



LEAD Public Schools

Nashville, TN

Middle School Principal

Start Date: June/July 2022

(Flexible)

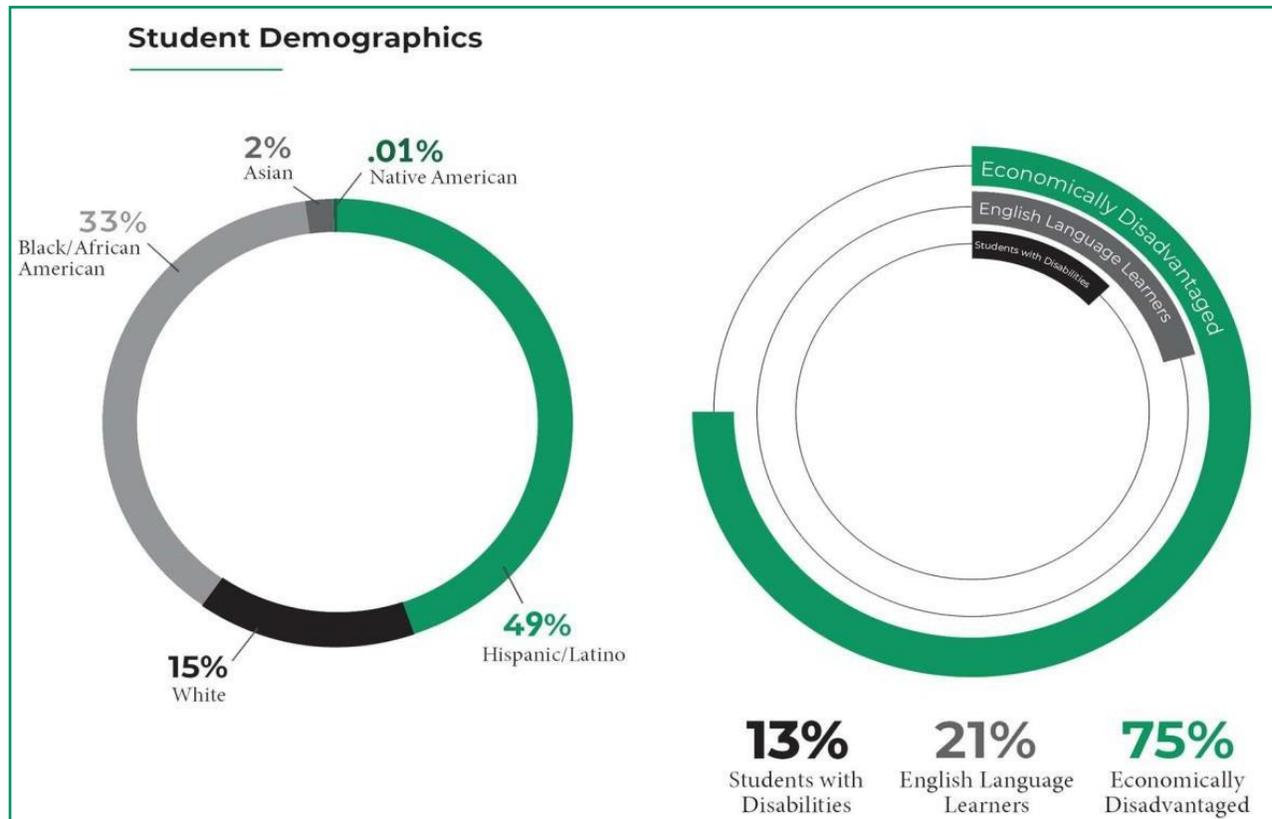
www.leadpublicschools.org

LEAD Public Schools Principal

LEAD Public Schools was founded in 2007 and has grown as a network to become six charter schools that serve students in grades 5-12 in the greater Nashville area. There are four Middle Schools (5th-8th) and two high schools (9-12).

Our goal is to prepare students so that they are Ready for College, Ready for Life.

