



TRITON REGIONAL SCHOOL DISTRICT

Respect, Integrity, and Excellence for All

POSITION: *Principal*

PURPOSE OF POSITION:

To lead and manage a highly effective and respected school through the development of a professional learning community characterized by common purpose, collaborative activity and collective responsibility and driven by the expectation that all students can learn, and the core values of the school district

REPORTS TO: Superintendent

SUPERVISES: Assigned Staff

PERFORMANCE RESPONSIBILITIES:

1. To lead the development of a school in which:
 - all teachers design effective and rigorous standards-based units of instruction consisting of well- structured lessons with measurable outcomes for all students
 - instructional practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness
 - all teachers use a variety of formal and informal methods and assessments to measure student learning, growth, and understanding and make necessary adjustments to their practice when students are not learning
 - the scheduling of classes, students, and activities reflects best practice and supports a constructivist approach to learning
 - instruction is both differentiated and culturally proficient
 - instructional time is used effectively
 - quality co-curricular programs including, but not limited to sports, the arts, and other opportunities for personal and academic growth, are developed and maintained
2. To be a reflective, life-long learner as a growing professional, and seek out and participate in appropriate professional growth activities
3. To lead, support, and model a culture in which all staff are reflective about their practice and use data, current research, best practices to continuously adapt instruction and practice to achieve improved results
4. To lead the implementation of arrangements for the supervision and evaluation of school personnel that are aligned with collective bargaining agreements and approved by the School Committee from time to time

5. To lead, support and implement arrangements for the effective collection and analysis of data to inform school and district goals, and improve organizational performance, educator effectiveness, and student learning
6. To monitor the effectiveness of school programs and procedures
7. To develop positive, collaborative relationships with staff, students and families and outside agencies which are involved in the work of the school and its students
8. To lead and support the development and maintenance of a positive personalized school environment for all students
9. To lead and support the development and implementation of effective plans, procedures, routines, and operational systems to address the full range of safety, health, and emotional and social needs of all students
10. To support the development of an effective School Council, and that of the PTA, and other organizations that support the work of the school
11. To develop a proposed annual operating budget for consideration by the Superintendent of Schools and the School Committee in collaboration with the School Council and staff
12. To take responsibility as budget manager for the approved school budget in consultation with the district's School Business Official
13. To recruit, support, develop, and gain the respect of highly qualified, culturally proficient, and effective staff who share the district's values and will contribute to the professional learning community and the success of the school
14. To manage the school facilities in conjunction with the district's Facilities Manager
15. To ensure that the school has arrangements for ensuring the safety and well-being of students and school personnel
16. To ensure that collaborate in identifying and meeting students' emerging or special needs or other difficulties as necessary
17. To ensure that faculty work effectively with families to support student learning at school and at home
18. To ensure that student behavior is managed, in collaboration with staff and such specialist personnel as may be necessary, in a way which is consistent, fair and appropriate, and in compliance with state regulations
19. To implement the established policies and practices of the School Committee and the district, and collective bargaining agreements
20. To represent the school in public settings
21. To be a participating member of school and district-wide leadership teams
22. To foster a shared commitment to high standards in all aspects of the life and work of the school and the students

23. To contribute to the development of a professional learning community which is characterized by shared purpose, data analysis, collaborative activity and collective responsibility
24. To ensure that the school collaborates with its partner schools in order to provide students with a seamless Pre-K through 12 experience characterized by common expectations of excellence
25. To behave in an ethical, fair and culturally proficient manner at all times
26. To undertake such duties as may be assigned from time to time that lie within the scope of the position

QUALIFICATIONS:

1. A Masters degree in a relevant discipline from an accredited college or university
2. Licensed or qualified to hold an appropriate level license as a Principal from the Commonwealth of Massachusetts
3. At least five years successful teaching experience
4. Successful experience working on school-wide and/or district-wide initiatives
5. Exceptionally, such alternatives to the above as the Superintendent of Schools may find acceptable

ATTRIBUTES:

- Committed to the core values of the district
- An expectation that all children can learn if provided the right opportunity
- An unwavering commitment to student success
- Leadership and resource management skills
- High level communication and interpersonal skills
- A commitment to collaborative practice within a professional learning community
- A strong focus on best practice in teaching, learning and assessment
- Able to delegate and exercise good judgment
- Detail oriented
- Able to multi-task

TERMS OF EMPLOYMENT:

- Annual Work Schedule: 260 Days Per Year
- Vacation Schedule: 25 Days Per Year
- Health and Benefits Per District Policies and Agreements
- Salary to be negotiated with the Superintendent

HIRING RANGE: Elementary School \$105,000 - \$125,000
Middle School \$110,000 - \$130,000
High School \$120,000 - \$140,000

EVALUATION: Performance of this job will be evaluated in accordance with provisions of the School Committee's policy on Evaluation of School Administrators