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## PRINCIPAL

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**QUALIFICATIONS:**

1. A master's degree or higher, with a major in Educational Administration.
2. A valid state license to practice as a school principal.
3. At least five (5) years of successful experience in public education as a teacher and/or administrator.

**REPORTS TO:** Superintendent

**SUPERVISES:** All personnel serving in assigned school.

**JOB GOAL:** To make the school facility an attractive, pleasant, and productive place in which to work and learn.

**FULL/PART-TIME** Full-time

**FLSA:** Exempt from overtime

**BOE APPROVAL:** 3/8/2021

### **ESSENTIAL FUNCTIONS OF THE JOB:**

1. Regular attendance and punctuality are essential functions of the job.
2. Establishes and maintains an effective learning climate in the school.
3. Programs classes within established guidelines to meet student needs.
4. Supervises the guidance program to enhance individual student education and development.
5. Establishes guidelines for proper student conduct and maintaining student discipline.
6. Supervises the school's teaching process and instructional programs.
7. Plans, organizes, and directs implementation of all school activities with USD 407 Activities Director, if applicable.
8. Initiates, designs, and implements programs to meet specific needs of the school and district.
9. Establishes and maintains favorable relationships with local community groups and individuals to foster understanding and solicit support for overall school objectives and programs; to interpret Board policies and administrative directives; and to discuss and resolve individual student problems and parent concerns.
10. Orients newly assigned staff members and assist in their development.
11. Coordinates or supervises such support services as maintenance, security, food services, recreational programs, financial and accounting functions, library activities, and the like.
12. Implements and supervises the school's special education programs in collaboration with the Special Education Director.
13. Evaluates and counsels all staff members regarding their individual and group performance.
14. Prepares or supervises the preparation of reports, records, lists, and all other paper work required or appropriate to the school's administration.
15. Participates in principals' meetings and such other meetings as are requested or appropriate.
16. Prepares and submits the school's budgetary requests, and monitors expenditures of activity funds.
17. Attends special events held to recognize student achievement, and such other meetings as are required or appropriate.
18. Maintains and controls the various local funds generated by student activities.
19. Cooperates with college and university officials regarding teacher training and preparation.
20. Works with various members of the central administrative staff on program planning in all areas including staffing, transportation, special services, food service, etc.
21. Conducts staff meetings to keep members informed of policy changes, new programs and other items as deemed appropriate.
22. Keeps the Superintendent informed of the school's activities and problems.

**PRINCIPAL**

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- 23. Maintains confidentiality of classroom, student, and employee information.
- 24. Creates and maintains accurate data regarding Multi-tiered Systems of Support (MTSS) and at-risk programming for schools and families.
- 25. Maintains a valid Kansas driver's license.
- 26. Keeps abreast of trends and developments in the profession by attending professional meetings, reading professional journals and other publications, and discussing problems of mutual interest with others in the field.
- 27. Follows the building dress code while being a good role model for students.
- 28. Any other duties assigned by the Superintendent or Board of Education.

This job description is intended to provide an overview of the requirements of the position. As such, it is not necessarily all-inclusive, and the job may require other essential and/or nonessential functions, tasks, duties, and responsibilities not listed herein. The District reserves the right to add, modify, or exclude any essential or nonessential requirement at any time with or without notice.

**TERMS OF EMPLOYMENT:** Salary and work year to be established by the Board.

**EVALUATION:** Performance of this job will be evaluated annually in accordance with provisions of board policy *CGI Administrator Evaluation*.

**PHYSICAL REQUIREMENTS OF THE JOB:** An X indicates it is a requirement.

- 1. Very rarely requires exertion beyond walking.
- 2. Very rarely requires physical exertion beyond walking or climbing stairs.
- 3. Requires prolonged (over 50% of the time) standing and walking.
- 4. Requires prolonged (over 75% of the time) standing and walking.
- 5. Occasionally requires physical exertion to manually move, lift, carry, pull, or push heavy\* objects or materials.
- 6. Frequently (over 20% of the time), requires physical exertion to manually move, lift, carry, or push heavy\* objects or materials.
- 7. Frequently (over 33% of the time), requires physical exertion to manually move, lift, carry, or push heavy\* objects or materials.
- 8. Over 50% of the time, requires physical exertion to manually move, lift, carry, or push heavy\* objects or materials.
- 9. In addition to items 5, 6, 7, or 8, occasionally requires physical exertion to manually move, lift, carry, or push heavy objects weighing more than 50 pounds.
- 10. Driving skills and physical ability required to drive a vehicle.

Note: \* "heavy" means not over 50 pounds

I have reviewed this job description and will fulfill the duties described.

\_\_\_\_\_  
Signature

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Date

**An Equal Employment/Educational Opportunity Agency**

Unified School District 407 does not discriminate on the basis of race, color, national origin, sex, age, or disability in admission or access to, or treatment or employment in, its programs and activities. Any person having inquiries concerning Unified School District 407 compliance with the regulations implementing Title VI, ADA, Title IX, or Section 504 is directed to contact the Unified School District 407 Superintendent, 802 N. Main, Russell, Kansas 67665, 785-483-2173.