LEAD Public Schools seeks a proven, strong, and inspirational principal to lead a high-performing middle school with a large percentage of minority students and students who are economically disadvantaged. The principal will build on our success and continue to help close the achievement and opportunities gap in our communities.



The Principal will be responsible for the academic success of students as well as the growth and development of current and future leaders within his/her/their building. Since 2014 with our first high school graduating class, LEAD Public Schools has consistently outperformed our local school district on the ACT in overall average scores.

LEAD SCHOOLS

LEAD schools are grounded in our Ethos. They provide a common understanding of expectations and behaviors for all of our students, families, teachers and staff members.

**I AM DISCIPLINED.
I AM COURAGEOUS.
I SERVE OTHERS.
I AM SELF-RELIANT.
I AM COMMITTED .**



In addition, all four of our middle schools received a 5 for TVAAS (statewide measurement for growth on a scale of 1-5) for the 2018-2019 school year. Recently, LEAD was awarded a \$5.1 million dollar grant from the U.S. Department of Education to help fund our performance-based compensation model for teachers and leaders over the next 3 years.

This is an incredible opportunity for a leader to build upon a strong network foundation to continue upon LEAD's achievement, success, innovation, and legacy. LEAD Public Schools seeks a principal to start in June/July 2022 for the 2022-2023 school year.

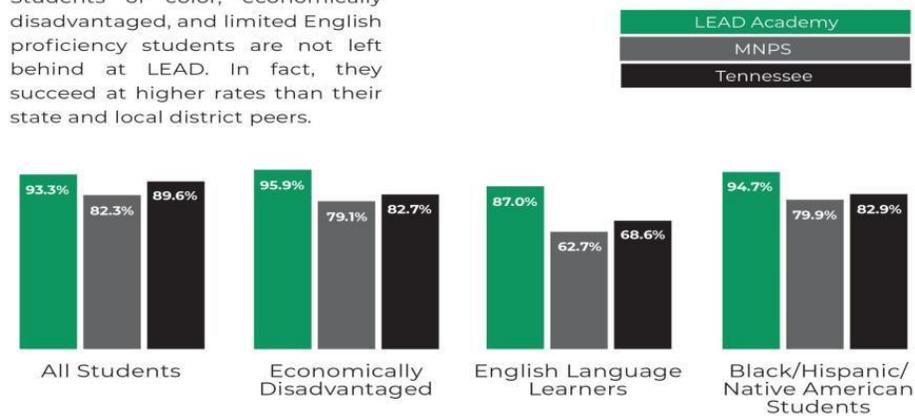
The Position Overview:

Principals with LEAD Public Schools are responsible for the creation, implementation, and management of both the academic and cultural programs of either a middle school (5th-8th) or high school (9th-12th). This includes all aspects of the school's performance. Successful principals are expected to set the academic culture and to build the capacity of the instructional leaders (assistant principals, coaches) within the building. Principals also work closely with their Assistant Principal of Students or Dean of Culture to set the overall culture and environment of the school. This includes both the positive culture building as well as the restorative practices of the school. The principal also leads and sets the presence of the school within the overall community through outreach efforts in conjunction with the Family and Community Engagement Coordinator.

LEAD RESULTS

We graduate students at a higher rate than the state and local school districts.

Students of color, economically disadvantaged, and limited English proficiency students are not left behind at LEAD. In fact, they succeed at higher rates than their state and local district peers.



- Implement and manage a school wide cultural system that recognizes student achievement and accomplishment in addition to schoolwide restorative practices
- Support the data-driven discussions about student performance and support the implementation of the related changes in instructional practice

Major Performance Responsibilities and Duties

Instructional Leadership

- Work closely with the Head of Schools and Network Academic Leadership to create a professional learning community that focuses on curriculum and instruction as the primary vehicles for improving student achievement
- Collaborate with academic leadership and other School Directors to further refine and improve the LEAD Academic Model
- Provide instructional support to teachers that results in demonstrated improvements in teaching practice
- Observe classes regularly with other leadership in the building to support the development of LEAD instructional model
- Support the development of the school culture through the Assistant Principal/Dean

