

Principal Job Description

Colmesneil ISD

Job Title: Principal

Exemption Status/Test: Exempt/Executive or Administrator in an Educational Establishment

Reports to: Superintendent

Date Revised: 10.2021

Dept./School: Assigned Campus and Level

Primary Purpose:

Direct and manage overall campus operations. Responsible for leadership of the campus instructional program ensuring high standards of instruction and student achievement, compliance with district policies, application of instructional programs, and effective operation of all campus activities.

Qualifications:

Education/Certification:

Master's degree from accredited university

Texas principal or other appropriate Texas certificate

Certified Texas Teacher Evaluation and Support System (T-TESS) appraiser

Special Knowledge/Skills:

Working knowledge of curriculum and instruction

Ability to evaluate instructional program and teaching effectiveness

Ability to manage budget and personnel

Ability to implement policy and procedures

Ability to interpret data

Excellent organizational, communication, public relations, and interpersonal skills

Possess or the ability to possess a CDL with school bus endorsement

Experience:

Three to five years' experience as a classroom teacher

Three years' experience in instructional leadership roles preferred

Major Responsibilities and Duties:

Instructional Management

1. Monitor instructional processes to ensure that program activities are related to outcomes and use findings to take corrective actions where necessary.
2. Provide instructional resources and materials needed to accomplish instructional goals.
3. Establish clear expectations for staff performance with regard to instructional strategies, classroom management, and communication with the public.
4. Foster collegiality and team building among staff members. Encourage their active involvement in decision-making process.
5. Solicit regular input from campus-level committee about planning, operation, supervision, and evaluation of campus education program. Include students and community representatives when appropriate.

6. Train and work with the school counselor in building a schedule that meets district goals as well as providing

School or Organization Improvement

7. Build a common vision for school improvement with staff. Direct planning activities and implement programs to ensure attainment of school's mission.
8. Establish campus performance objectives for Academic Excellence Indicators using the campus planning process and involving site-based decision making committee. Demonstrate campus progress using results to promote school improvement.
9. Provide opportunities for interactive communication with superintendent, staff, students, parents, and community.
10. Provide a vision for integrating technology into the classroom and working with support staff to provide training for personnel.

Student Management

11. Act as campus behavioral coordinator in accordance with state laws and regulations.
12. Work with faculty and students to develop a student discipline management system that results in positive student behavior and enhances the school climate.
13. Ensure that school rules are uniformly applied and that student discipline is appropriate and equitable in accordance with Student Code of Conduct and student handbook.
14. Conduct conferences about student and school issues with parents, students, and teachers.

Management of Fiscal, Administrative, and Facilities Functions

15. Comply with district policies, state and federal laws, and regulations affecting schools.
16. Develop and administer campus budgets based on documented program needs and estimated enrollment ensuring that operations are cost effective and funds are managed wisely.
17. Compile, maintain, and file all reports, records, and other documents required including accurate and timely reports of maximum attendance to requisition textbooks.
18. Manage use of school facilities. Oversee maintenance of facilities to ensure a clean, orderly, and safe campus.
19. Attend extracurricular programs as the administrator on duty.
20. Direct and manage extracurricular programs, along with the appropriate directors, including management of multiple activity funds.
21. Work with various booster clubs in supporting the extracurricular programs in the district.

Personnel Management

- 22. Select, train, supervise, and evaluate staff and make recommendations relative to assignment, retention, discipline, and dismissal. Approve all personnel assigned to campus.
- 23. Observe employee performance, record observations, and conduct evaluation conferences with staff.
- 24. Coach staff and help them identify and develop appropriate professional growth opportunities as well as accomplish improvement goals.
- 25. Work with campus-level planning and decision-making committees to plan professional development activities.

School or Community Relations

- 26. Articulate the school's mission to the community and solicit its support in realizing the mission.
- 27. Demonstrate awareness of school and community needs and initiate activities to meet those needs using appropriate and effective techniques to encourage community and parent involvement.

Other

- 28. Follow district safety protocols and emergency procedures.

Supervisory Responsibilities:

- 29. Supervise, evaluate, and recommend the hiring and firing of staff assigned to campus including assistant principal(s), teachers, counselor(s), librarian(s), instructional aides, clerical support staff, and custodians.

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Standard office equipment including personal computer and peripherals.

Posture: Frequent sitting and standing; occasional bending/stooping, pushing,/pulling, and twisting

Motion: Repetitive hand motions; frequent keyboarding and use of mouse; occasional reaching

Lifting: Occasional light lifting and carrying (less than 15 pounds); occasional physical restraint of students to control behavior

Environment: May work prolonged or irregular hours; work inside and outside (exposure to sun, heat, cold, and inclement weather), exposure to noise; occasional districtwide and statewide travel

Mental Demands: Work with frequent interruptions; maintain emotional control under stress

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by _____

Date _____

Received by _____

Date _____