

PRINCIPAL

South Portland High School – South Portland

Starting July 15, 2024

Position Purpose

To provide dynamic leadership for high levels of learning and **belonging** in a diverse high school of 1,000 students.

Essential Functions

- Fosters a compelling vision for excellence, equity, inclusion, and educational justice.
- Serves as a leader for equity by recognizing, responding to and addressing inequities.
- Develops and administers school programs consistent with the school district's annual **Pillars & Priorities**.
- Ensures a safe and welcoming school climate where every staff member and student matters.
- Leads staff members in utilizing data to identify areas for school growth.
- Enlists the support and collaboration of families, staff members and students in pursuit of that growth.
- Serves as a model for lifelong learning and ensures the professional growth of staff members.
- Leads the recruitment, hiring and retention of outstanding staff members who are committed to the mission of the school and district.

District Aspirational Beliefs

The South Portland School Department aspires to be a district guided firmly by the following beliefs:

We believe. . .

- In our collective capabilities to make a difference in our students' lives.
- In our capacity to expand student potential. We reject the notion that student potential is fixed at birth or predicted by their demographic characteristics.
- In ensuring that our students – especially those who are furthest from opportunity – at the forefront of our decision-making.
- In fostering students' sense of belonging through engaging, growth-focused classroom and school experiences and a welcoming environment in our district.
- In placing a high priority on using our resources – especially time – with urgency and focus to foster student learning.
- In utilizing evidence-based practices to shape student learning in our classrooms.
- The SPHS principal will foster growth in the ways that teaching, learning, and other aspects of the school are characterized by these beliefs.

Additional Duties

Performs other related tasks as assigned by the Superintendent and other central office administrators as designated by the Superintendent.

Note: The above description is illustrative of tasks and responsibilities. It is not meant to be all inclusive of every task or responsibility.

Essential Qualities

- Believes in the transformative power of education and is both inspired and inspiring.
- Is honest and direct while being kind and understanding.
- Maintains outstanding follow-through even in a demanding, fast-paced role.
- Fosters a growth mindset among staff members and students and celebrates their growth.
- Has a deep knowledge of effective instructional practices and is able to share actionable, growth-oriented feedback with teachers.
- Exercises sound judgment in all aspects of leadership.
- Is enthusiastic about the role of school ambassador and finds joy in the exciting, busy life of a diverse, large high school.

Knowledge, Skills, and Abilities

- Knowledge of research-based teaching methods and educational pedagogy.
- Knowledge of high school curricula and concepts.
- Knowledge of best practices in administration, program evaluation and staff supervision.
- Knowledge of data information systems, data analysis and the formulation of action plans.
- Knowledge of applicable federal and state laws regarding education.
- Ability to develop and implement projects.
- Effective verbal and written communication skills.
- Ability to engage in self-reflection with regard to leadership, performance and professional growth.
- Ability to establish and maintain collaborative, positive working relationships with diverse colleagues.

Qualifications Profile

Certification/License:

- State Certification as required for position.
- Motor Vehicle Operator's License or ability to provide own transportation.

Education:

- Master's Degree in an educational field from an accredited college or university

Experience:

- Substantial and successful teaching experience at the secondary level.
- Successful administrative experience at the high school level preferred.

Travel Requirements:

- Travels to school district buildings and professional meetings as required.

FLSA Status: Exempt

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