

SAN DIEGO UNIFIED SCHOOL DISTRICT

POSITION DESCRIPTION

TITLE:	Lead Principal	REPORTS TO:	Superintendent or Designee
DEPARTMENT:	Various school sites	CLASSIFICATION:	Certificated Management
FLSA:	Exempt	SALARY GRADE:	015 Site Administrators Salary Schedule
ISSUED:	December 13, 2011		

BASIC FUNCTION:

To serve under the governing board, the superintendent and/or his designee as the chief executive officer of smaller individualized high schools with total responsibility to serve as site leader and to manage all affairs of the complex consistent with district policy and procedures, including general control and supervision of principals, certificated and classified employees assigned to serve in a school.

REPRESENTATIVE DUTIES: (Incumbents may perform any combination of the essential functions shown below. Duties may vary from site to site. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principal job elements.)

E= Essential Functions

Supervise, train, and evaluate the performance of principals assigned to the high school complex; provide counseling, coaching, and assistance. **E**

Provide leadership, direction, and support to principals to ensure that instructional and curricular programs approved by the Board of Education are fully and appropriately implemented in all assigned schools. **E**

Oversee assigned schools; engage the community in the development of the individual school programs; respond to parent issues/concerns and participate in parent meetings. **E**

Provide leadership to the staff in assessing school needs and effectiveness and determining objectives as the basis for developing long-and short-range plans for the school of assignment. **E**

Effectively implement the district approved curriculum program; stay abreast of new legislation and provide input to district leadership regarding impacts to the instructional program. **E**

Facilitate staff innovation to improve instructional practices; coordinate pilot programs. **E**

Ensure and maintain an effective and cohesive school administrative organization for the educational complex with clear lines of responsibility and with the necessary delegation of authority. **E**

Identify, provide, and coordinate inservice growth opportunities for personnel within the school. **E**

Supervise and evaluate performance of small school principals and vice principals and other assigned personnel; provide counseling and assistance as indicated; recommend appropriate action in cases of substandard performances; identify and encourage staff with leadership potential. **E**

Direct the assignment of all pupils in such a way as to encourage their optimum growth. **E**

Coordinate instructional program that allows all students access to district mandated requirements for graduation. **E**

Make periodic appraisals of pupil progress and ensure direct reports to parents. **E**

Provide oversight of school plans to ensure collaborative and cohesive organizational procedures for the health, safety, discipline, and conduct of pupils as established in district procedures. **E**

Direct, manage, and oversee the business operations of the complex, including management of all assigned district and specially funded budgets. **E**

Facilitate effective use of curriculum materials, instructional supplies, equipment, building facilities, and school grounds. **E**

Oversee a program of extracurricular activities for the pupils of the school. **E**

Carry out a program of community relations as a means of interpreting and furthering the school program through PTA, CAC, and/or other community organizations. **E**

Serve as a district officer in communication between district administration and certificated/classified employees in the schools, and interpret and implement district policies in individual schools. **E**

Supervise the coordination of services of resource teachers, peer coaches, and/or curriculum consultants assigned to assist teachers in the instructional program. **E**

Assist in phases of secondary schools accreditation program which directly address instructional issues. **E**

Serve as liaison with Information Technology Support Services regarding needs of schools for student testing services. **E**

Responsible for overseeing the compilation, accuracy, and submission of site data for compliance with district, state, and federal reporting. **E**

Work with program specialists in order to coach principals to become successful instructional leaders at their schools in instructional program areas (literacy, mathematics, social sciences, science). **E**

Assist principals in creating an in-school accountability plan as the vehicle to raise student achievement in their school. **E**

Ensure that instructional approaches for classroom implementation of curriculum frameworks are consistently carried out. **E**

Recommend candidates to fill school administrative vacancies; identify future candidates as instructional leaders, principals, vice principals, and staff developers. **E**

Actively support the district integration program and encourage support of staff and community; provide leadership in the development and implementation of integration programs, as appropriate. **E**

Serve on district-wide committees as assigned. **E**

Perform other duties as assigned. **E**

MINIMUM QUALIFICATIONS:

EDUCATION AND EXPERIENCE:

A minimum of three to five years experience at a secondary level (middle and high school) as a vice principal or comparable administrative experience and a demonstrated record of effective administrative and related instructional leadership experience and accountability as evidenced by most recent job performance evaluation is required. A master's degree is preferred; a doctorate degree or currently enrolled in a doctorate program is highly desirable.

LICENSES AND OTHER REQUIREMENTS:

Valid California Administrative Services Credential.
Valid California driver's license and availability of private transportation.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Technical aspects of field of specialty.
Oral and written communication skills.
Comprehensive organization, activities, goals and objectives of a district school site.
Applicable sections of the State Education Code and other applicable laws.
State and local curriculum requirements.
Board of Education and district policies, procedures and regulations.
Labor relations law and employee contracts.
State plant facility requirements.
Budget preparation and control.
Principles and practices of administration, supervision and training.
Interpersonal skills using tact, patience and courtesy.
Public speaking techniques.
Computer usage including applicable office software applications.

ABILITY TO:

Demonstrate visionary leadership and data driven decision making.
Operate standard office equipment including microcomputers and related software applications.
Communicate effectively orally and in writing.
Provide leadership of the Sand Diego Literacy Framework*, San Diego Mathematics Framework*, and standards based instruction.
Lead the implementation of research-based teaching practice and to coach teachers in the implementation of strategies which lead to improvement of instruction.
Possess the skill and insight to analyze school achievement data and lead the staff in constantly studying, evaluating, and modifying current instructional practice to accelerate students' academic achievement.
Build capacity by formulating, leading, and evaluating the effectiveness of professional development based upon classroom observations.
Manage site budgets and other resources in support of the instructional goals of the site.
Conduct objective daily observation of instructional practices and student learning in classrooms and provide follow-up feedback to all teachers as their support and coach.
Establish and maintain effective working relationships with others.
Plan and organize work.

Meet schedules and time lines.

Maintain records and prepare reports.

Analyze situations accurately and adopt an effective course of action.

Work independently with little direction.

Read, interpret, apply, and explain rules, regulations, policies, and procedures.

*Available at (www.sandi.net)

WORKING CONDITIONS:

ENVIRONMENT: Office environment; subject to constant interruptions; driving to off-site locations to conduct work; supervision responsibilities including day and evening outdoor activities.

PHYSICAL REQUIREMENTS:

Hearing and speaking to exchange information in person and on the telephone; seeing to read, prepare, and proofread documents, perform assigned duties; sitting or standing for extended periods of time; dexterity of hands and fingers to operate a computer keyboard and other office equipment; kneeling, bending at the waist, and reaching overhead, above the shoulders and horizontally, to retrieve and store files and supplies; lifting light objects.

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