

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION
SCHOOL PRINCIPAL

JOB DESCRIPTION

Employees in this job direct the performance of a variety of professional teaching and support staff activities assigned to assist Michigan School for the Deaf and Blind, state correctional facilities, juvenile detention centers, and other state facilities with the development, implementation, improvement, and maintenance of academic, vocational, and/or physical education teaching programs; and to provide related services to students, clients, and residents. The employee, under general supervision, works within general methods and procedures, and exercises considerable independent judgment to adapt and apply the guidelines to specific situations. The work requires knowledge of the policies, procedures, and regulations of school principals, teaching, and educational programs, and supervisory techniques, personnel policies, and procedures.

There are two classifications in this job. The classification level is determined by the application of the Professional Managerial Position Evaluation System.

Position Code Title - School Principal-2

School Principal 13

The employee functions as a first-line professional manager of professional positions in a standard work area, a first-line professional manager of a professional position in a complex work area, a first-line professional manager of nonprofessional positions in a complex work area, a first-line manager of a professional position in a standard work area receiving executive direction, or a first-line professional manager of non-professional positions in a standard work area receiving executive direction.

Position Code Title - School Principal-3

School Principal 14

The employee functions as a first-line professional manager of professional positions in a complex work area, a first-line professional manager of professional positions in a standard work area receiving executive direction, a second-line professional manager of professional positions in a standard work area, a first-line manager of a professional position in a complex work area receiving executive direction, or a first-line professional manager of nonprofessional positions in a complex work area receiving executive direction.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion.

Coordinates activities by scheduling work assignments, setting priorities, and directing the work of subordinate employees.

Evaluates and verifies employee performance through the review of completed work assignments and work techniques.

Identifies staff development and training needs and ensures that training is obtained.

Ensures proper labor relations and conditions of employment are maintained.

Maintains records, prepares reports, and composes correspondence relative to the work.

Organizes and supervises the academic, special education, vocational education and/or physical education instructional program.

Provides assistance in coordinating the educational program with other treatment services in the institution.

Provides assistance to teachers in educational guidance functions, and personally provides educational counsel to trainees.

Schedules and completes regular visits of institutions housing educational programs to coordinate all aspects of the education program in multiple facilities.

Applies the laws and regulations of state and federal authorities governing the education of persons with disabilities, including proper testing and program implementation.

Prepares and proposes contracts for educational services, i.e., substitute teachers, GED testing, and psychological testing. Monitors contracts for compliance with terms and conditions of agreement.

Prepares schedule of classes and assigns patients and residents to classes and extracurricular activities.

Ascertain that instructional methods and materials are in accordance with state and federal educational standards.

Determines proper class organization and instructional methods.

Provides information to authorities regarding the attitudes, progress, and behavior of individual students.

Develops and revises curricula, as necessary, to meet current needs and to adapt to changes in society.

Makes recommendations regarding the expansion of instructional facilities and purchase of equipment.

Selects textbooks, materials, supplies, and equipment.

Recruits and trains new teaching personnel as necessary.

Performs related work as assigned.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

Thorough knowledge of the principles and practices of teaching.

Thorough knowledge of the principles of education administration.

Thorough knowledge of problems of curriculum, supervision, instruction, and guidance.

Thorough knowledge of educational texts, materials, supplies, and equipment.

Thorough knowledge of theories of teaching adults.

Thorough knowledge of standard mental and achievement tests as to their use and interpretation.

Thorough knowledge of vocational counseling techniques.

Thorough knowledge of current trade developments.

Thorough knowledge of current trends in vocational and academic education.

Thorough knowledge of training and supervisory techniques.

Thorough knowledge of employee policies and procedures.

Thorough knowledge of public school systems.
Thorough knowledge of guidance and counseling techniques.
Thorough knowledge of rehabilitation programs.
Ability to instruct, direct, and evaluate employees.
Ability to organize and direct a school or educational program.
Ability to correlate the educational program with other treatment programs.
Ability to formulate courses of study and to select instructional materials and equipment for the work.
Ability to evaluate the ability, progress, behavior, and attitudes of students.
Ability to correlate work projects with educational programs.
Ability to participate in classification and placement activities.
Ability to supervise and participate in academic, vocational, and physical education programs.
Ability to evaluate the educational program and to make revisions to meet changing conditions and modern practices.
Ability to use and interpret statistical data and to prepare comprehensive reports of educational activities.
Ability to maintain records, prepare reports, and compose correspondence.
Ability to effectively communicate.

Special Education Positions:

Knowledge of the principles of special education.
Knowledge of the theories and methods of teaching persons with disabilities and socially maladjusted youth and adults.
Knowledge of emotional and behavioral problems encountered in teaching persons with disabilities and socially maladjusted youth and adults.
Ability to understand and communicate with persons with disabilities.
Ability to cooperate with other instructional personnel in the social rehabilitation program.

Working Conditions

Some jobs require contacts with prisoners and juvenile delinquents.

Physical Requirements

None

Education

Possession of a master's degree in a field of education.

Experience

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Two years of professional experience as a certified teacher.

Alternate Education and Experience

School Principal 13 - 14

For positions in the Department of Corrections, possession of a bachelor's degree in a field of education and four years of professional experience as a certified teacher working in a prison setting may be substituted for the education requirement.

Special Requirements, Licenses, and Certifications

For special education positions, the experience possessed must be as a teacher of special education, and applicants must meet the educational requirements for full endorsement or approval for teaching students with visual, hearing, cognitive, or emotional impairment; learning disabilities; or, other areas of special education requiring the approval of the State Board of Education.

The Department of Education will not hire and employ individuals in state operated schools who have been convicted of a "listed offense" pursuant to Public Acts 129, 130, 131, and 138 of the Public Acts of 2005, the "School Safety Legislation." The "listed offenses" are defined in Section 2 of Public Act 295 of the Public Acts of 1994, the Sex Offenders Registration Act.

The Department of Corrections may screen out applicants who have been convicted of a felony in accordance with Public Act 191 of 2017. Applicants who have been convicted of a misdemeanor or felony are ineligible for employment with the Department of Corrections until satisfactory completion of any sentence imposed, including parole or probation.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

SCHPRNCPL

Job Code Description

SCHOOL PRINCIPAL

Position Title

School Principal-2

School Principal-3

Position Code

SCHPRPL2

SCHPRPL3

Pay Schedule

NERE-289

NERE-290

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