



DAVID DOUGLAS SCHOOL DISTRICT #40
JOB DESCRIPTION
Administration

JOB TITLE: Principal – Alternative High School

Job Purpose Statements: The primary purpose of the position of Alternative High School Principal is to serve as the instructional and climate leader of the school and, as such, be responsible for the organization and supervision of the school's educational program, operation of the school facility, participation in staff and student activities, and establishment of effective community relations.

Essential Job Functions:

- **Establish and maintain** an effective culturally competent learning climate in the school
- **Lead and guide** activities and decisions with a racial and cultural equity mindset and lens
- **Create** a welcoming environment that reflects and supports the racial and ethnic diversity of the student population and David Douglas community
- **Implement and lead** restorative practices throughout the school community
- **Provide** leadership in the development of the instructional program, based upon current research on effective secondary and alternative schools
- **Collaborate** with the high school administrative team with regards to the placement of students
- **Evaluate** and revise curricular and instructional programs in cooperation with staff and appropriate district administrators
- **Facilitate** communication between staff, students and parents for the purpose of evaluating situations, solving problems and/or resolving conflicts
- **Communicate** with staff to assure instructional programs meet student needs and district requirements
- **Administer** the school and its instructional program in all its facets
- **Assist** in supervising all support services, including custodial, maintenance, security, food services
- **Assist** the guidance program to enhance individual student educational growth and development
- **Supervise** the school staff and be responsible for the recruitment, screening, hiring, training, assigning, and evaluation of the staff, both licensed and classified
- **Evaluate** both classified and licensed staff according to procedures and timelines outlined by the district
- **Supervise, administer, and allocate** the building's financial budget and make decisions for its use
- **Assure** proper management, maintenance and inventory of materials, equipment, buildings, and grounds
- **Institute** a uniform discipline policy and develop a set of practices for student behavior
- **Utilize** all resources of the school and the community in developing the most effective educational system
- **Develop and support** a community relations program with parents and local community groups as a means of interpreting and furthering school programs and encourage parent and community participation in the school's program(s)
- **Interpret and implement** board policies, administrative regulations, and negotiated agreements
- **Develop** and provide in-service programs for the staff's professional development and growth
- **Initiate, design, and implement** programs to meet specific needs of the school and its students
- **Promote** a positive, caring climate for learning; deal sensitively and fairly with persons from diverse cultural backgrounds; and communicate effectively with students, staff and parents
- **Participate** in professional growth to improve skills related to current and future job assignment
- **Relate** to students with respect while carrying out a positive and effective discipline policy
- **Develop** school plans and organizational procedures for the health, safety, discipline, and conduct of students as established by district policies and procedures
- **Ensure** that all school activities are adequately planned and supervised

- **Prepare** and **supervise** the preparation of reports, records, lists, and all other paperwork required or appropriate to the school's administration
- **Other** duties as assigned

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Other Job Functions:

- **Confer** with district office representatives to determine building needs
- **Cooperate** with other principals and district administrators in determining the allocation of district funds for instructional purposes; work with high school staff to determine need and allocate funds to departments on basis of need and equity
- **Plan** new employee orientation activities at the building level
- **Attend** regularly scheduled School Board meetings as needed
- **Attend** weekly high school administrative meetings

Job Requirements-Qualifications:

- **Experience Required:** Five years experience as a building teacher and or administrator at this specific grade level.

Skills, Knowledge and/or Abilities Required:

Skills to facilitate goal setting for instructional improvement. Skill in the development and implementation of programs to assist employees in successfully reaching personal and professional goals. Demonstrated effective, interpersonal relationship skills in working with students, parents, teachers, support staff and administrators, as well as business and community groups. Excellent written and verbal communication skills including effective facilitation of meetings. Exhibit high level of personal and professional integrity and ethics.

Knowledge of current research and best practices being used in secondary schools, current graduation requirements and state testing, and skill in discussing problems of mutual interest with others in the field of school improvement and in performance-based educational programs.

Abilities to serve as a leader-coach to building level administrators and to develop collaborative consensus-building in groups; to maximize resources to achieve results and build programs.

Abilities to sit for prolonged periods, perform a variety of specialized and responsible tasks, maintain accurate records, establish and maintain cooperative working relationships with students, parents, other school personnel; meet schedules and deadlines. Prompt and regular attendance. Significant physical abilities include standing and walking for long periods of time, lifting/carrying, reaching/handling, talking/hearing conversations, and near/far visual acuity/depth perception/visual accommodation.

Educations/Licenses Required: Master's Degree. Hold an administrative license. Have a valid driver's license and evidence of insurability, and Criminal Justice fingerprint clearance.

Multi-Cultural preferred.
Bi-Lingual preferred.

The David Douglas School District welcomes applications from candidates that expand the District's diversity.

Terms of Employment: 260 days per year. Salary to be established by the Board.

Evaluation: Performance of this job will be evaluated annually in accordance with provisions of the Board's policy on evaluation of professional personnel.