NASHOBA
Regional School District

2/15/2017

Vacancy for July 1, 2017
(posting closes March 6, 2017)

Position: **High School Principal**

Department/Location: **Nashoba Regional High School**

Organizational Scope: Reporting to the Superintendent, the Principal supervises all building-based staff and serves as the educational and instructional leader for the Nashoba Regional High School.

Performance Responsibilities:

Instructional Leadership

1. Facilitate the development and implementation of a shared mission and vision;
2. Encourage and use a variety of strategies to assess student performance;
3. Apply current principles, practices, and research to foster effective teaching;
4. Lead the review of curriculum, instruction and assessment practices;
5. Promote and model the effective use of appropriate instructional technologies;
6. Hold teachers accountable for having high standards and positive expectations that all children can perform at high levels;
7. Supervise and evaluate teachers and staff, using performance standards, and identify areas of growth; and,
8. Support ongoing professional development for self, colleagues, and staff.

Organizational Leadership

1. Apply research and organizational leadership skills;
2. Demonstrate communication skills that are clear, direct and responsive;
3. Create a positive, informed climate for collegial teaching and learning;
4. Facilitate constructive change;
5. Plan for, model, and encourage collaboration and shared decision making; and,
6. Apply strategic planning techniques that foster systematic approaches and result in sound decisions.

Administration and Management

1. Carry out personnel selection, supervision, evaluation, and management functions;
2. Carry out duties required by state and federal education laws and requirements,
3. Apply current knowledge of fiscal management policy and practices;
4. Apply current knowledge of auxiliary programs; and,
5. Use appropriate technologies to lead, manage and communicate.

Promotion of Equity and Appreciation for Diversity

1. Ensure equity among programs and opportunities for staff, students, and parents; and,
2. Demonstrate appreciation for and sensitivity to diversity among individuals.

Professional Development

1. Model professional behaviors that contribute to addressing the needs of students;
2. Demonstrate enthusiasm for his/her own learning;
3. Demonstrate and promote an atmosphere of respect for self and others; and,

Performs other duties as directed by the superintendent.

Job Qualifications & Physical Demands:

Massachusetts licensure as Principal; Master's degree or higher, in educational leadership, organizational behavior, or a related field; three to five years of experience in an administrative role; three to five years of experience teaching or in training, providing staff development; and three years minimum supervising and evaluating staff.

Must be able to assist in the protection of students and school property, and lead or assist in fire and other emergency drills as required by law and school committee policy. To perform this job successfully, an individual must be able to perform each essential duty mentioned satisfactorily. Must be able to walk and stand on tile flooring for up to 1-2 miles per day, lift up to 25 pounds, bend and twist regularly at the waist, knees and neck.

Compensation: Nashoba Regional School District will offer a contract to be negotiated with the Superintendent of Schools and with a salary depending upon qualifications and experience. This is a 12-month position with a start date of July 1, 2017.

Evaluation: Performance will be evaluated by the Superintendent of Schools in accordance with provisions of the school committee policy on evaluation of professional personnel.

To Apply: Apply by March 6, 2017 through SchoolSpring. See link to SchoolSpring on the NRSD website: www.nrsd.net "Employment Opportunities".

Applicants for employment are considered without regard to age, physical, mental or psychiatric disability, genetics, race, religion, sex, sexual orientation, gender identity, marital status, national origin, or military status.