



Principal

About the Education Achievement Authority: The Education Achievement Authority is responsible for ensuring all students make significant gains in our schools. Currently, the EAA contains fifteen schools of which twelve are direct-run and three are operated by a charter.

JOB TITLE: K-8 and High School Principal

REPORTS TO: Chancellor

SUMMARY of POSITION:

The EAA is seeking talented, dedicated leaders who have the skills and experience to lead our schools for all of our students in the 2014-15 school year.

We believe that all students can achieve at the highest levels and are committed to closing the achievement gap. To do this, we need inspiring leaders who:

- Are passionate about student achievement and closing the achievement gap.
- Believe that the urgency of closing this gap is too great to accept excuses of any kind.
- Motivate and support their teachers and staff while holding all adults in the building accountable for ensuring student success.

PRIMARY DUTIES AND RESPONSIBILITIES:

The below statements are intended to describe the general nature and scope of work being performed by this position. This is not a complete listing of all responsibilities, duties, and/or skills required. Other duties may be assigned.

Leading Instruction

- Articulating a clear instructional vision with a school-wide focus on teaching and learning that is data-driven, standards-aligned and rooted in a belief that all students can achieve at high levels.
- Implementing consistent school-wide instructional practices that are clear, results-oriented and research-based.
- Creating opportunities for ongoing learning and staff development that are informed by data.

Leading Operations

- Executing results-focused school operations and resource management that ensure minimal disruptions to teaching and learning and promote the success of all students and staff.
- Developing and maintaining a purposeful school culture that supports a safe and effective learning environment
- Aligning human resources to school needs, setting high expectations and effectively managing all school employees to meet school goals.

Leading for Increased Effectiveness

- Focusing on evidence-based growth and results to drive the school towards annual and long-term goals.
- Engaging school community members effectively to ensure all stakeholders are included in school improvement efforts.
- Listening to and communicating with all the school's stakeholders; building successful interpersonal relationships with faculty, staff members, family and community members and students.
- Managing the change process, including making tough decisions when necessary to move the school and students forward.
- Engaging in constant personal learning, including the need to learn and adapt when faced with challenges and successes.

Standard Qualities of Top Candidates

Student Achievement Focus

- Believes in the possibility, promise and potential in every student (no excuses for why children cannot achieve).
- Can speak to this promise down to the classroom level (teacher, specific subgroups, resources needed for special ed, ESL, etc).

Leadership Vision

- Develops, articulates and implements a vision of learning that is shared and supported by the school community.
- Possesses ability to inspire and motivate students/adults on the vision.

Instructional Expertise

- Demonstrates knowledge of how to use instruction to reach student achievement goals.
- Able to identify and describe effective instructional practices and how to provide feedback, coaching and professional development to teachers to improve the quality of instruction throughout the school.

- Demonstrates knowledge of educational theory and practices, including focus on standards-based instruction.

Systems & Resource Management

- Creates school-level policies, procedures and structures to effectively and efficiently operate a school.
- Maximizes resources (physical, technological, financial, time and human) to reach goals.

People Management

- Has an ability to objectively manage employee performance and growth through feedback and coaching.
- Holds adults accountable for student success.
- Ensures effective professional development and growth opportunities for all employees.

Strategic Problem-Solving

- Articulates short- and long-term goals with each problem and to address school-wide issues/plans.
- Identifies problems, organizes people and resources appropriately to make decisions and action plans.
- Utilizes multiple sources of data to inform decision-making.

Family & Community Engagement

- Interacts and communicates effectively with multiple audiences, including staff, parents, students and community members.
- Demonstrates commitment to and understanding of how to engage family and community members in the development of and work towards the school's goals.

Shared Leadership

- Demonstrates an effective approach to team-building, including clarity of purpose, shared responsibility.
- Builds effective relationships with staff members to move everyone towards school goals, varying leadership approaches (when needed).
- Values, solicits and integrates different perspectives effectively.

Persistence & Resilience

- Exhibits relentless focus on student achievement in the face of challenges and obstacles.

- Anticipates and plans for challenges and potential obstacles; when faced with a challenge/obstacle, makes changes to achieve goals.
- Demonstrates an understanding of the realities of and difficulties leading in urban schools.

Personal Development

- Demonstrates self-awareness, ability to articulate own strengths and growth areas.
- Models continuous learning and openness to feedback and improving own performance.

EDUCATION AND EXPERIENCE:

Minimum qualifications include:

- Bachelor's degree required; Master's preferred
- Possess or eligible for school administrator certification
- 3+ years of school building leadership experience achieving significant gains for all students

FILING DEADLINE: Posted until filled

SALARY: \$120,000-\$130,000

LENGTH OF WORK YEAR: Twelve (12) Months

EFFECTIVE DATE: July 1, 2014

METHOD OF APPLICATION: All interested candidates should submit a cover letter and current resume to David Donaldson via e-mail: ddonaldson@eaaofmichigan.org

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