JOB DESCRIPTION

PRINCIPAL – MIDDLE SCHOOL

JOB TITLE: Principal – Middle School

WAGE/HOUR STATUS: Exempt

REPORTS TO: Assistant Superintendent, Campus Accountability

TERMS: 226 Days

DEPARTMENT: Campus Assigned

PAY GRADE: Administrative 7

PRIMARY PURPOSE:

Direct and manage the instructional program and supervise operations and personnel at the campus level; provide instructional leadership to ensure high standards of instructional service; oversee compliance with district policies, success of instructional programs, and operation of all campus activities

QUALIFICATIONS:

Education/Certification:

Master's degree in Educational Administration from an accredited college or university
Texas Mid-Management or other appropriate Texas certificate
Certified Texas Teacher Evaluation and Support System (T-TESS) appraiser

Special Knowledge/Skills:

- Working knowledge of curriculum and instruction
- Ability to evaluate instructional program and teaching effectiveness
- Ability to manage budget and personnel
- Ability to coordinate campus functions
- Ability to interpret policy, procedures, and data
- Strong organizational, communication, public relations, and interpersonal skills

Experience:

Minimum three years of successful experience as a classroom teacher/supervisor

Minimum three years of successful experience in instructional leadership roles at the secondary level; instructional leadership training

Successful experience in a culturally diverse middle school or comparable administrative experience, preferred
MAJOR RESPONSIBILITIES AND DUTIES:

Instructional Management

1. Monitor instructional and managerial processes to ensure that program activities are related to program outcomes and use findings to take corrective actions.

2. Regularly consult the campus-level committee about planning, operation, supervision, and evaluation of campus education program; include students and community representatives when appropriate.

School or Organization Morale

3. Provide instructional resources and materials to support teaching staff in accomplishing instructional goals.

4. Foster collegiality and team building among staff members; encourage their active involvement in decision-making process.

5. Provide for two-way communication with superintendent, staff, students, parents, and community.

6. Communicate and promote expectations for high-level performance to staff and students; recognize excellence and achievement.

7. Ensure the effective and quick resolution of conflicts.

School or Organization Improvement

8. Build common vision for school improvement with staff; direct planning activities and put programs in place with staff to ensure attainment of school’s mission.

9. Identify, analyze, and apply research findings (e.g., effective school correlates) to promote school improvement.

10. Develop and set annual campus performance objectives for each of the academic excellence indicators using the campus planning process and site-based decision making committee.

11. Develop, maintain, and use information systems and records necessary to show campus progress on performance objectives addressing each academic excellence indicator.
MAJOR RESPONSIBILITIES AND DUTIES: (continued)

Personnel Management

12. Interview, select, and orient new staff; approve all personnel assigned to campus

13. Define expectations for staff performance with regard to instructional strategies, classroom management, and communication with the public

14. Observe employee performance, record observations, and conduct evaluation conferences with staff

15. Assign and promote campus personnel

16. Make recommendations to superintendent on termination, suspension, or non-renewal of employees assigned to campus

17. Work with campus-level planning and decision-making committees to plan professional development activities

18. Confer with subordinates regarding their professional growth; work with them to develop and accomplish improvement goals

Management of Fiscal, Administrative, and Facilities Functions

19. Comply with district policies and state and federal laws and regulations affecting the schools

20. Develop campus budgets based on documented program needs, estimated enrollment, personnel, and other fiscal needs; keep programs within budget limits; maintain fiscal control; accurately report fiscal information

21. Compile, maintain, and file all physical and computerized reports, records, and other documents required including accurate and timely reports of maximum attendance to requisition textbooks

22. Manage use of school facilities; supervise maintenance of facilities to ensure a clean, orderly, and safe campus

[Secondary Principals: Direct and manage extracurricular and intramural programs including management of multiple activity funds]
MAJOR RESPONSIBILITIES AND DUTIES: (continued)

Student Management

23. Work with faculty and students to develop a student discipline management system that results in positive student behavior and enhances the school climate

24. Ensure that school rules are uniformly observed and that student discipline is appropriate and equitable in accordance with Student Code of Conduct and student handbook

25. Conduct conferences about student and school issues with parents, students, and teachers

Professional Growth and Development

26. Develop professional skills appropriate to job assignment

27. Demonstrate professional, ethical, and responsible behavior; serve as a role model for all campus staff

School or Community Relations

28. Articulate the school's mission to the community and solicit its support in realizing the mission

29. Demonstrate awareness of school and community needs and initiate activities to meet those needs

30. Use appropriate and effective techniques to encourage community and parent involvement

Other

31. Comply with district policies, as well as state and federal laws and regulations

32. Adhere to the district's safety policies and procedures

33. Maintain confidentiality in the conduct of district business

34. Must be able to perform the essential functions of walking and interacting with students and/or district employees in the specific work site assigned (classroom or office setting)

35. Demonstrate regular and prompt attendance

36. Other duties as assigned
SUPERVISORY RESPONSIBILITIES:

Supervise and evaluate the performance of staff assigned to campus including assistant principal(s), teacher(s), counselor(s), librarian(s), instructional aides, clerical support staff, and custodians

EQUIPMENT USED:

Copier, personal computer and appropriate software, typewriter, printer, calculator, fax machine and audio-visual equipment

WORKING CONDITIONS:

Mental Demands:
Reading, ability to communicate effectively (verbal and written); maintain emotional control under stress; coordinate district-wide curriculum functions; interpret policy, procedures, and data

Physical Demands/Environmental Factors:
Frequent standing, stooping, bending, pulling, pushing; move small stacks of textbooks, media equipment, desks, and other classroom equipment; repetitive hand motions; prolonged use of computer terminal possible; occasional district-wide travel; occasional state-wide travel; frequent prolonged and irregular hours; possible biological exposure to bacteria and communicable diseases; specific vision abilities required by this job include close vision, distance vision, peripheral vision, and the ability to adjust focus.

EVALUATION:

T-PESS

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities, duties and skills that may be required. This job description is not an employment agreement or contract. The administration has the exclusive right to alter this job description at any time without notice.

Printed Name: _________________________________________________________________________

Signature: __________________________________________   Date: ____________________________

ESTABLISHED/REVISED: Jan., 2019