



Together, we inspire and challenge all learners to realize their unique potential and become active contributors to their community

Office of the Superintendent

Kirk Downing, *Superintendent*

Laura Friend, Assistant Superintendent of Teaching and Learning

3/30/2023

**Position:** Principal (Prek-5)

**School:** The Center School

**Start:** July 1, 2023

\*Screening interviews will take place on Wednesday, April 19, 2023

**Nashoba Regional School District is looking to welcome an inspirational Principal to lead The Center School in the vision outlined in the district's five-year Strategic Plan.**

The NRSRD 2022-2027 Strategic Plan can be found at:

[https://issuu.com/nashobaregional/docs/nrsd\\_strategic\\_plan\\_2022-27\\_final\\_1172022?fr=sN2UyMjU0MTY5Nzk](https://issuu.com/nashobaregional/docs/nrsd_strategic_plan_2022-27_final_1172022?fr=sN2UyMjU0MTY5Nzk)

*The Principal is employed without regard to age, physical, mental or psychiatric disability, genetics, race, religion, sex, sexual orientation, gender identity, marital status, national origin, or military status. NRSRD welcomes and encourages candidates with diverse racial, cultural, religious, class, and/or gender backgrounds and experiences to apply.*

**Organizational Scope:** Reports to the Superintendent of Schools; supervises all building based staff PreK-5. The work of the Principal is influenced by NRSRD's core values of academic achievement and personal growth; voice, choice and agency; lifelong learning; a safe, caring and inclusive community; collaborative partnerships; innovation; and a sense of belonging for all.

### Qualifications

1. Certification for Principal
2. Masters Degree in Educational Leadership, Organizational Behavior, or related field in education
3. Three to five years experience in an administrative role
4. Three to five years experience teaching, training, or providing staff development, preferably at the Elementary School level

### Performance Responsibilities:

#### Instructional Leadership

1. Facilitate the development of a shared mission and vision;
2. Encourage and use a variety of strategies to assess student performance accurately;
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. Work with teachers and staff to supervise and evaluate their performances, using performance standards, and to identify areas of growth; and,
8. Supports ongoing professional development for self, colleagues, and staff.

### **Organizational Leadership**

1. Applies research and organizational leadership skills;
2. Demonstrates communication skills that are clear, direct and responsive;
3. Creates a positive, informed climate for collegial teaching and learning;
4. Facilitates constructive change;
5. Plans for, models, and encourages collaboration and shared decision making; and,
6. Applies strategic planning techniques that foster systematic approaches and result in sound decisions.

### **Administration and Management**

1. Carries out personnel selection, supervision, evaluation, and management functions for the school or district effectively;
2. Carries out all duties as outlined in State and Federal special education laws and requirements and the No Child Left Behind Act,
3. Applies current knowledge of policy formation and legal requirements within the scope of responsibility;
4. Applies current knowledge of fiscal management policy and practices within the scope of responsibility;
5. Applies current knowledge of auxiliary programs within the scope of responsibility; and,
6. Uses appropriate technologies to lead, manage and communicate.

### **Promotion of Equity and Appreciation for Diversity**

1. Strives to ensure equity among programs and learning opportunities for staff, students, and parents; and,
2. Demonstrates appreciation for and sensitivity to the diversity among individuals.

### **Community and Corporate Partnerships**

1. Assesses the needs of parents, community and business members and involves them in decision-making;
2. Promotes mutually beneficial partnerships among staff, parents, businesses and the community; and,
3. Interprets, articulates, and promotes the vision, mission, programs, activities and services of the school and district.

### **Professional Development**

1. Models professional behaviors that contribute to addressing the needs of students;
2. Demonstrates enthusiasm for his/her own learning;
3. Demonstrates and promotes an atmosphere of respect for self and others; and,
4. Models ethical behavior.

**Terms of Employment:** 12 month position

**Evaluation:** Performance for this job will be evaluated in accordance with the provisions of the School Committee's policy on Evaluation of Professional Personnel

**To Apply:** Apply through SchoolSpring. See link to Schoolspring on the NRSD website: [www.nrsd.net](http://www.nrsd.net) "Employment Opportunities"