

Ashe County Schools Job Description

POSITION	Ashe County High School Principal
TERM	Full time, 12-month
FLSA STATUS	Exempt
EDUCATION	Master’s Degree in School Administration
LICENSURE	Valid NC Professional Educator License Valid NC School Administrator License (0012) Valid Driver License
PAY GRADE	NC Salary Schedule
REPORTS TO	Superintendent

POSITION PURPOSE

The Ashe County High School Principal serves as the chief administrator of the school. As the chief administrator, the Ashe County High School Principal is expected to provide instructional leadership to school staff and to work cooperatively with all stakeholders in order to provide the educational development of each student as well as the professional growth of each staff member. To that end, the Ashe County High School Principal supervises and directs all personnel, facilities, and programs in the school.

KNOWLEDGE, SKILLS, AND ABILITIES

- Thorough knowledge of cognitive, affective, social and physical development of students
- Thorough knowledge of federal, state and local policies and procedures regarding the learning process in grades 9-12
- Thorough knowledge of the evaluation process of staff and the ability to provide appropriate counseling for improvement, as needed
- Thorough knowledge of North Carolina’s accountability model
- Considerable knowledge of school board policies, procedures and standards regarding the education of students in Ashe County Schools
- Considerable knowledge of ethical guidelines applicable to the position as outlined by professional organizations and/or federal, state and local laws, rules and regulations
- Considerable knowledge of the current literature, trends and developments in education
- Considerable knowledge of the *North Carolina Course of Study* and High School graduation requirements
- Demonstrated skill in counseling and developing staff
- Demonstrated skill in providing and/or presenting professional development for staff that encourage professional growth of the school staff and enhances the quality of the instructional programs on campus
- Ability to assess the needs of students and school atmosphere; promotes school safety
- Ability to plan, develop, implement and evaluate educational programs within the school
- Ability to evaluate the effectiveness of existing school programs and make recommendations for improvement
- Ability to use common office machines and computer driven word processing, spreadsheet and file maintenance programs
- Ability to effectively express ideas orally and in writing
- Ability to make oral presentations before large groups of people
- Ability to exercise considerable tact and courtesy in frequent contact with students, staff, system administration, parents, and the community
- Ability to establish and maintain effective working relationships

EDUCATION, TRAINING, AND EXPERIENCE

- Master's degree from an accredited institution in school administration
- Three or more years of experience as a classroom teacher
- Three or more years of experience as an assistant principal or principal
- Any equivalent combination of training and experience that provides the required knowledge, skills and abilities

CERTIFICATION AND LICENSE REQUIREMENTS

- NC Teacher's License in any applicable area
- NC Principal License, or eligible for certification
- Valid driver's license issued by the NC Department of Motor Vehicles

PREFERRED QUALIFICATIONS

- High school experience as a teacher
- High school experience as an assistant principal or principal

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Conceptualize the mission of the school district, broad goals of the school and plans accordingly to ensure that procedures and schedules are implemented to carry out the total school program
- Ensure that the school program is compatible with the legal, financial, and organizational structure of the school system
- Lead the discussion about standards for curriculum, instruction and assessment based on research and best practices in order to establish and achieve high expectations for students.
- Define the responsibilities and accountability of staff members and develop plans for interpreting the school program to the community
- Develops and uses shared vision, values and goals to define the identity and culture of the school.
- Implement strategies and activities to support and meet the goals of the district strategic plan
- Supervise in a fair and consistent manner effective discipline and attendance systems with high standards, consistent with the philosophy, values, and the mission of the school
- Ensure that the school is a professional learning community
- Ensure that process and systems are in place which results in recruitment, induction, support, evaluation, development and retention of high performing staff.
- Ensure a safe, orderly environment that encourages students to take responsibility for behavior and create high morale among staff and students
- File all reports regarding violence, vandalism, attendance and discipline matters as required by the NCDPI and federal, state, and local laws, rules and regulations
- Provide activities that facilitate the professional growth of the school staff and enhances the quality of the instructional program
- Identify the annual objectives for instructional and extracurricular programs of the school
- Ensure that the School Improvement Plan is followed and reviewed throughout the school year
- Ensure that the instructional objectives for a given subject and/or classroom are developed, along with detailed curriculum pacing guides
- Involve the faculty and others in the development of specific curricular objectives to meet the needs of the school program
- Provide opportunities for staff participation in the school program
- Establish, implement and evaluate procedures used to carry out the daily routine of the school

- Evaluate student progress in the instructional program by means that include the maintenance of up-to-date student data
- Supervise and appraise the performance of the school staff through observation formulas derived by the state of North Carolina
- Maintain inter-school system communication and seeks assistance from central office staff to improve performance
- Establish a professional rapport with students and with staff that encourages and promotes their respect
- Display the highest ethical and professional behavior and standards when working with students, parents, and school personnel
- Serve as a role model for students, dressing professionally, and demonstrating the importance and relevance of learning, accepting responsibility, and demonstrating pride in the education profession, encouraging school staff to do the same
- Notify the Superintendent, the Board, and other appropriate personnel and agencies when there is evidence of substance abuse, child abuse, child neglect, severe medical or social conditions, potential suicide or students appearing to be under the influence of alcohol or controlled substances
- Develop clearly understood procedures and provide regular drills for emergencies and disasters as required by the NC Statutes
- Comply with established lines of authority and promotes school safety
- Orient and assist new staff members and new students and provide opportunities for their input in the school program
- Encourage the use of community resources, cooperates with the community in the use of school facilities, interprets the school program for the community, and maintains communication with community members
- Design structures and processes that result in community engagement, support, and ownership.
- Manage, direct, and maintain records regarding the materials, supplies and equipment that are necessary to carry out the daily school routine
- Involve the staff in determining priorities for instructional supplies
- Organize, oversee, and provide support to the various services, supplies, materials, and equipment provide to carry out the school program
- Partner with Wilkes Community College and Ashe County Early College to expand opportunities for student success through high quality instructional programming
- Involve the community and makes use of community resources
- Perform other duties and responsibilities as assigned by the Superintendent

WORKING CONDITIONS

- Work is considered light physical work requiring the exertion of up to 20 pounds of force

WORK ENVIRONMENT

- Employees in this position are required to work in indoor and outdoor environments, and come into direct contact with ACS staff, students, and the public

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DISCLAIMER: *The above statements are intended to describe the general purpose and responsibilities assigned to this position. They are not intended to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and skills that may be required of the employees assigned to this position. This description may be revised by the supervisor, with HR review and approval, any time.*

ACKNOWLEDGEMENTS	
The following signatures acknowledge that the supervisor has verified the accuracy of the position description, has discussed position requirements with the employee, and has advised the employee of work performance expectations	
<i>Reviewed by: Employee's Signature</i>	<i>Date</i>
<i>Approval by: Supervisor's Signature</i>	<i>Date</i>