



FERGUSON-FLORISSANT SCHOOL DISTRICT

Administration Center
8855 Dunn Road
Hazelwood, MO 63042-2212
www.fergflor.org

Human Resource Services
Phone: (314) 687-1930
Fax: (314) 687-1939

Posted: 11/1/2018

Apply online: www.fergflor.org

Application Deadline: 11/10/2018

9-12 STEAM High School (Academy) Principal 2019-2020 School Year

The Ferguson Florissant School District is accepting applications for the position of 9-12 STEAM High School (Academy) Principal. This position reports directly to the Assistant Superintendent and is responsible for the management of all instructional, operational and financial programs at the High School. Responsibilities include but are not limited to the following:

5. Learn how to learn.
6. Develop academic mindsets.

Philosophy: Students enter our program with a range of gifts, talents, and passions, but have at least one thing in common: the desire to learn deeply. Educators are committed to meet students where they are to unleash their potential and open pathways to any future they wish to pursue.

JOB SUMMARY/PURPOSE: A transformational leader who will cultivate a holistic learning community focused on deeper learning and college and career success. He/she develops and monitors programs that interconnect mathematics, science, technology and the humanities. A leader committed to helping students discover who they are as learners, helping students to become creative problem solvers, effective communicators and tomorrow's leaders through specialized curriculum and collaborative partnerships. A leader who is committed to building capacity of teachers so they may deliver the highest quality of instruction, and it also requires the principal to deeply understand content and pedagogy. Additionally, the principal will serve as chief supervisory and administrative officer which include supervision of instruction, direction of pupils/programs, building personnel and for the management and operation of the building, grounds and equipment. The principal must come with the competencies to propel the mission and philosophy of the school through distributive leadership and transparency within the community.

ESSENTIAL FUNCTIONS:

1. Foster critical thinking and problem-solving in real world applications
2. Preparing students for college and careers
3. Cultivate an environment of excellence
4. Utilize project-based learning
5. Hold yourself accountable for student achievement and growth
6. Skilled at differentiating for asynchronous development and twice exceptional learners
7. Develops leadership of staff and students
8. Encourages student voice and community engagement
9. Seeks community and college partnerships to support the mission of the school

Furthermore, the principal will lead the staff in providing a world class education that is guided by the following competencies of deep learning:

1. Master core academic content.
2. Think critically and solve complex problems.
3. Work collaboratively.
4. Communicate effectively.

MINIMUM QUALIFICATIONS:

1. Must possess a Master's Degree with qualified Missouri School Certification.
2. Must possess a Master's Degree or higher with a major in Educational Administration.
3. Must be qualified for Missouri School Certification.
4. Successful school administration and supervision experience preferred.

The Ferguson-Florissant School District provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. The Ferguson-Florissant School District complies with applicable state and local laws governing non-discrimination in employment in every location in which the district has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfers, leaves of absence, compensation, and training. Any inquiries regarding the Ferguson-Florissant School District's compliance with this policy should be directed to the Office of the Superintendent.



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- At least three years of successful experience as a classroom teacher. expectations including respecting the rights of staff and students
- Must be experienced with curriculum development and instructional design.
- Must have commitment to the individual worth, dignity, potential and success of each child.
- Must possess effective written and verbal communication skills.
- STEM Certification desired
- Gifted Certification desired

DUTIES/RESPONSIBILITIES:

The Transformational Principal is a visionary leader who develops and implements a data informed vision for the school to guide the learning of all students.

- Inspires stakeholders to focus on how each person can actively participate in developing a shared vision
- Goal focused and strategically works toward the accomplishment of Board of Education Goals and MSIP Standards.

The Transformational Principal develops a system of school improvement that increases the performance of students and teachers.

- Intentionally develop all direct reports into interdependent and highly effective professionals.
- Provide for professional improvement through performance-based evaluations.
- Provide ongoing and meaningful professional development for staff
- Cultivate teacher leaders and utilize their skill sets to create ongoing process improvement opportunities for the learning community.
- Empowers staff to continuously hold each other accountable to the highest professional

The Transformational Principal promotes and ensures a guaranteed and viable curriculum, guarantees effective instructional practice, coordinates the use of effective assessments and promotes professional learning.

- Supports staff use of a variety of research-based practices appropriate to the intended content.
- Observes classroom instruction and provides meaningful and timely feedback on teacher practice and student response.
- Develops a culture of continuous professional learning.
- Analyzes multiple sources of student, school and district-level data to improve student learning.
- Provide effective instructional and curricular leadership.
- Articulate the vision of the instructional program to students, faculty and the community.
- Establish and maintain an effective site-based program for curriculum implementation, staff development, technology and school operations.
- Develop a Media and Research Center that integrates technology and research; supports student projects.

The Transformational Principal manages operations and policies to ensure the equitable and strategic use of resources.

- Manages fiscal resources to support school goals and priorities
- Provide effective day-to-day operation of the organization – include objectives which cover the managerial role, administrative organization, assignment of personnel, implementation of

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policies, organizational development, student activities, pupil personnel and fiscal accounting.

3. Assume responsibility for the implementation and observance of all Board policies and procedures the school's staff and students.
4. Plan, organize, and direct implementation of all school activities.
5. Provide for efficient and effective allocation of resources to meet building and District needs.

The Transformational Principal promotes a positive and professional culture among teachers and family and community.

1. Include objectives dealing with effective use of internal and external sources of information, and of both personal and public media to involve the total school community.
2. Acts as liaison between the school and the community, interpreting activities and policies of the school and the District and encouraging community participation in school life.
3. Provide opportunities for student led service learning and leadership.

The Transformational Principal innovates by being engaged in professional growth, actively focused on reflective practice and applies new knowledge and understanding to drive appropriate change.

1. Acquire knowledge, skills and best practices for improving teaching and learning.
2. Utilizes an intentional feedback system to continuously improve and refine performance
3. Creates a culture of innovation that continuously examines strategies for change and improvement.

Other work related skills

1. Include objectives assisting in the preparation to meet the needs of the position through the acquisition of human skills, technical skills and work habits.
2. Include conferences, seminars and reading.
3. Participate in District-wide committees and activities.
4. Participate in all events associated with the school and District programs.
4. Perform other duties as assigned.

PHYSICAL DEMANDS: (also see Physical Demands Checklist, attached)

WORK ENVIRONMENT / CONDITIONS: School Setting

EQUIPMENT / TOOLS/ MATERIALS USED: Computer, iPad, Smartboard, Powerpoint, Excel, Walkie Talkie

REQUIRED PERSONAL PROTECTIVE EQUIPMENT: N/A

TERMS OF EMPLOYMENT: Assigned to 260 day work calendar; 8 hours per day vary; compensation and benefits (Medical, Dental, Vision, Life) as provided by the Board of Education.

Complete an online application at www.fergflor.org. Attach the following: letter of interest, resume, copy of current certification and list of five names of references, including addresses, day and evening phone numbers, and email addresses, (including current supervisor). Once your online application is complete, please follow the directions on the website to indicate your interest for this position.

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