walk; sit; use hands for fine manipulation, handle or feel and reach with hands and arms. The employee is frequently required to stand and stoop, kneel, crouch or crawl. The employee must regularly lift and/or move up to 25 pounds and occasionally up to 50 pounds. Specific vision abilities required by this job include close, distance and peripheral vision, depth perception and ability to adjust focus.

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.

Occasionally perform work beyond a standard 40-hour work week when work-load requires.

The employee is occasionally exposed to wet or humid outdoor weather conditions. The noise level in the work environment is usually low to moderate.

OTHER

Note: This is not necessarily an exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions or working conditions associated with the job. This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify or delete any aspect of this job (or the position itself) at any time as it deems advisable.

