

High School Principal

Purpose Statement

The job of High School Principal is done for the purpose/s of providing direction and implementation of the instructional process, with specific responsibility for directing overall site operations, services, and staff at a high school; providing information and serving as a resource to others; enforcing established policies and regulatory requirements; coordinating school activities; and addressing issues, situations and/or problems that arise on campus or with enrolled students.

This job reports to Superintendent

Essential Functions

- Chairs meetings (e.g. curriculum, safety, site advisory, special district committees, personnel, community, etc.) for the purpose of coordinating activities and ensuring that outcomes achieve school, district and/or state objectives.
- Collaborates with district administration for the purpose of ensuring consistent and efficient practices pertaining to behavior, discipline, communication, professional growth, instruction, curriculum development, physical plant, budget, safety, etc.
- Delegates responsibility for a variety of administrative functions to Assistant Principal and other personnel for the purpose of managing the workload more efficiently.
- Develops budgets and financial forecasts for the purpose of providing financial guidance and recommendations to administrative personnel, Superintendent and/or governing Board.
- Evaluates assigned personnel (e.g. utilization of research based data as tools to assess, identify, and apply instructional strengths and opportunities for improvement, etc.) for the purpose of ensuring that standards are achieved and performance is maximized.
- Facilitates communication between personnel, students and/or parents (e.g. supervision of and communication with teaching staff, support staff and programs in accordance with the district strategic plan; interaction with students, staff and parents to insure appropriate discipline, student learning encouragement; professional growth activities; appropriate interpersonal relations with students, staff, and community; effective problem solving, decision-making, etc.) for the purpose of evaluating situations, solving problems and/or resolving conflicts.
- Implements policies, procedures and/or processes (e.g. student conduct practices which meet prescribed district policies, instructional and staff evaluation, school safety and maintenance processes, etc.) for the purpose of providing direction and/or complying with mandated requirements.
- Manages school administrative functions (e.g. facility maintenance, budget, staffing, activity supervision, sound fiscal management, daily operation of school facilities conducive to a positive learning environment, etc.) for the purpose of maintaining safe and efficient school operations within district guidelines.
- Prepares a wide variety of materials (e.g. quantity reports, student activities, correspondence, reports to Board of Education, reports for Superintendent, etc.) for the purpose of documenting activities, providing written reference, and/or conveying information.
- Presents information (e.g. budget overviews, accounting processes, distribution formulas, etc.) for the purpose of communicating information, gaining feedback and ensuring adherence to established internal controls.

- Represents the school within community forums for the purpose of maintaining ongoing community support for educational goals and/or assisting with issues related to school environment.
- Researches alternate funding sources for the purpose of maintaining the efficient operation of the school.
- Supervises instructional personnel at school activities/events (e.g. selection, assignment, induction and evaluation of teachers, clubs, assemblies, special student events, etc.) for the purpose of monitoring performance, providing for professional growth and achieving overall objectives of school's curriculum.

Other Functions

- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform multiple, technical tasks with a need to periodically upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: planning and managing projects; using pertinent software applications; preparing and maintaining accurate records; administering personnel policies; analyzing budgets; analyzing data; applying assessment instruments; applying curriculum and instructional techniques; comparing results; conducting interviews; conducting meetings; counseling and mentoring employees; critical observation; enforcing discipline policies; enforcing rules and regulations; estimating required resources; facilitating meetings; interviewing techniques and practices; investigating problems; and planning agendas/meetings.

KNOWLEDGE is required to perform algebra and/or geometry; review and interpret highly technical information, write technical materials, and/or speak persuasively to implement desired actions; and analyze situations to define issues and draw conclusions. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: pertinent codes, policies, regulations and/or laws; conflict resolution; concepts of management and supervision; accounting/bookkeeping principles; business telephone etiquette; codes/laws/rules/regulations/policies; cost/fund accounting; grammar, spelling and punctuation; health standards and hazards; knowledge of community resources; practices of personnel administration; practicing cultural competency while working collaboratively with diverse groups and individuals; and school safety and security practices.

ABILITY is required to schedule a significant number of activities, meetings, and/or events; gather, collate, and/or classify data; and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; analyze data utilizing defined but different processes; and operate equipment using standardized methods. Ability is also required to work with a significant diversity of individuals and/or groups; work with a variety of data; and utilize job-related equipment. Independent problem solving is required to analyze issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is limited to moderate. Specific ability based competencies required to satisfactorily perform the functions of the job include: communicating with diverse groups; maintaining confidentiality; setting priorities; working as part of a team; working with frequent interruptions; creating a positive school climate for students, staff and community; motivating staff; adapting to changing work priorities; on-call availability; meeting deadlines and schedules; working extended hours, especially nights and week-ends; and working with detailed information/data.

Responsibility

Responsibilities include: working independently under broad organizational guidelines to achieve unit objectives; managing multiple departments; directing the use of budgeted funds within a work unit. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is a continual opportunity to significantly impact the organization's services.

Work Environment

The usual and customary methods of performing the job's functions require the following physical demands: occasional lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 40% sitting, 30% walking, and 30% standing. The job is performed under minimal temperature variations and under conditions with some exposure to risk of injury and/or illness.

Experience: Job related experience with increasing levels of responsibility is required.

Education: Masters degree in job-related area.

Equivalency:

Required Testing

Continuing Educ. / Training

Maintains Certificates and/or Licenses
Continuing Education Requirements

Certificates and Licenses

Designated Subject Matter Endorsement
Administrators Credential State Boards

Clearances

Criminal Justice Fingerprint/Background Clearance

FLSA Status

Exempt

Approval Date

Salary Grade