- Work with Network staff and school leadership team to oversee the successful implementation of professional development programs to meet the needs of instructional and non-instructional staff at all levels of development and growth
- Collaborate with the Network Support Team to set annual school goals and objectives and ensure that they are defined, communicated, and executed at every level
- Work with the LEAD Public Schools Academic Team to provide professional development, data and assessment support, and to continually assess and evaluate teaching performance and results

Cultural Leadership

- Support the development of management abilities of the Assistant Principal/Dean for the student support and counselor teams within the building
- Manage an effective team responsible for attaining school cultural goals and committed to achieving excellence

- Maintain and enhance the LEAD Culture and Ethos Staff Management
- Assist in the creation, implementation, and management of measurable goals for members of the leadership team (Assistant Principals, Deans, Operations) to aid in their growth and development
- Manage the school leadership team (Assistant Principals, Deans, Operations) to achieve academic and cultural success at the school campus level

- Support student recruitment through the Family and Community Engagement Coordinator
- Collaborate with the school based staff to optimize, norm, and manage school operations, outreach, and communications
- Support the hiring of all school staff by establishing interview teams and distributing responsibilities amongst the leadership team.
- Work with the Network Finance team to develop budgets on a yearly basis

Retaining Talent

Teachers have the single biggest impact on a child's education. Retaining our highest-performing teachers is one of the ways we ensure positive outcomes for our students.



of LEAD teachers in 2019-2020 returned for 2020-2021



of LEAD **Level 5** teachers in 2019-2020 returned for 2020-2021

- Develop a leadership pipeline at your campus through the coaching and support of Assistant Principals and Deans
- Coach managers in the school building to grow and develop their direct reports School Management and Administration
- Collaborate with Network staff to monitor and evaluate the effectiveness of programs and management systems to support the school's mission and goals
- Support the Family and Community Engagement Coordinator to achieve maximum involvement in support of students and the community

Qualifications

Experience Requirements:

- Previous school leadership experience as principal, assistant principal, or dean.
- Qualified candidates must have experience supervising and evaluating staff or has/is serving as an instructional leader and staff manager.

Education/Certification Requirements:

- Bachelor's degree from an accredited educational institution. Master's degree preferred.
- Valid and active teaching license preferred.

Other Qualifications or Characteristics:

- Ability to form productive relationships with students, families, and staff that enhance school culture, improve communication, and to prepare students for college and for life.
- Demonstrated success teaching and leading students, particularly those in under-served or urban communities.
- Demonstrated success developing school programs and school culture.
- Demonstrated success managing staff through planning, motivating, rewarding, and providing targeted feedback and professional development.
- Passion for being part of a team-oriented, mission driven school culture.
- Ability to run highly effective meetings and maintain a sense of urgency throughout the year.
- Proven ability to manage multiple priorities while remaining focused on key objectives.
- Communicates a strong professional demeanor with self-confidence and initiative.
- Ability to leverage interpersonal skills to provide clear leadership within a highly collaborative school environment.
- Experience in managing schedules and budget.
- Self-starter who sets high goals, is comfortable dealing with ambiguity, and can handle multiple projects at once.

Competencies and Personal Characteristics

LEAD Public Schools Principals are expected to demonstrate the competencies listed below:

Exhibit our Ethos in and out of the workplace (Committed, Courageous, Disciplined, Self-Reliant, Serve Others)

Focus on Actions and Outcomes: Attacks everything with drive and energy, with an eye on academic, financial, and other outcomes. Drives to finish everything he/she/they starts.

Strategic Vision: determining where the school is, where it needs to be, and exhibiting the leadership to help the school reach that level.

Engages and Inspires: Creating a climate in which people are motivated to do their best to help the organization achieve its objectives.

Flexibility: The ability to shift when things suddenly change, such as going virtual or losing instructional time.

Empathy: Ability to understand and share the feelings of another, whether that is a fellow staff member, a parent, or a student within the school.

Getting Work Done Through Others: Great leaders develop those on the team through delegation and opportunities to learn.

Courage: Stepping up when needed, saying what needs to be said, and holding others, including yourself, accountable.